

Recommendations

Resources

- 1. A comprehensive Service Improvement Plan is developed, incorporating key findings, challenges and opportunities for efficiencies. This will include full resource implications identifying any funding shortfall. SIP to be created by the end of January 2006**

Recruitment and Retention

- 2. To develop a package of options to redress recruitment and retention problems. Such a package should consider the following:**
 - Market Supplement**
 - Retention payments at the end of each year of employment with the Council.**
 - An across the board review of Planning Officer pay within Planning Services**
 - Evaluating successes and failures of recruitment approaches**
 - Use of creative advertising to promote Stockton as a place to live and work, to be distributed to all applicants**
 - Production of a relocation package that offers incentives to graduates**

Revision of Publications

- 3. All written material that is distributed to public, including applicants and objectors to be reviewed to ensure that it is clear and appropriate**
- 4. Production of written guidance to be distributed to local developers and made available to the public outlining requirements for the submission of a complete planning application. Consideration be given to consolidating guidance through formal consultation and the Committee process**

Promotion of Stockton BC/Stockton-on-Tees

- 5. A marketing strategy is developed that explores other means of promoting Stockton to Planners, i.e., via trade journals, university courses, that is of good quality and promotes Stockton and the Tees Valley as a place to live, work and visit**

Member Training

- 6. Implementation of ongoing monitoring to ensure that Members of the Planning Committee and Substitutes have undertaken appropriate training and refresher courses**

Delegation of Decision Making

- 7. Officers to draw up proposals for a potential extension to the existing scheme of delegation and report back to the Environment and Regeneration Select Committee within three months**

Pre-application advice

- 8. Pre-application advice to be logged onto the Uniform system as a record to prevent inconsistencies**

Engineering, Transportation and Regeneration

- 9. Regular meetings be established with Heads of Service in Engineering and Transportation, Regeneration and Planning to discuss issues relating to major planning applications**

Organisation of staff

- 10. An urgent review of staffing establishment be undertaken in the context of projected applications and recommended caseload per officer**
- 11. The Head of Planning Service to reconfigure the management structure to meet requirements**
- 12. As part of the Comprehensive Service improvement Plan, the Planning Service should undertake the Customer First Programme to ensure that the service is totally efficient and appropriate to requirements**
- 13. An assessment be undertaken to discover the amount of time that is taken on appeals, and the staff structure be configured accordingly**
- 14. Evidence provided by Lynda Addison relating to Section 106 Agreements and appeals to be fed into the Service Improvement Plan**

Report of the Environment and Regeneration Select Committee November 2005

Chair **Councillor Jennie Beaumont**
Vice-Chair **Councillor Norman Teasdale**

Contact Officer **Sarah Connolly**