

Mineral Planning at a recruitment / retention crossroads

What opportunities are there to collaborate & share resources to deliver more efficient services & attractive career paths

A Minerals Planning perspective

Lisa Kirby-Hawkes – Development Planning Manager
(Hampshire County Council)



RTPI
Royal Town Planning Institute



Hampshire
County Council

What we will cover

A Minerals Planning perspective...



Main issues & challenges

RECRUITMENT

82%

Of local authorities had difficulties hiring planners in the last 12 months

A quarter

Of planners left the public sector between 2013 and 2020

RESOURCING

One quarter

Of planners left the public sector between 2013 and 2020

Interim State of the Profession, 2023

Main issues & challenges

Minerals planning at a recruitment and retention crossroads

- Difficulty in recruiting and attracting staff
- Cannot compete with the private sector (pay)
- Lack of degree/ masters coverage
- Role profile / pay discrepancies
- Need to make minerals planning more attractive

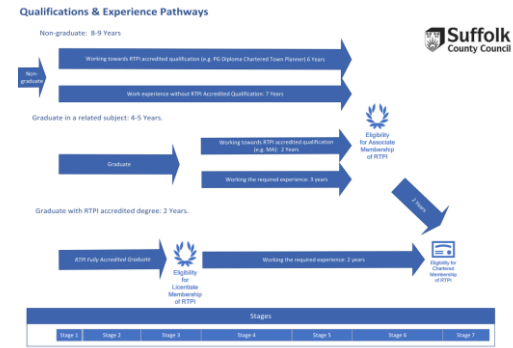


Main issues and challenges

Minerals planning at a recruitment and retention crossroads



- Budgets pressures and allocated budgets for training / development
- Lack of clear career pathways
- Links to fees and performance



Main issues and challenges

Planning departments with less than 75% capacity

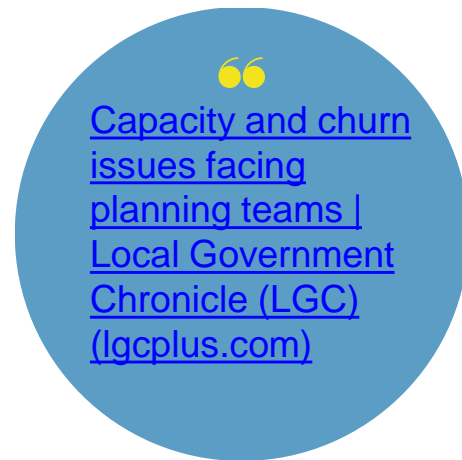
Data covers the 12 month period between 1 January 2022 and 31 December 2022.

■ Over 75% ■ Under 75%



Out of a 276 sample size. Freedom of information requests sent to all 333 English Councils.

Chart: Megan Kenyon | Local Government Chronicle • [Get the data](#) • Created with [Datawrapper](#)



Main issues and challenges

Planning departments with over 20% turnover in 2022

Data covers the 12 month period between 1 January 2022 and 31 December 2022.

Under 20 Over 20



Out of a 276 sample size. Freedom of Information requests sent to all 333 English Councils.

Chart: Megan Kenyon | Local Government Chronicle • [Get the data](#) • Created with [Datawrapper](#)

“This is not a question of vacancies today, but a decade-long decline in planners due to the continued fall in public spending”

MWPOS –

Recruitment & Retention

- RTPI/MPA conference (2022)
- Agreement from MWPOS to establish a working group
- Progress to date:
 - Meetings with POS, CIWM, EA, MPA, PAS, DHLUC
 - Audit of all ‘Planning’ university courses and discussions
 - Survey of all MPA minerals(and waste) planners



MWPOS – Recruitment & Retention

Next steps:

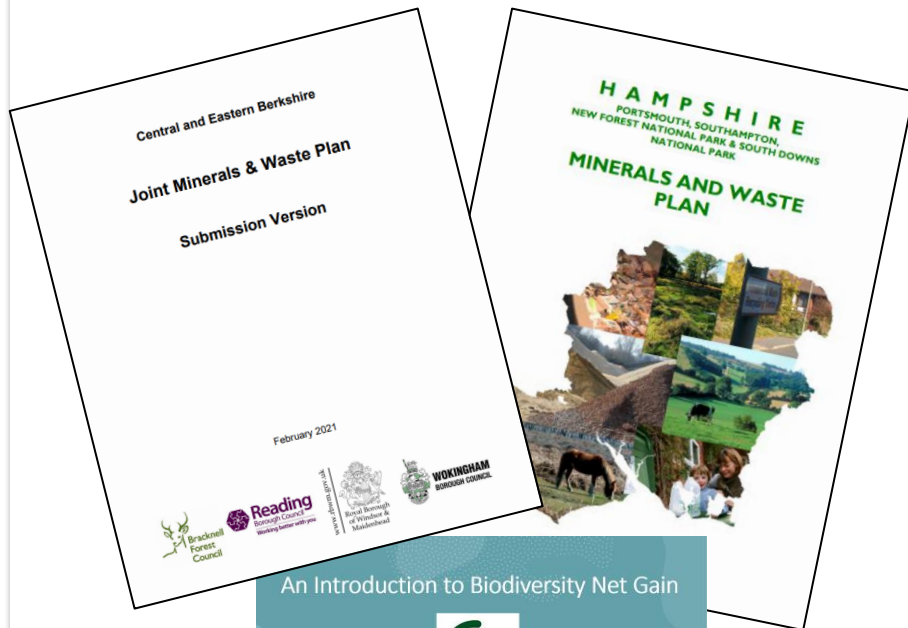
- Need to target students earlier...
- Setting up a workshop with Universities to discuss current issues
- Will request to discuss findings with the RTPI in due course



Potential solutions and approaches

Partnership working

- Happening already – formally and informally
- Collaborative partnership working - ongoing
- Collaborative training between authorities



Potential solutions and approaches

Planning agencies and sharing services

- Potential for planning authorities to share services?
- More common at district level

Planning Agencies

In consultation with our members, RTPI has developed a model for public sector improvement to better develop planning skills, respond effectively to local leaders the community's needs, develop expertise and local knowledge and underpin place-based action.

Planning Agencies are a voluntary, shared services model that local planning authorities can use to do more with less.

The agencies could share responsibility for standard planning services across local planning authority boundaries (including enforcement, development management research and policy) to pool resources, add capacity and offer multi-disciplinary support that communities need to shape places and tackle inequality and climate change.

"This interesting paper shows how the planning service is underfunded in many parts of the UK, and some ideas about how it could do more with less. A better funded and more efficient planning system means more decisions, more approvals, and more housing."

BEN SOUTHWOOD
Senior Fellow, Policy Exchange



"This report shows why Government's planning reforms must deal with the evolving crisis we highlighted in our meeting housing demand report: local planning authorities do not have sufficient financial resources to deliver a quality service. But it also demonstrates the steps councils can take to recruit and retain the skilled personnel they need to improve plan-making, process applications and negotiate with developers."

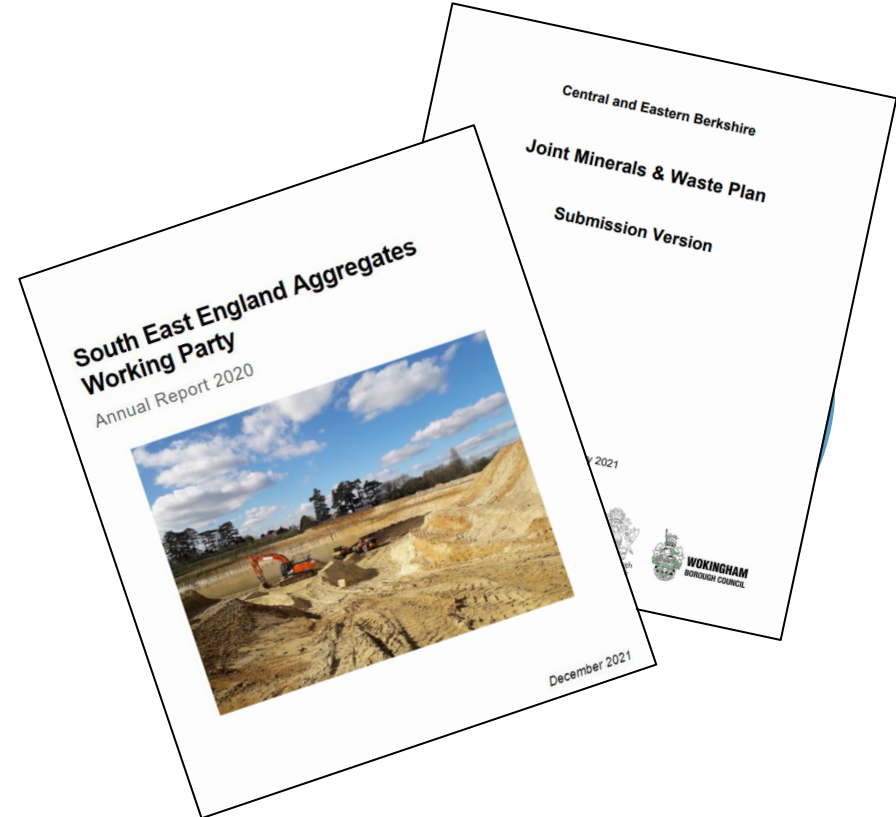
THE BARONESS NEVILLE-ROLFE DBE CMG
Chair, Lords Built Environment Committee



Potential solutions and approaches

Centre of excellence & trading

- Delivering resources for others
- Opportunities for DM and Policy
- Some MPAs are already delivering work for others
- Can help with retention
- Need's to financially make sense & still allow for local delivery



Potential solutions and approaches

Centre of excellence (Joint planning units)



- A differing model / structure
- A minerals 'hub' at a local or sub regional / regional level?
- Need's to financially make sense for host authorities and still allow for local delivery
- Policy may have the greatest potential – cyclical nature
- Role in supporting performance of others?

Final points

- At a crossroads... the need for action from all parts of the sector
- More creative approaches to resourcing may help – changing mindsets
- Need for support from Government
- Alternative models need to make sense financially and will need to be balanced with local delivery
- ¹⁴Need for MPAs to look at 'how' they recruit and retain





RTPI

Royal Town Planning Institute

Thank you

Lisa Kirby-Hawkes – Development
Planning Manager, Hampshire County
Council

lisa.kirby.hawkes@hants.gov.uk



Hampshire
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