

Development Management Division

Workloads and Resourcing

1. Contacts

Report Author:

Fjola Stevens – Divisional Manager Development Management

Tel: 01243 534557

Email: fstevens@chichester.gov.uk

Cabinet Member:

Susan Taylor - Cabinet Member for Planning Services

Tel: 01243 514034

E-mail: staylor@chichester.gov.uk

2. Executive Summary

This report outlines the need to address a vacant Team Manager post within the Development Management Division, which if unfilled will have an impact on the delivery of timely decision making.

3. Recommendation

- 3.1 That Cabinet approves the release of £40,000 from reserves to cover the cost of a temporary agency planning manager to address a current staff vacancy.

4. Background

Staffing

- 4.1 In December 2021 the Manager of the Development Management Applications Team was seconded to the position of Divisional Manager for Development Management for a period of 6 months, and subsequently made permanent. In order to ensure continued effective management of the Applications Team, the post has to date been filled by an agency planner whose contract has now ended.
- 4.2 Since permanent recruitment to the post has so far been unsuccessful, it is necessary to fill the post with a further agency manager on a temporary basis. Recruitment to the post will take time and so a temporary manager should be secured for another 6-month period. The cost of employing agency staff has increased since the post was last filled, and therefore a total of £40,000 is sought to secure a suitably experienced agency manager to fulfil this important management role.

5. Outcomes to be achieved

- 5.1 To secure temporary cover for a vacant post in the Development Management Team to ensure the effective management of the Applications Team.

6. Proposal

- 6.1 It is proposed that £40,000 is released from reserves to secure an interim Applications Team Manager (1FTE) until February 2023.

7. Alternatives Considered

- 7.1 Consideration has been given to filling the Development Manager post from existing staff resources, however there is not sufficient capacity in the service to do this effectively and without impacting upon service delivery and customer care. It is therefore considered that employing an agency planner is the most effective means to ensure the continued efficient running of the Applications Team whilst permanent recruitment takes place.

8. Resource and Legal Implications

- 8.1 In May 2022 Cabinet agreed to release £56,600 to fill the Team Manager vacancy until September 2022 (plus a temporary senior planning officer post). This report seeks resources for a further 6-month contract and there are no further resource or legal implications, beyond those set out in the body of the report.

9. Consultation

- 9.1 No consultation has taken place or is necessary.

10. Community Impact and Corporate Risks

- 10.1 The recommendation in this report is important to reducing the risks associated with the ability of the Council to deal with the planning applications submitted to it.
- 10.2 Delays in the determination of planning applications can affect the viability of business as well as people's choices of how and where they live. It is therefore important that the Council deals with the determination of applications in an expedient manner.

11. Other Implications

Are there any implications for the following?		
	Yes	No
Crime and Disorder		x
Biodiversity and Climate Change Mitigation - Further resources will ensure proper consideration of these matters as part of the application determination process	x	

Human Rights and Equality Impact		X
Safeguarding and Early Help		X
General Data Protection Regulations (GDPR)		X
Health and Wellbeing – Workload levels are currently unsustainable for case officers. The proposed measures will reduce the risk of stress related illness.	X	

12. Appendices

12.1 None

13. Background Papers

13.1 None.