

Gloucester City Council

Meeting:	Special Organisational Development Committee	Date:	25 November 2015
Subject:	Planning Services Restructure		
Report Of:	Head of Planning		
Wards Affected:	All		
Key Decision:	No	Budget/Policy Framework:	No
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Appendices:	1. Restructuring Planning Services		
	2. Consultation Feedback		
	3. Proposed Service Structure		

FOR GENERAL RELEASE

1.0 Purpose of Report

1.1 The purpose of the report is to propose a new structure for Planning Services (Appendix 1). Identifying the need for the new structure and to consult and request approval for the adoption of the changes.

2.0 Recommendations

2.1 Organisational Development is asked to **RESOLVE** that the proposed structure for Planning Services be agreed and implementation be progressed.

3.0 Background and Key Issues

3.1 Full Council, 27th February 2014 considered and approved Gloucester City Council's Money Plan 2014-19. It articulated that Local Government was, and is continuing to face the toughest financial outlook for many decades. The Local Government Finance Settlement had seen unprecedented reductions in formula grant, which would impact on resource availability and the ability of the Council to continue to deliver services without change. The Money Plan forecasts indicated the need for significant efficiency, service transformation and savings targets in each year.

3.2 Within the Planning service area, there is a requirement to make savings of £100,000 in 2015/16. This paper proposes how these savings can be made while continuing to deliver high quality services.

3.3 The nature of the business carried out within Planning Services has changed during the past year. The two changes of greatest significance have been the transfer of the Council's housing assets to Gloucester City Homes (GCH) and the creation of

the Gloucestershire Building Control Partnership (GBCP), a shared service between the Council and Stroud Borough Council.

4.0 Alternative Options Considered

4.1 No others options due to the need to reflect changes in the nature of the Council's business and the need to achieve required cost savings.

5.0 Reasons for Recommendations

5.1 To reposition resources to deliver in key areas for the Council to include; implementation of channel strategy, review service delivery options, feasibility studies, business analysis (to include business case development), client management of external partnerships, technical client functions, income generation, efficiencies and lean system practices.

6.0 Future Work and Conclusions

6.1 The consultation period closed on 30 October 2015 and comments were received from all members of the team. These representations are included within Appendix 2.

7.0 Financial Implications

7.1 The restructure proposal achieves an approximate cost saving of £127,000 in the current financial year, in excess of the £100,000 target required within the Council's Money Plan.

(Financial Services have been consulted in the preparation this report.)

8.0 Legal Implications

8.1 There are no legal implications associated with this proposal, other than redundancy and redeployment matters.

(One Legal have been consulted in the preparation this report.)

9.0 Risk & Opportunity Management Implications

9.1 This structure allows Planning Services to have appropriate levels of capacity to deliver the Council's statutory responsibilities and other supporting services, ensuring service standards are met.

10.0 People Impact Assessment (PIA):

10.1 The PIA Screening Stage was completed and did not identify any potential or actual negative impact, therefore a full PIA was not required.

11.0 Other Corporate Implications

Community Safety

11.1 No community safety implications.

Sustainability

11.2 No sustainability implications.

Staffing & Trade Union

11.3 All staff affected by these changes, together with the recognised Trade Unions, have been consulted throughout this process. The proposals were shared with Trade Unions on 19 October and with Employee Forum on 21 October.

Background Documents: None