



Haringey Council

Agenda item:

Corporate Committee

20 June 2011

Report Title. Restructuring of The Planning Regeneration & Economy Service (PR&E)

Report of Anne Lippitt - Interim Director Place and Sustainability

Signed :

  14/6/2011

Contact Officer : Marc Dorfman Assistant Director PR&E

Wards(s) affected: All wards

Report for: Key

1. Purpose of the report (That is, the decision required)

- 1.1. To ask the committee to agree to the proposed restructuring of the Planning Regeneration and Economy Service (PRE) following formal consultation with staff and their Trade Unions.
- 1.2. This report sets out the rationale for the changes at Appendix 1 and the aims of the proposed new structure in section 7 of the report. The differences in post numbers between the existing and proposed structure are set out in tables in section 7. Staff and Council and Union consultation and responses are set out in section 7, section 12 and Appendix 7. Information in Appendices are as follows
 - Appendix 1 Future Service Model
 - Appendix 2 Existing structure chart
 - Appendix 3 Proposed Structure Chart
 - Appendix 4 Recruitment Ring Fence Matrix
 - Appendix 5a EqIA – PRE Restructure (Staff)
 - Appendix 5b EqIA – PRE Restructure (Service)
 - Appendix 6 Consultation Responses
 - Appendix 7 Timetable
 - Appendix 8 Benchmarking

2. State link(s) with Council Plan Priorities and actions and /or other Strategies:

- Rethinking Haringey Outcomes:
 - Thriving
 - Healthier
 - Safer
 - Sustainable
 - Empowered

- Regeneration Strategy
- Sustainable Community Strategy

3. Recommendations

- 3.1. To note the responses to the formal consultation and the management responses to these.
- 3.2. That the final restructuring proposal be approved by the Corporate Committee.
- 3.3. To note the two phases of recruitment (phase one June/July 2011: recruit to management and assimilations; phase two October/November 2011: recruit to Carbon Management and Sustainability Service and finalise recruitment in all other teams).
- 3.4. To also note the amalgamation of the environmental resources, transport planning, housing enabling fuel poverty teams together with the existing physical regeneration and policy teams to form a Carbon Management and Sustainability group.
- 3.5. To note the amalgamation of the Planning Enforcement function with Development Management.
- 3.6. To note the impending formation of a shared economic development group with Waltham Forest, which is part of a separate restructure to the Planning, Regeneration and Economy (PRE) restructure, but will sit within the PRE service.

4. Reason for recommendation(s)

- 4.1. As a result of the Rethinking Haringey proposals, agreed by Cabinet on 25th January 2011, and the subsequent Urban Environment restructure proposals, agreed by General Purposed Committee on 22nd March 2011, as well as the budgetary pressures (detailed below) there was a need to reconsider the proposed restructure of the PRE service (outlined in the GP Committee Report on 28th October 2010) to address these.
- 4.2. The restructuring of the PRE business unit is required to address an existing budget deficit as well as contributing to overall PRE savings of £1,355m in 2011/12 and 275,000 in 2012/13 as part of the overall UE savings proposals.
- 4.3. The primary cause of the budget deficit has been the reduction in income. Fee income from Planning applications has fallen and this coupled with a loss in external grant funding most noticeably Housing and Planning Delivery Grant (HPDG) has exacerbated the problem.

5. Other options considered

- 5.1. Considered options are detailed in the report to the General Purposes (28 October 2010). Subsequent changes to the previously preferred option have been necessary to accommodate the amalgamation of services detailed in the recommendations above, and to achieve the revised efficiency savings required and to improve service delivery and coordination for the Local Development Framework and related environmental and regeneration strategies.

6. Summary

- 6.1. This report details the restructuring of the PRE service to reduce the existing mainstream funded structure from 106 posts (excluding the Economic Development group) to 68.

6.2. As previously mentioned the existing Economic Development group are the subject of a shared service initiative with Waltham Forest and a separate restructure is taking place to develop these proposals. The number of mainstream funded posts will be reduced from 13 to a joint service of 8. All additional staff will be funded via external funding as received.

The existing PRE business unit consists of the following services:

- Building Control
- Development Management
- Economic Development
- Strategic Sites and Physical Regeneration
- Service Management

6.3. The proposed restructure of the Planning, Regeneration and Economy (PRE) business unit is based on the proposals agreed at General Purposes Committee on the 28th October 2010. However, as part of Rethinking Haringey and the Urban Environment reorganisation there are a number of additional teams proposed to come into the PRE service, these are explained in more detail below. The proposed PRE structure will consist of the following services:

- Building Control
- Carbon Management and Sustainability Service
- Development Management and Planning Enforcement
- Shared Economic Development Service (with Waltham Forest)
- Business Development and Technical Support

Please see Appendix 3 for the proposed structure chart.

6.4. The proposed Carbon Management and Sustainability Service will be responsible for activities that support and facilitate the sustainable development and regeneration of the borough and the management of Haringey's carbon footprint. The development of this service will require the transfer to PRE of a number of other functions from other UE business units (Environmental Resources Projects Team – Frontline Services; Transport Planning Team – Frontline Services; Fuel Poverty Officer – SCHS; Housing Enabling Team and Housing Strategy, Development and Partnerships Manager – SCHS). These will be merged with the existing Planning Policy, Design and Conservation Team and Strategic Sites and Physical Regeneration Team that currently sit within PRE.

6.5. Two Structural Engineers formally a part of the Homes for Haringey service also transferred into the Building Control service on 1st June 2011. The agreement for this transfer was done via Delegated Authority.

6.6. Reductions in posts –
By Service Area

Service Area	Existing FTE posts	Proposed FTE posts
AD Office	2	1
Building Control	11	9 (excluding Structural Engineers)
Carbon Management and Sustainability Service	41	23

Development Management and Planning Enforcement	22	16
Business Development and Technical Support	30	19
Total	106	68

Detailed by service area:

Service Area	Existing FTE posts	Proposed FTE posts
AD	1	1
AD Support	1	0
Building Control (Technical Officers)	11	9 (excluding Structural Engineers)
Carbon Management and Sustainability comprising of:		
▪ Planning Policy and Design	10	6
▪ Physical Regeneration and Strategic Sites	11	3
▪ Environmental Resources	4	3
▪ Housing Enabling	4	3
▪ Fuel Poverty	1	1
▪ Transport Planning	4	4
▪ Management	7	3
Total:	41	23
Development Management (DM) and Planning Enforcement (Technical Officers)		
▪ Development Management	18	12
▪ Planning Enforcement	4	4
Total:	22	16
Business Development and Technical Support		
▪ Service Management	13	3
▪ DM Technical Support	10	9
▪ BC Technical Support	4	4
▪ Support Officers	2	2
▪ S106 Monitoring	1	1
Total:	30	19
Total	106	68

6.7. A reduction of 38 FTE posts is proposed, with 17 achieved through the deletion of vacancies and 12 through the corporate Voluntary Redundancy programme, leaving a remaining reduction of 9 posts. A number of posts are being changed / created and therefore it is anticipated that between 13-19 staff may be affected by the restructure depending on the outcome of ring fencing arrangements and ultimately recruitment procedures.

By Grade

Grade Band	Existing	Proposed	Difference (%)	Vacancies deleted	Voluntary Redundancies
PO8+	15	7	-8 (47%)	5	0
PO5-7	17	13	-4 (24%)	5	5
SO1-PO4	73	47	-26 (36%)	7	7
Sc6 & under	1	1	0 (0%)	0	0
Total	106	68	-38	17	12

n.b. *the figures in the tables above do not include FTEs in the proposed Shared Economic Development Service.*

6.8. The table above shows the reduction in staff by grade range. The senior management tiers have been significantly reduced.

6.9. The revised structure aims:

- To ensure an integrated delivery team for the Local Development Framework (LDF) The Transport Local Implementation Plan (LIP), the Local Carbon Framework and Adaptation Plan, The Strategy for Housing Development and Affordable Homes and Planning Projects work dealing with area plans, design and heritage. These will all be brought together in a new Carbon Management and Sustainability Service, which will also need to operate more significantly across North London and at a London wide level
- The maintenance of Building Control and Development Management teams and the reintroduction of Planning Enforcement. Retention and integration of 2 Technical Support teams under the Business Development function to continue to improve service streamlining, IT development and explore shared services and commissioning.
- The development of a shared Economic Development Service with Waltham Forest focusing on tackling worklessness, skills, youth employment, business guidance and procurement development for local businesses. This new service will operate across both Boroughs and increasingly North London.
- The development of a closer working relationship between the various parts of the Council's capital programme, (e.g. heritage and schools) and between the Council's asset management programme, the provision of community infrastructure and key planning and regeneration plans
- An even stronger focus on service cost recovery, external funding opportunities and shared services.

Consultation Results:

- 6.10. The formal consultation on these proposals ran from 12th May 2011 until 10th June 2011.
- 6.11. Following consultation the proposed service outcomes and overall structure shape has not changed from the proposal presented to General Purposes Committee as part of the Urban Environment Restructure proposals.
- 6.12. In total the management team received 20 responses to the restructure proposals (note some of these were team responses and had multiple queries within). The

responses can be summarised as follows:

6.13. Under 16 headings there were 51 key comments and responses and these are set out in Appendix 7 in detail. Most comments were made on:

- the general restructure (9)
- the Development Management professional service (8)
- the Carbon Management service (14). Planning policy and projects comments were generally put under the heading of Carbon Management.

- There were some comments of general support, but most comments were about processes or were concerns about the restructure and potential workloads. Overall there were no comments that were significant enough to support a change to the proposed restructure or timetable.

7. Chief Financial Officer Comments

7.1. As a result of the economic downturn the Planning, Regeneration and Economy Business Unit experienced a sharp reduction in Planning income during 2009 and 2010, this position was exacerbated by the decision by Central Government to no longer allocate Housing and Planning Delivery Grant monies which were projected to amount to around £200k per annum for Haringey. The total shortfall amounted to around £800k and was mitigated by a variety of actions across the business unit including freezing a large number of vacant posts. Income levels are not expected to increase significantly in the near future.

7.2. Additionally as part of the 2011-12 budget agreed by Council, the Planning, Regeneration and Economy Business Unit was required to deliver significant savings in 2011-12 and future years. Those that related to staffing costs included;

- £500,000 saving from the creation of a new Carbon Management Service
- £100,000 saving from the creation of a Shared Economic Development Service
- £210,000 from the restructure of Planning, Regeneration of Economy

7.3. The restructure outlined in this report addresses the base budget pressure and delivers the savings agreed as part of the 2011-12 budget. The exact amount of savings will be dependant on exact grades appointed at following a selection process as some of the grade bands are quite wide.

7.4. Delivering a balanced position for 11-12 and later years will still be dependant on the exact level of income received for Planning and Building Control, as well as the availability of external grant funding.

7.5. It is assumed that any redundancy costs are picked up centrally.

8. Head of Legal Services Comments

8.1. The Head of Legal Services has been consulted on the content of this report. The proposals concerning the restructuring of the PR&E service must comply with the Council's procedures regarding the restructuring of its services. This will include the requisite consultation with both staff affected and recognised trades unions before any final decision is made on the proposals. The basis for the selection of staff for redundancy must be capable of justification on an objective basis and the consideration of their position should follow the provisions within the Council's procedures regarding redeployment and redundancy.

9. Head of Procurement Comments –[Required for Procurement Committee]

N/A

10. Equalities & Community Cohesion Comments

10.1. Equalities Impact Assessments on the proposed restructure were carried out and have been signed off by the Equalities team. These can be viewed in Appendices 5a and 5b.

11. Consultation

11.1. Regular meetings were held with staff and Trade Unions prior to the commencement of the consultation.

11.2. Following the start of the consultation the following meetings were held with staff (Trade Unions were also invited to attend all meetings):

- 12th May 2011
- 25th May 2011
- 26th May 2011

11.3. Staff were also given the opportunity to request individual or team meeting or briefing with the Assistant Director for Planning, Regeneration and Economy or another member of the Senior Management Team discuss specific concerns relevant to them.

11.4. All comments have been reviewed and responded to accordingly. A summary of the results of the consultation with staff are detailed at Appendix 6.

11.5. All management job descriptions were evaluated by HR as part of this consultation process.

12. Service Financial Comments

12.1. As Chief Finance Officer Comments

13. Use of appendices /Tables and photographs

- Appendix 1 Future Service Model
- Appendix 2 Existing structure chart
- Appendix 3 Proposed Structure Chart
- Appendix 4 Recruitment Ring Fence Matrix
- Appendix 5a EqIA – PRE Restructure (Staff)
- Appendix 5b EqIA – PRE Restructure (Service)
- Appendix 6 Summary of Consultation Responses
- Appendix 7 Timetable
- Appendix 8 Benchmarking

14. Local Government (Access to Information) Act 1985

14.1. [List background documents]

14.2. [Also list reasons for exemption or confidentiality (if applicable)]

APPENDIX 1
Planning, Regeneration and Economy Restructure
The future service model and how this will be delivered

The proposals for change outlined in this report are based on the proposals agreed at General Purposes Committee on the 28th October 2010 and the additional proposals for PRE set out in the Chief Executive's Rethinking Haringey document and the GP March 2011 report on the restructure of Urban Environment into the new Place and Sustainability Directorate. The proposed PRE structure will consist of the following service areas:

- Development Management and Planning Enforcement
- Building Control
- Business Development and Technical Support
- Carbon Management and Sustainability Service
- Shared Economic Development Service (with Waltham Forest) (n.b. these proposals are out of the scope of this restructure report)

The revised structure aims to:

- Ensure an integrated delivery team for the Local Development Framework (LDF) the Transport Local Implementation Plan (LIP), the Local Carbon Framework and Adaptation Plan, the Strategy for Housing Development and Affordable Homes and Planning Projects' work dealing with area plans, design and heritage. These will all be brought together in a new Carbon Management and Sustainability Service, which will also need to operate more significantly across North London and at a London wide level and continue to explore shared service and strategic commissioning developments.
- Maintain the Building Control and Development Management teams and enable the reintroduction of Planning Enforcement into the Development Management Service. This will include the retention and integration of 2 Technical Support teams under a Business Development and Technical Support function to continue to improve service streamlining, IT development and explore shared services and strategic commissioning approaches.
- Support the development of a shared Economic Development Service with Waltham Forest focusing on tackling worklessness, skills, youth employment, business guidance and procurement development for local businesses. This new service will operate across both Boroughs and increasingly North London. It will also support the development of a North London planning and regeneration development agency, as the sub region integrates North London Strategic Alliance and North London Business and sets out how it will work with the new London Local Economic Partnership.
- Support the development of a closer working relationship between the various parts of the Council's capital programme, (e.g. heritage and schools) and between the Council's asset management programme, the provision of community infrastructure and key planning and regeneration plans.
- Provide an even stronger focus on service cost recovery, developing external funding opportunities and shared services.
- Standardise the Job Descriptions and Person Specifications for all qualified town planners in the new service to ensure that they are able to deal with Development Management, Planning Enforcement and Planning Policy and Projects work depending on work demands and in order to support career development and integrated service delivery.

Development Management and Planning Enforcement

Development Management and Planning Enforcement will be reintegrated. There will be a single Head of Service; 1 x Team Leader Development Management; 1 x Team Leader Planning Enforcement and Appeals (guidance and performance) and 1 x Principal Planning Officer (Major Sites) to lead on large scale major planning applications including project management of Planning Performance Agreements to facilitate major developments in the borough. There will be 12 planning officers with 3 concentrating on enforcement and 9 on planning applications, but all officers will work on applications, enforcement, appeals, letters, public consultation, advice and guidance to applicants and the general public and presentations to committees. All officers could work across the Borough and North London if shared services are developed. Officers may also be allocated responsibility for particular Borough areas linked to the emerging proposals for Area Committees and Area Forums.

As qualified town planners, all officers will be expected to be able to deal with Development Management, Planning Enforcement, Planning Policy, Transport, Design, Conservation and Planning Projects work depending on work demands and in order to support career development and integrated service delivery. All officers will be expected to maintain and develop knowledge and experience on:

- sustainable planning and development,
- carbon management,
- transport networks and transport planning,
- community infrastructure planning,
- economic development and regeneration,
- area and neighbourhood planning,
- urban and building design and architecture,
- development finance and appraisal.

Building Control

The Building Control Service will remain unchanged. There will be a Head of Service and 8 Building Control officers. The restructure could also see the relocation of 2 structural engineers from Homes for Haringey into this team. The Building Control Technical Support Team will serve Building Control but will report to the Head of Business Development and Technical Support.

Business Development and Technical Support

There will be a Head of Service, 5 multi-functional officers (dealing with service and performance management, finance and S106 monitoring, Health and Safety and emergency planning, HR, member support, shared service development and strategic commissioning support to service heads, customer services and management support), staff will be expected to work across all service improvement areas.

The Development Management Technical Support Team will remain with a Team Leader and 8 officers (including a Planning Enforcement support officer). The Building Control Technical Support Team will remain with a Team Leader and 3 officers. It is proposed that these teams sit in a new Business Development and Technical Support Service. This will ensure that important work on customer service and performance management, process streamlining, IT development, shared services and strategic commissioning will continue and be developed with existing Service Management Officers. Officers will be supported and encouraged to learn and deliver both planning and building control processes and minor applications, and advice and guidance. These

Technical Support teams will be located close to the Development Management and Building Control teams to ensure service integration, development and cover.

Carbon Management and Sustainability Service

This new service will bring together officers from Environmental Resources Projects (Frontline Services); Transport Planning (Frontline Services); Planning Policy, Design and Conservation (PRE); Strategic Sites and Physical Regeneration (PRE); Fuel Poverty (Strategic and Community Housing Services); and Housing Enabling and Strategy (Strategic and Community Housing Services).

The Carbon Management and Sustainability Service (CMSS) will ensure an integrated delivery team for the Local Development Framework (LDF), the Transport Local Implementation Plan (LIP), the Local Carbon Framework and Adaptation Plan, the Strategy for Housing Development and Affordable Homes and Planning Project's work dealing with key development projects, some area plans, design and heritage. The new CMSS will also be required to operate more significantly across North London and at a London wide level. The lead strategy – the LDF – contains policy, strategy, project, output and outcome indicator frameworks for all CMSS functions. It is this characteristic that will enable service and skill integration.

The new CMSS will lead plans and programmes, change policy and drive projects to reduce carbon and deliver 'place regeneration'. There will be a Head of Service and two teams – Planning, Environment and Transport (PET) and a Housing, Design and Major Projects Team (HDMP). PET will have a Team Leader and 12 officers comprising 2 x Principal Planning and Transport Programme Managers, 1 x Principal Environmental Resources Programme Manager, 6 x Officers (2 x Policy, 3 x Transport and 1 x Design and Conservation), 2 x Environmental Resources Officers and 1 x Community Infrastructure Plan and Levy (CIP/CIL) officer (this is a new post which will develop and implement the use of CIL within Haringey). HDMP will have a Team Leader and 8 officers comprising of a Principal Planning Programme Manager (Area and Physical Regeneration), 3 x Housing Enabling officers, 1 x Fuel Poverty/Energy officer, 3 x Planning Officers (Design and Conservation, Projects and Heritage and Conservation).

Town Planners in the two CMSS teams will also have the opportunity to deal with Development Management, Planning Enforcement and Planning Policy and Projects work depending on work demands and in order to support career development and integrated service delivery. The two teams will also drive shared services and strategic commissioning and professional skills and techniques for sustainable planning and community infrastructure, low carbon development, development finance and viability, urban and building design, transport networks and green behavioural change.

Shared Economic Development Service

The information below is for information only, these proposals are part of a separate consultation process. Full information is included in the General Purposes Committee report on the Shared Economic Development Service which can be viewed in Item 11 on the website at the following location:

<http://minutes.harinet.haringey.gov.uk/ieListDocuments.aspx?CId=141&MId=4525&Ver=4>

Cabinet, on the 8th February 2011, agreed to progress proposals to develop a Shared Economic Development Service between Haringey and Waltham Forest. The new

service will focus on tackling worklessness, skills, youth employment, business guidance and procurement development for local businesses. It will operate across both Boroughs, and increasingly North London, and will ensure good links with the London Enterprise Partnership (Mayoral LEP). It will also support the development of a North London planning and regeneration development agency in the form of an integrated North London Strategic Alliance and North London Business. This agency may in time also become its own Local Enterprise Partnership across North London and Anglia.

The proposals to establish a shared Economic Development Service in Haringey and Waltham Forest will increase efficiency and reduce costs through delivering a single service across two boroughs. The Shared Service will have a physical presence in both boroughs with both Joint Head of Service and Economic Development Manager dividing their times between the boroughs and each borough having access to Economic Development Officers. The model for this shared service will include the joint Head of Service taking responsibility for strategic commissioning, inter borough relationships, overall service management and an initial expertise and leadership role on Waltham Forest and the Economic Development Manager taking responsibility for operational and programme delivery across both boroughs, and an initial expertise and leadership role on Haringey

As stated earlier, the proposals for the development of a shared Economic Development Service are outside the scope of the PRE restructure. The proposals are being taken to General Purposes Committee on March 29th with consultation beginning in April. It is anticipated that the shared service will be in place as a shadow structure in May 2011 and operationally by June 2011.

Looking further forward, as the shared service approach develops, proposals will be worked up to develop a social enterprise that will transfer the operational delivery of interventions and programmes of activity focussing on tackling worklessness, social inclusion and promoting youth employment initiatives. There may also be an opportunity (subject to member agreement) to extend this service further into other north London boroughs.

The shared service will initially consist of 17 FTE posts – this will include a reconfigured Haringey Guarantee Delivery Team of 6 posts, Programme Management team of 2 posts, 1 Film Officer post and core shared Economic Development service of 8 posts to cover both boroughs.

Appendix 4 – Proposed PRE 2011-12 Restructure Ringfence Matrix

New Posts	Existing Post(s) in Scope	Recruitment Type	Phase
1 x Assistant Director Planning Regeneration & Economy (SM7)	<ul style="list-style-type: none"> Assistant Director Planning Regeneration & Economy 	Assimilation	1
1 x Head of Carbon Management (SM2/3)	<ul style="list-style-type: none"> Head of Housing Strategy, Development & Partnerships Head of Sustainable Transport 	Open Ringfence	1
1 x Head of Development Management & Planning Enforcement (P08/SM1)	<ul style="list-style-type: none"> Head of Development Management 	Assimilation	1
1 x Head of Building Control (SM1)	<ul style="list-style-type: none"> Group Manager Building Control 	Assimilation	1
1 x Head of Business Development & Technical Support (SM1)	<ul style="list-style-type: none"> Group Manager Service Management 	Assimilation	1
1 x Team Leader Planning, Environment & Transport (PO8/SM1)	<ul style="list-style-type: none"> Head of Strategic and Physical Regeneration Housing Enabling Manager Head of Planning Policy & Design Environmental Resources Manager 	Open Ringfence	1
1 x Team Leader Housing Design & Major Projects (PO8/SM1)	<ul style="list-style-type: none"> Head of Strategic and Physical Regeneration Housing Enabling Manager Head of Planning Policy & Design Environmental Resources Manager 	Open Ringfence	1
1 x Team Leader Development Management (PO7)	<ul style="list-style-type: none"> Team Leader Development Management North 	Assimilation	1
1 x Team Leader Planning Enforcement & Appeals (PO7)	<ul style="list-style-type: none"> Team Leader Planning Enforcement 	Assimilation	1
1 x Team Leader Building Control Support (PO4-5)	<ul style="list-style-type: none"> Team Leader Building Control Support 	Assimilation	1
1 x Team Leader Development Management & Enforcement Support (PO5)	<ul style="list-style-type: none"> Team Leader Development Management Support 	Assimilation	1
1 x Principal Planning Programme Manager (Planning Policy) (PO5-7)	<ul style="list-style-type: none"> Team Leader Planning Policy 	Assimilation	2
1 x Principal Planning Programme Manager (Transport) (PO5-7)	<ul style="list-style-type: none"> Team Leader Transport Planning 	Assimilation	2
1 x Principal Planning Programme Manager (Physical Regeneration) (PO5-7)	<ul style="list-style-type: none"> Senior Regeneration Officer 	Assimilation	2
1 x Principal Planning Officer (Development Management-Major Projects) (PO5-7)	<ul style="list-style-type: none"> New Post 	Displacements /Open Recruitment	1 or 2
1 x Principal Environmental Resources Programme Manager (PO5-7)	<ul style="list-style-type: none"> New Post 	Displacements /Open Recruitment	2
2 x Environmental Resources Officer (SO1-PO4)	<ul style="list-style-type: none"> 5 x Environmental Resources Officer 	Closed Ringfence	2
1 x Community Infrastructure Plan and Levy Officer (Planning)	<ul style="list-style-type: none"> New Post 	Displacements /Open	2

New Posts	Existing Post(s) in Scope	Recruitment Type	Phase
Policy) (PO5-7)		Recruitment	
1 x Fuel Poverty Officer (PO3)	<ul style="list-style-type: none"> Fuel Poverty Officer 	Assimilation	2
2 x Planning Officer (Policy) (SO1-PO4)	<ul style="list-style-type: none"> 2 x Planning Policy Officer 	Assimilation	2
2 x Planning Officer (Design & Conservation) (SO1-PO4)	<ul style="list-style-type: none"> Urban Design Officer Conservation Officer 	Assimilation	2
3 x Planning Officer (Transport) (SO1-PO4)	<ul style="list-style-type: none"> 3 x Transport Planning Officer 	Assimilation	2
1 x Planning Officer (Regeneration & Conservation) (SO1-PO4)	<ul style="list-style-type: none"> Regeneration & Conservation Officer 	Assimilation	2
1 x Planning Officer (Projects) (SO1-PO4)	<ul style="list-style-type: none"> Project Officer (Strategic Sites) 	Assimilation	2
3 x Housing Enabling Officer (SO1-PO4)	<ul style="list-style-type: none"> 3 x Housing Enabling Officer 1 x Housing Assets Officer 	Closed Ringfence	2
9 x Planning Officer (Development Management) (SO1-PO4)	<ul style="list-style-type: none"> 6 x Planning Officer (Development Management) 	Assimilation & Recruitment to vacancies (x3)	1 or 2
3 x Planning Officer (Enforcement) (SO1-PO4)	<ul style="list-style-type: none"> 3 x Planning Enforcement Officer 	Assimilation	1
3 x Senior Building Surveyor (PO6)	<ul style="list-style-type: none"> 3 x Senior Building Surveyor 	Assimilation	1
2 x Building Surveyor (PO4)	<ul style="list-style-type: none"> 2 x Building Surveyor 	Assimilation	1
3 x Building Surveyor (PO2-3)	<ul style="list-style-type: none"> 2 x Building Surveyor 	Assimilation & Recruitment to vacancy (x1)	1 or 2
3 x Building Control Support Officer (Sc6-PO1)	<ul style="list-style-type: none"> 3 x Building Control Support Officer 	Assimilation	1
8 x Development Management Support Officer (Sc6-PO1)	<ul style="list-style-type: none"> 7 x Development Management Support Officer Planning Enforcement Monitoring Officer 	Assimilation	1
1 x Planning & Regeneration Service Development Officer (PO4)	<ul style="list-style-type: none"> Service Development Officer 	Assimilation	1
1 x Planning & Regeneration Financial Management (S106 & External Projects Monitoring) Officer (PO1)	<ul style="list-style-type: none"> Section 106 Officer Support Officer (Policy) Support Officer (Strategic Sites) PA to Assistant Director 	Closed Ringfence	2
1 x Planning & Regeneration Service & Member Management Officer (PO1-2)	<ul style="list-style-type: none"> Member Support Officer 	Assimilation	1
2 x Planning & Regeneration Service Support Officer (Sc6-PO1)	<ul style="list-style-type: none"> Section 106 Officer Support Officer (Policy) Support Officer (Strategic Sites) PA to Assistant Director 	Open Ringfence	2

Haringey Council

**Equalities Impact Assessment (EqIA)
for Organisational Restructures**

Date: 12th April 2011
Department and service under review: Planning Regeneration and Economy
Lead Officer/s and contact details: Marc Dorfman x5538
Contact Officer/s (Responsible for actions): Emma Hardy x5550

The Equalities Impact Assessment for service restructures should assess the likely impact of restructuring on protected equalities groups of employees by: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex (gender), sexual orientation.

The assessment is to be completed by the business unit manager with advice from HR. It is to be undertaken by an assessment of the basic employment profile data and then answering a number of questions outlined below.

PART 1
TO BE COMPLETED DURING THE EARLY STAGES OF CONSULTATION WITH
STAFF/ UNIONS ON THE STRUCTURE

Step 1 – Aims and Objectives

1. Purpose – What is the main aim of the proposed/new or change to the existing service?

To restructure of the Planning Regeneration & Economy Service to address the following needs / issues;

- Previously identified structural budget deficits
- The need for additional efficiency savings in line with the Council's reduced revenue settlement
- Incorporation of staff as outlined in 'Rethinking Haringey' including Housing Enabling Team, Environmental Resources Team, Transportation Planning Team, together with existing policy and design resources to form a Carbon Management and Sustainability group
- Incorporate the Planning Enforcement resources within the existing Development Management group
- Reduction in staffing levels due to Voluntary Redundancy
- Reduction in staffing levels due to the Support Functions Reviews
- To develop a shared economic development service with Waltham Forest.

The primary aim being to realign the service to meet the current and future needs of our clients within the financial constraints imposed.

The table below is a breakdown of the proposed reductions in posts by service area:

Service Area	Existing FTE posts	Proposed FTE posts	Vacancies & VR posts deleted
AD Office	2	1	0
Building Control	11	9 (excluding Structural Engineers)	2
Carbon Management and Sustainability Service	41	23	13
Development Management and Planning Enforcement	22	16	6
Business Development and Technical Support	30	19	8
Total	106	68	29