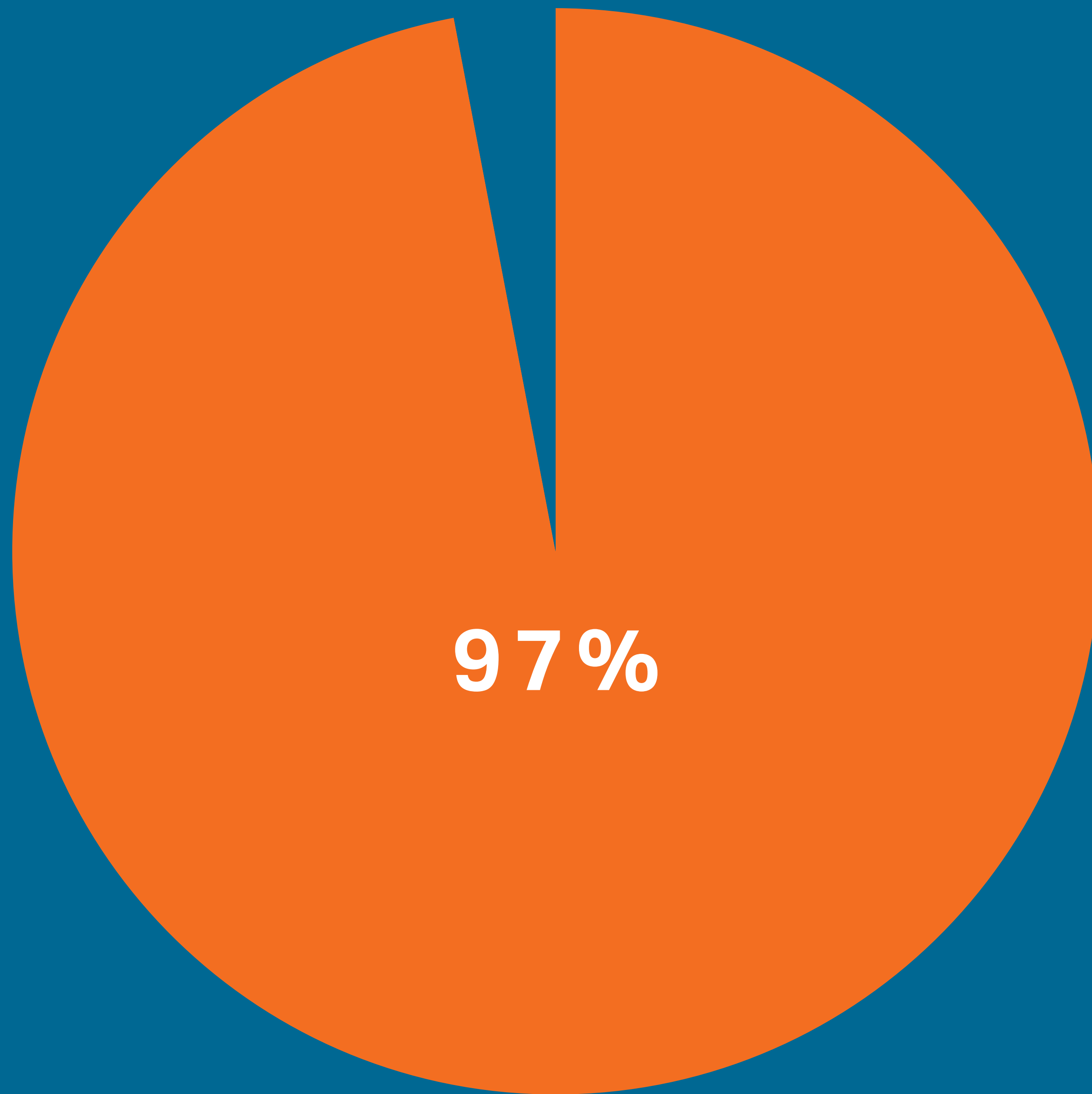
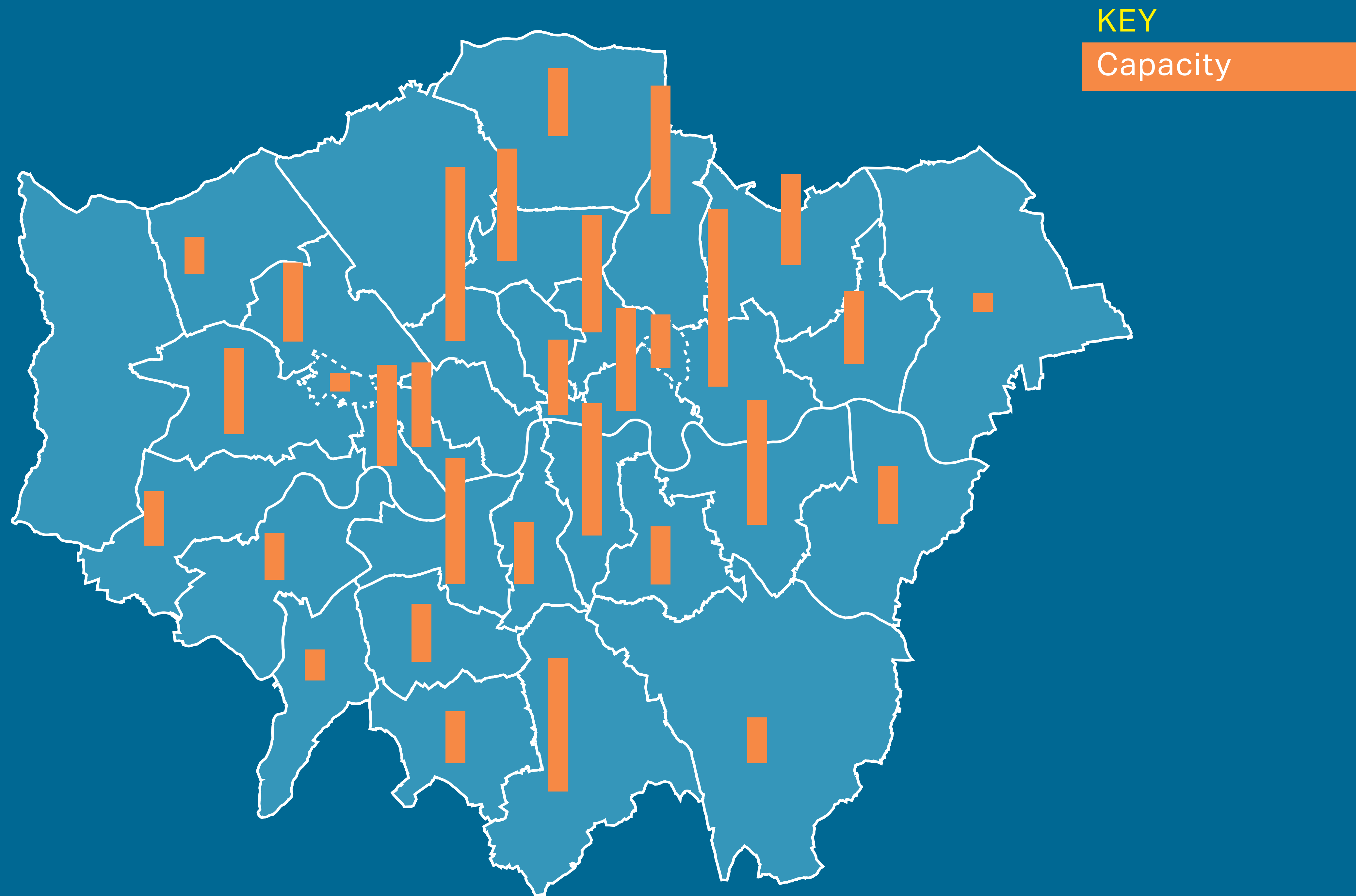


LONDON PLANNING AND REGENERATION DELIVERY CAPACITY 2018



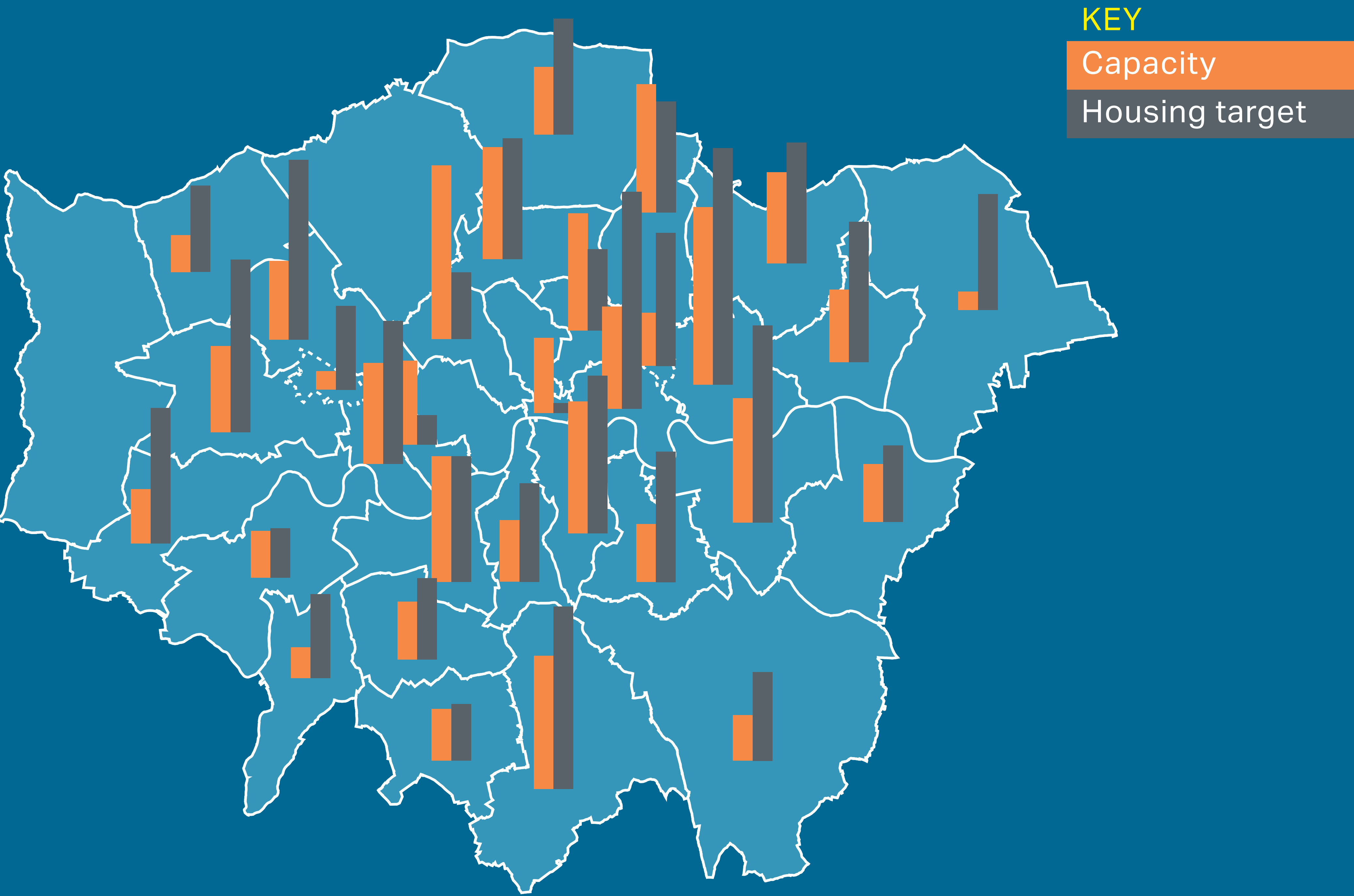
The place shaping capacity survey was carried out between July and September 2018, with responses from all but one borough. Responses are self-reporting, and so rely on the accuracy and knowledge of the particular respondent within the organisation.

WHAT IS THE CAPACITY ACROSS AUTHORITIES?



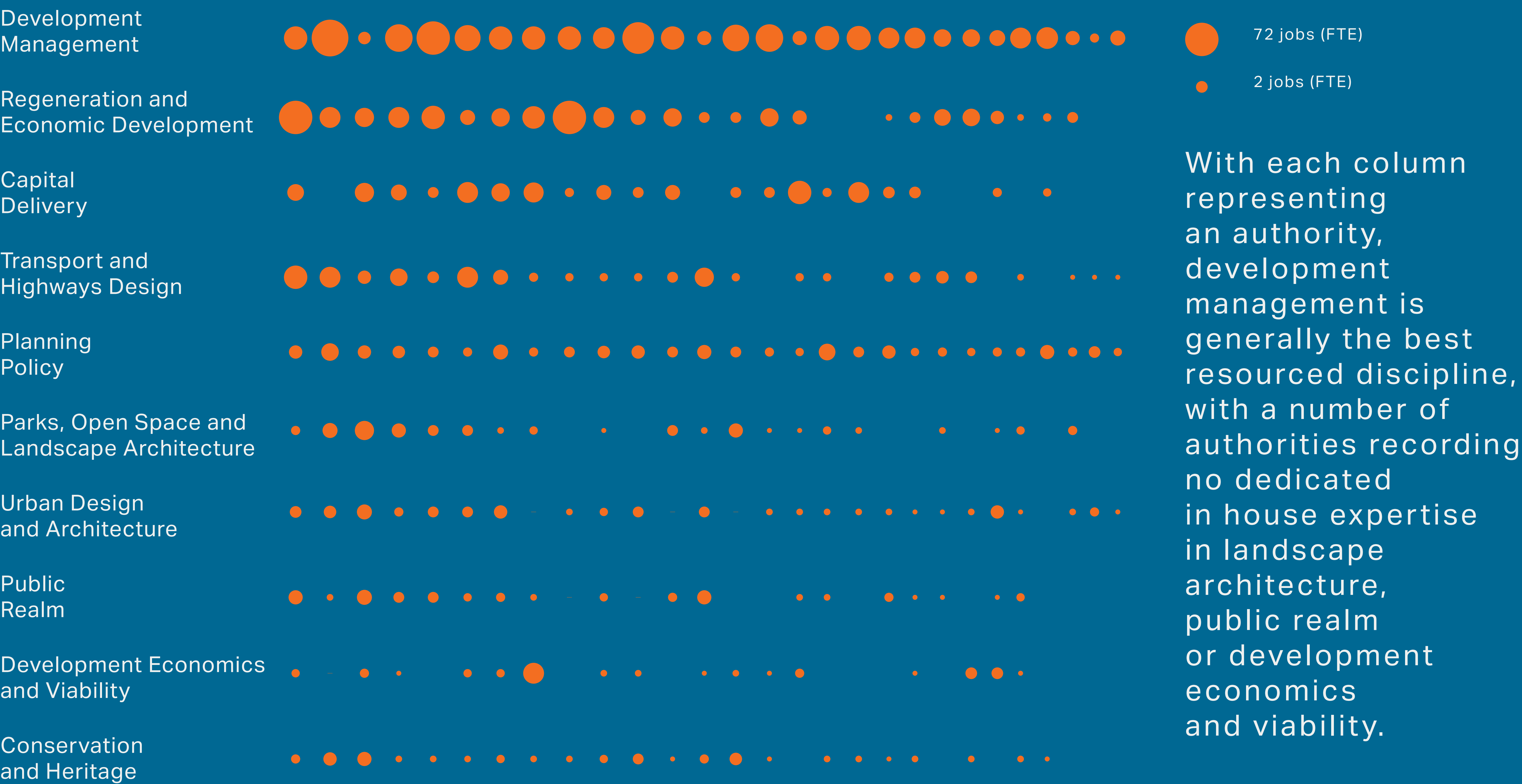
The capacity of
placeshaping skills
varies quite
considerably
across boroughs.

EXISTING CAPACITY VS HOUSING TARGET

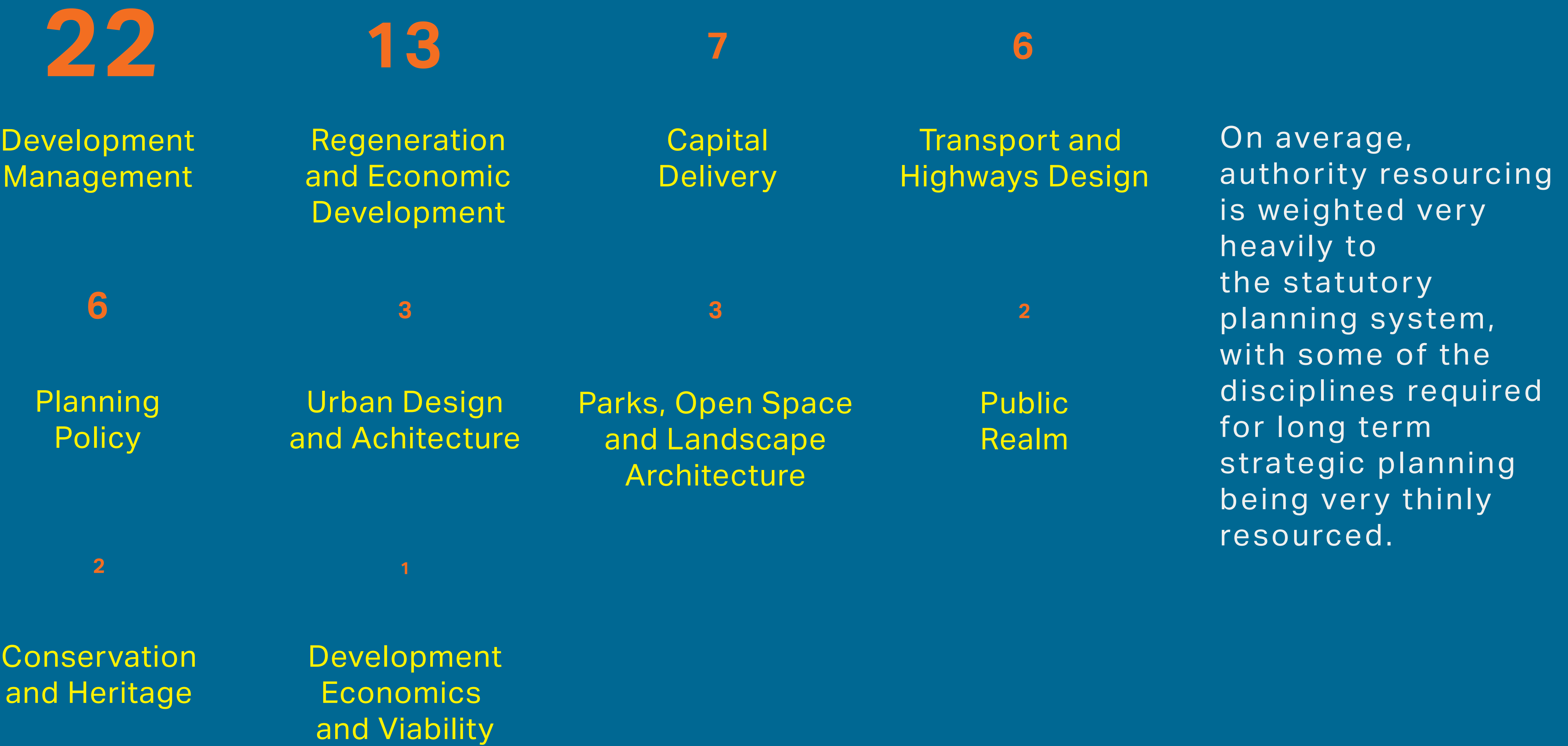


When mapped against Draft London Plan housing targets, the variance of capacity is notable, with some Outer London boroughs appearing comparatively under resourced, and some central London authorities appearing comparatively well resourced.

CAPACITY BY DISCIPLINE, BY AUTHORITY



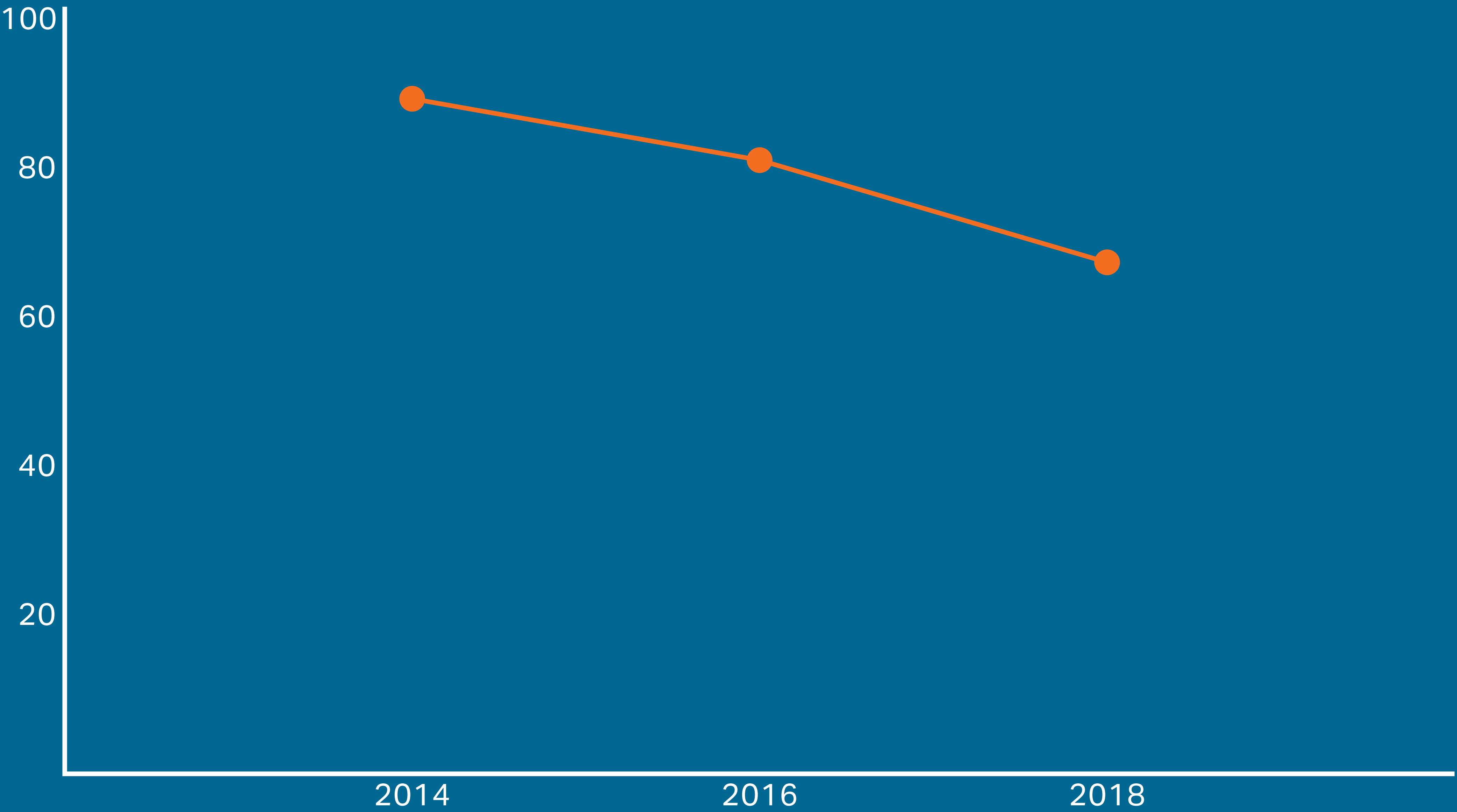
AVERAGE CAPACITY (FTEs) BY DISCIPLINE



CHANGE IN CAPACITY OVER TIME, PER DISCIPLINE

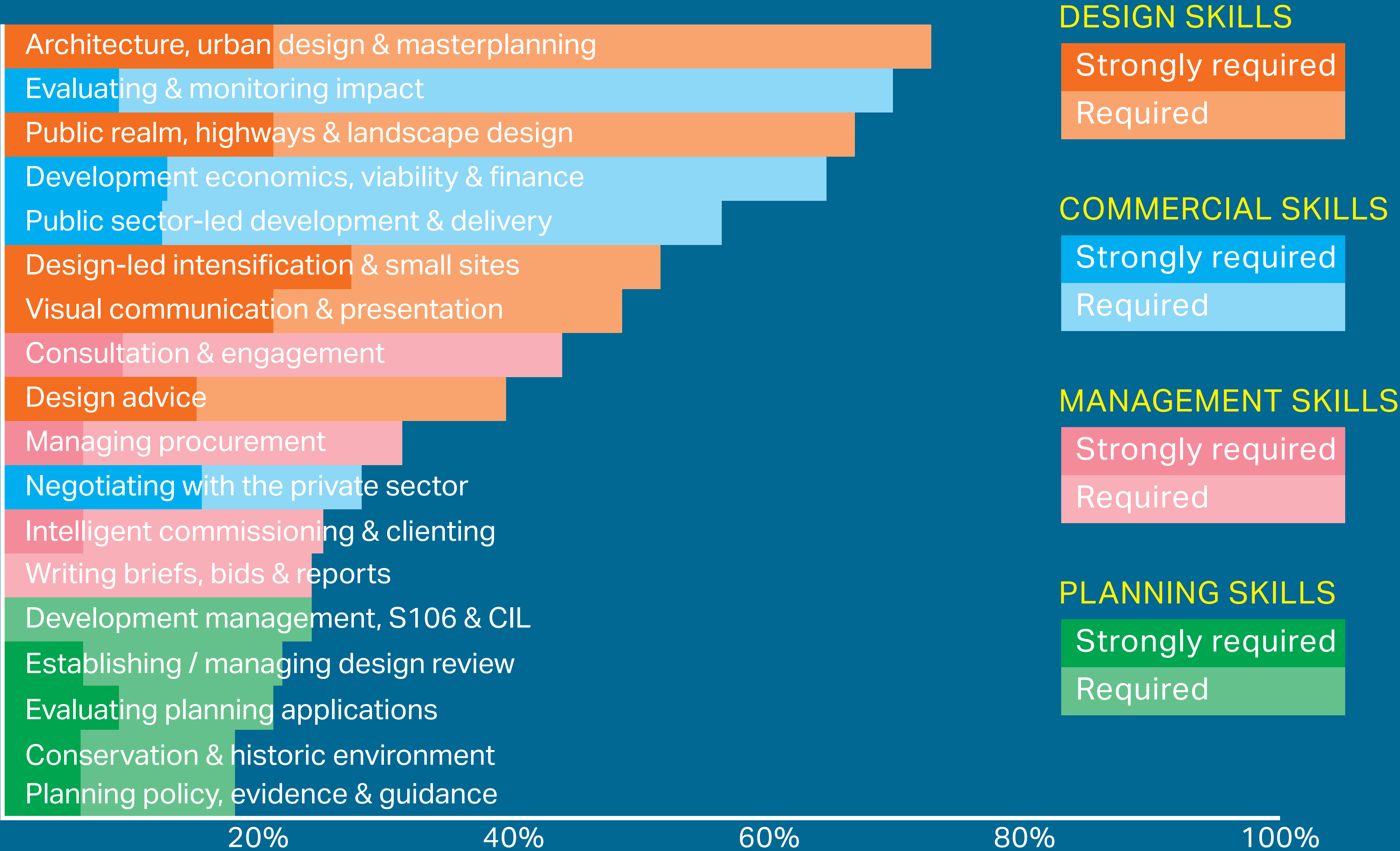
	2014		2016		2018	
Development Management	24	→	22	→	22	
Regeneration and Economic Development	20	→	18	→	13	The average number of staff (FTEs) over time has dropped over the past four year period, most markedly in the disciplines of regeneration and economic development (-35%), capital delivery (-50%), and public realm (-75%).
Capital Delivery	14	→	13	→	7	
Transport and Highways Design	8	→	7	→	6	
Public Realm	8	→	6	→	2	
Planning Policy	6	→	6	→	6	
Parks, Open Space and Landscape Architecture	3	→	3	→	3	
Urban Design and Architecture	3	→	3	→	3	
Conservation and Heritage	2	→	2	→	2	

AVERAGE AUTHORITY CAPACITY OVER TIME



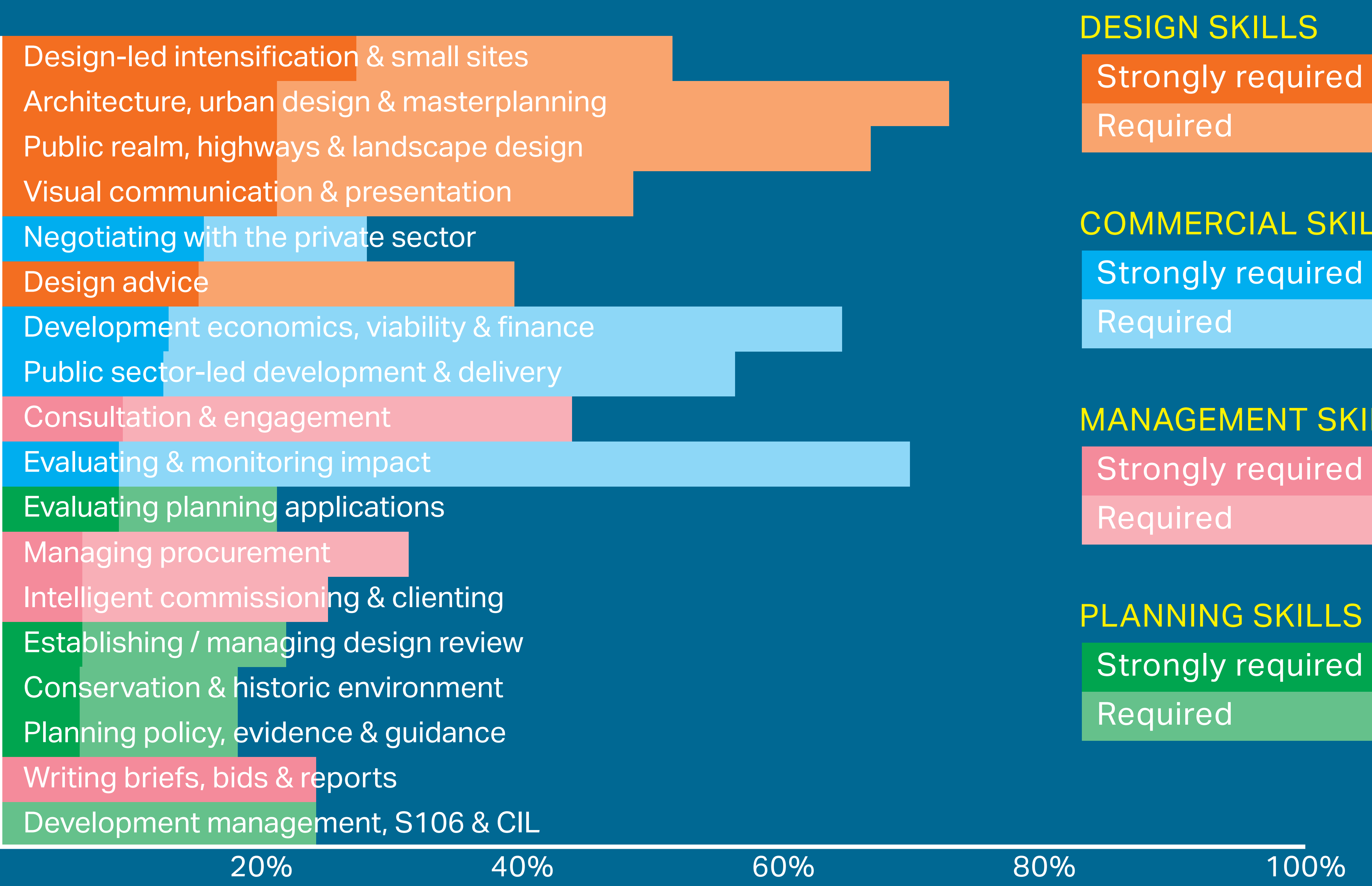
The average total planning and placeshaping capacity in authorities, measured in FTEs, has decreased by 24% over the past four years.

AUTHORITY CAPACITY NEEDS



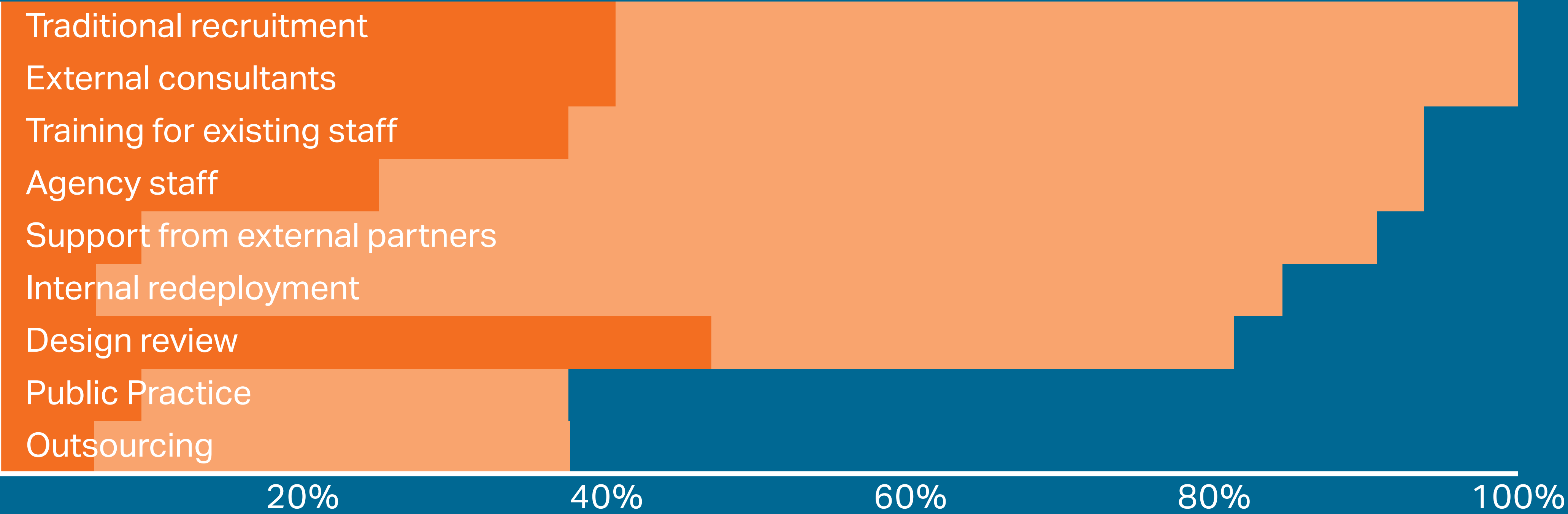
Of the range of skills strongly required, design skills and commercial skills dominate.

AUTHORITY CAPACITY NEEDS: STRONGLY REQUIRED



When the need is ranked by strongly required responses, in house design skills are the most in demand.

MEETING CAPACITY NEEDS



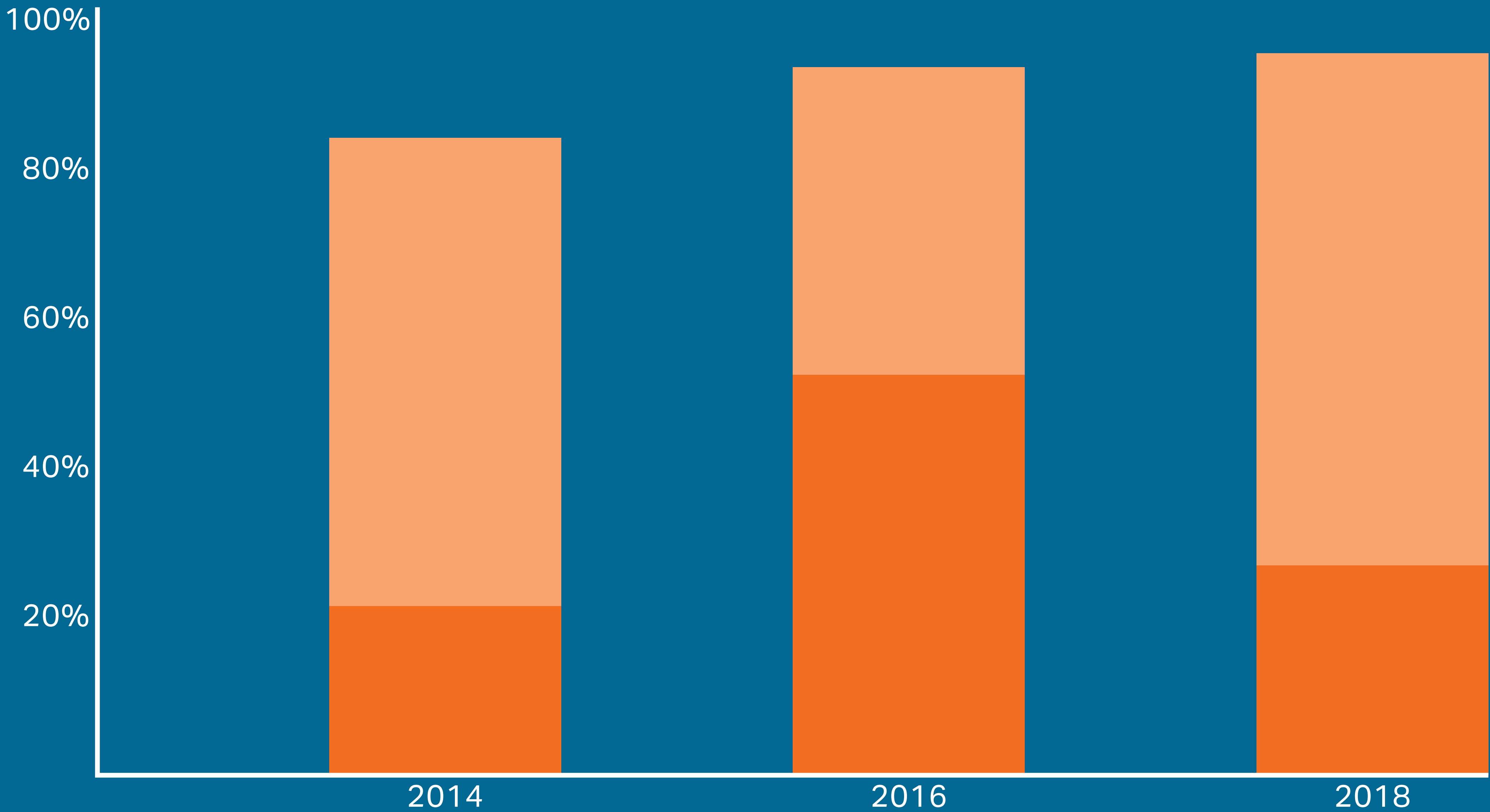
The use of consultants and traditional recruitment are the principle ways to recruit staff, though the process of design review is also routinely used to meet capacity needs.

KEY

Routinely

Sometimes

USE OF AGENCY STAFF OVER TIME



94% of authorities routinely or occasionally use agency staff to meet their capacity needs, an increase of 11% over the past four years.

KEY

Routinely

Sometimes

UPLIFT IN PLANNING FEES

KEY

Permanent posts

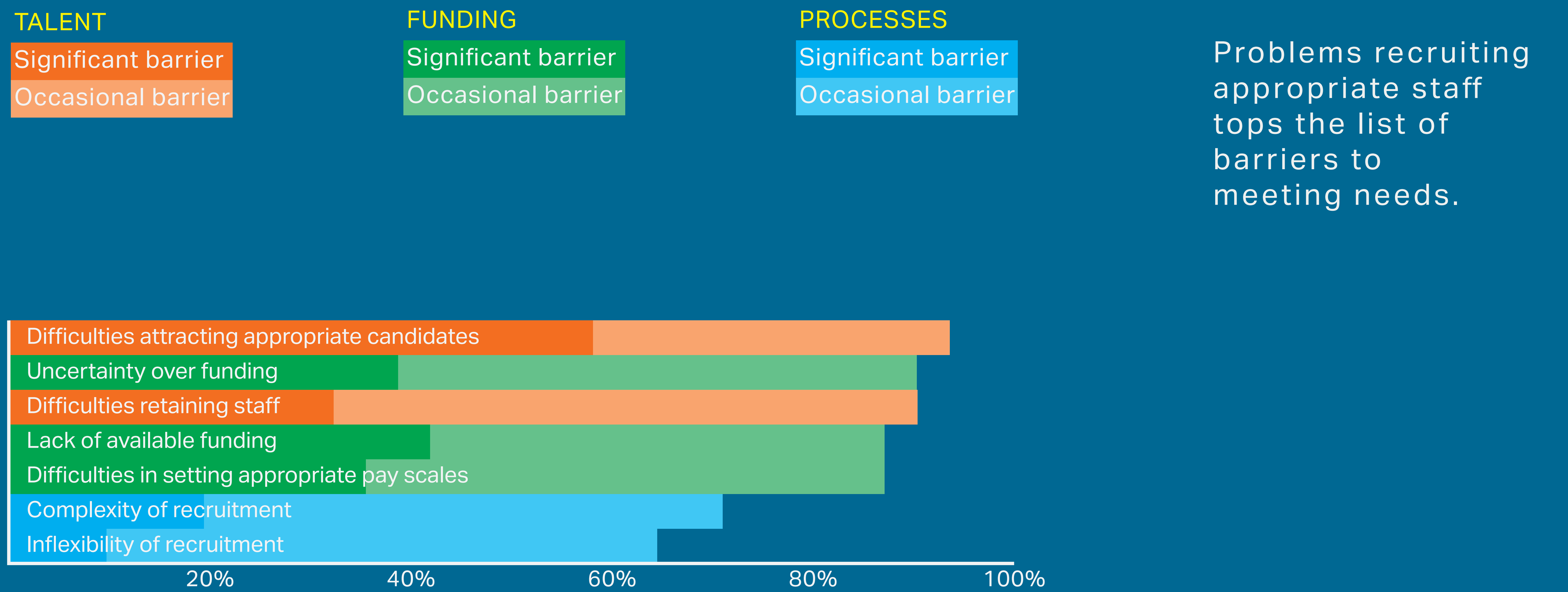
Temporary posts

Consultants

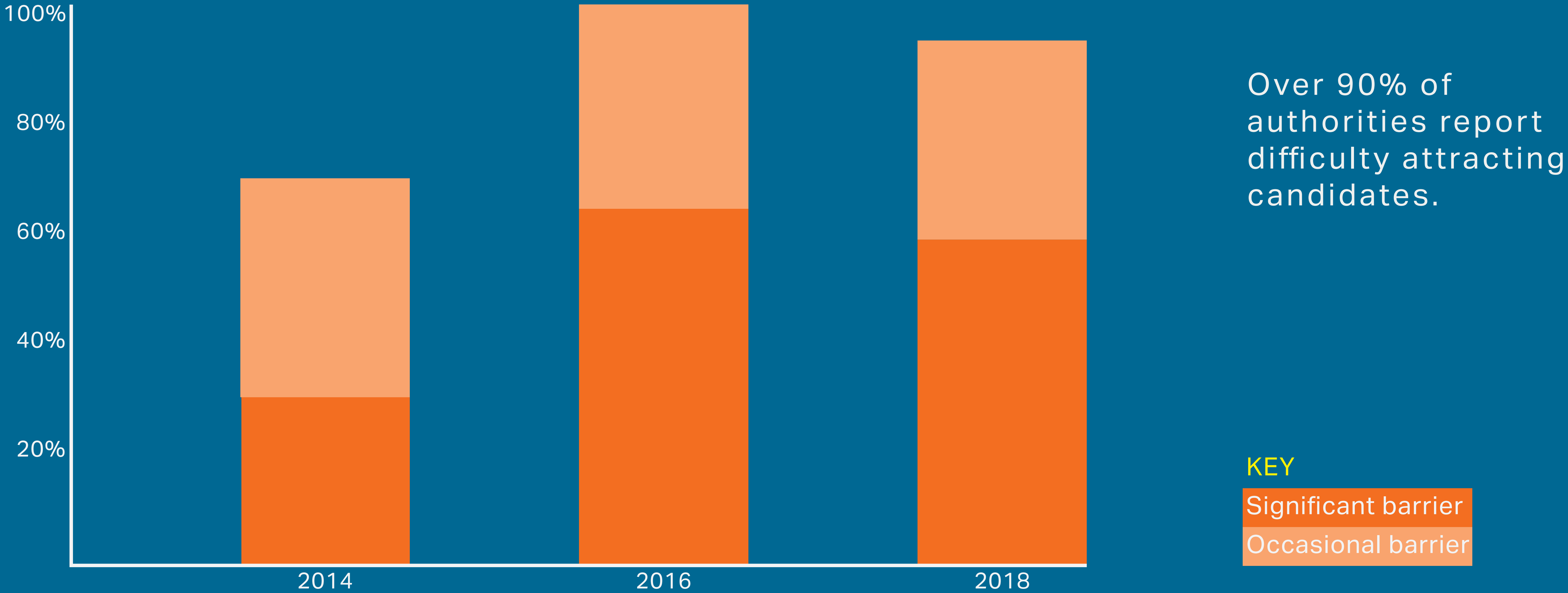


46% of authorities report securing new posts (24% permanent, 24% temporary), but most posts are processing planning applications rather than strategic planning.

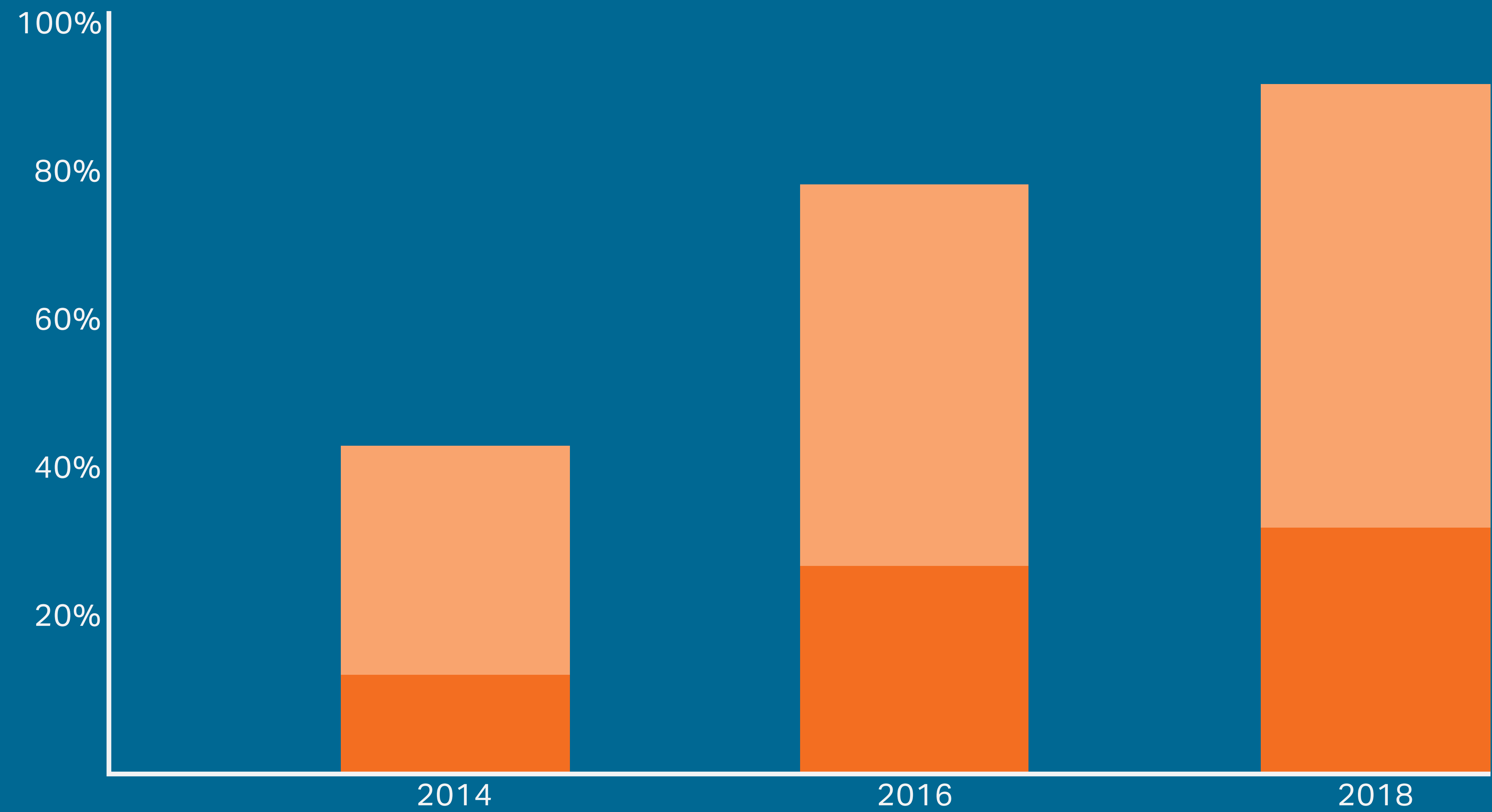
BARRIERS TO MEETING CAPACITY NEEDS



DIFFICULTIES ATTRACTING CANDIDATES



DIFFICULTIES RETAINING STAFF



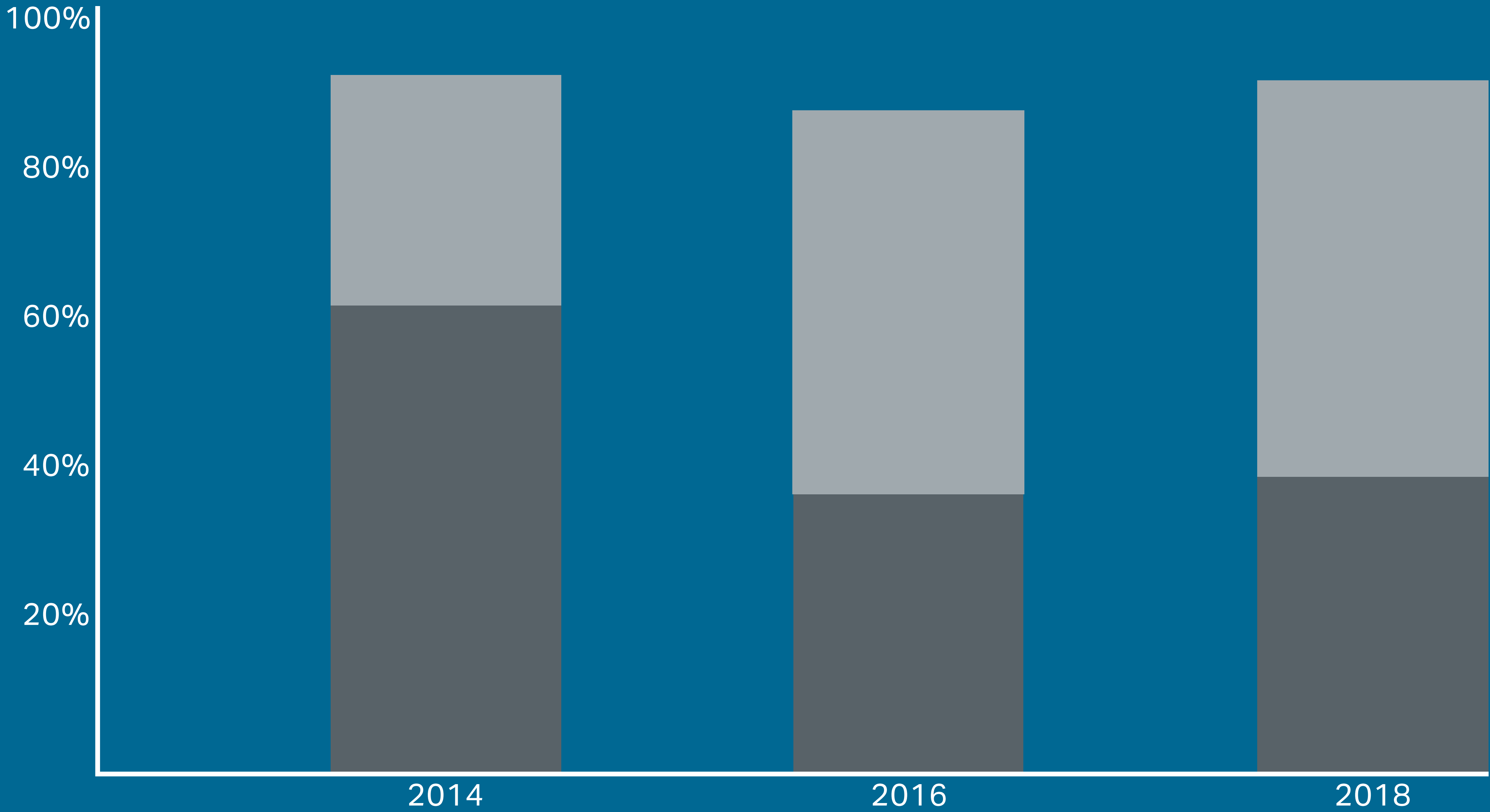
Over the four years to 2018, the proportion of authorities reporting difficulties retaining staff has more than doubled.

KEY

Significant barrier

Occasional barrier

UNCERTAINTY OVER FUNDING



90% of authorities report uncertainty over funding represents a barrier to meeting their capacity needs, but this is now less of a challenge than finding the right candidates.

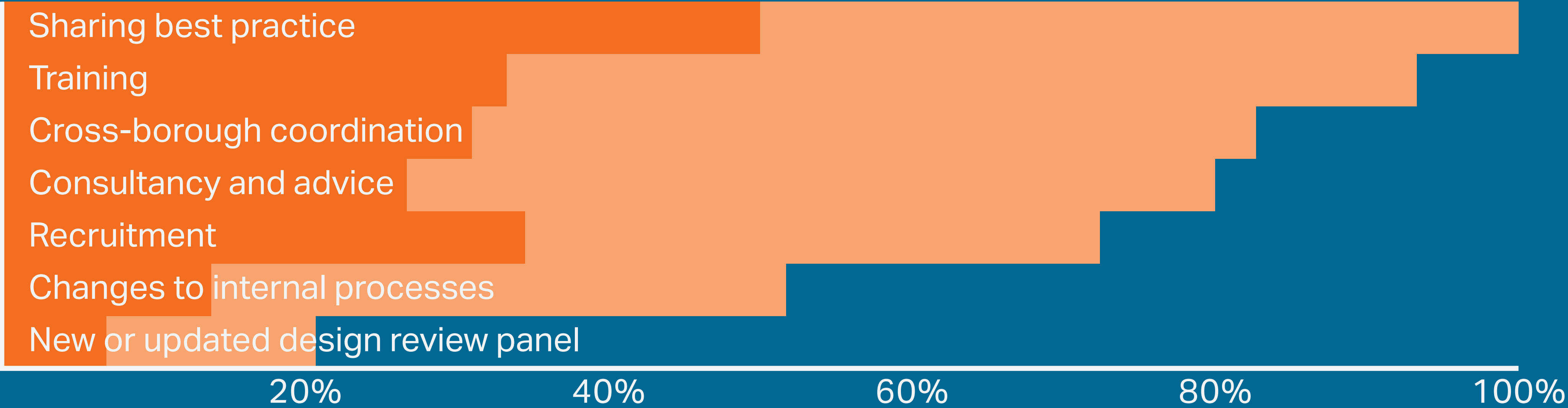
KEY

Significant barrier

Occasional barrier

POTENTIAL SOLUTIONS TO CAPACITY NEEDS

Sharing best practice and training are the most popular suggested solutions to capacity needs.



KEY

Significant barrier

Occasional barrier

CONFIDENCE IN HAVING THE CAPACITY TO DELIVER GOOD GROWTH



KEY

- Very confident
- Broadly confident
- Partially confident
- Not very confident

More than a third of respondents are not confident their capacity is sufficient to ensure delivering good growth in their borough.