

Service: Planning Development

Local Authorities Data

The following information has been collected from other local authorities in and around Surrey. Data below is provided by named borough/districts and is based on information received from contacts within HR. We emailed them requesting the contacts to fill out the below table, entering the salary details for the roles or their equivalent. Data was also collected from published information available within the public domain, from recruitment platforms and vacancies advertised on the Council's websites. It has been difficult to obtain data, as councils have very different structures in their Planning Service compared to Waverley and not the same roles. East Hants did not respond to our original email request, or our follow up reminder requests, and were uncontactable via phone.

The following councils were contacted via email:

- Arun
- Basingstoke
- Chichester
- East Hants
- Elmbridge
- Epsom and Ewell
- Fareham
- Guildford
- Midsussex
- Mole Valley
- Reigate and Banstead
- Runnymede
- Rushmoor
- South and Vale
- Spelthorne
- Surrey Heath
- Tandridge
- Test Valley
- West Berkshire
- Winchester City
- Woking

Not all responded, the information is included in this report for those that did.

Where possible, job descriptions have been obtained and compared to ensure as much as possible that these are comparator roles.

Salary details were also found online on council websites and recruitment platforms for the councils and job roles below and have been included:

Bracknell Forest

- 'Planning Officer'
- 'Technical Assistant'

Sevenoaks

- 'Planning Enforcement Officer (Career Grade)'

Gloucestershire

- Planning Officer (Career Grade)

Test Valley

- 'Regeneration Planning Manager'

Adur and Worthing

- 'Enforcement Officer'
- 'Planning Officer'

Havant

- 'Planning Service Lead/Chief Planning Officer'
- 'Senior Planning Officer'
- 'Graduate Planning Officer'
- 'Planning Officer'

Essex

- Principal Planning Officer for the 'Nationally Significant Infrastructure Project'
- Principal Planning Officer for the 'Economic Infrastructure'

Oxford City

- 'Principal Planner'

Horsham

- 'Senior Planning Officer'

Graphs have also been included from Infinistats which provides data from 2022 for Planning Development Leads, Principal Planning Officers, and Planning Officers.

Infinistats is an HR Platform whereby councils who participate can annually enter the latest data for their organisation, from which online reports can then be generated for many purposes including benchmarking.

This does depend however on how many councils have entered data onto the system. Data is generated annually, there is no data yet for 2023.

Waverley's current salary ranges for the roles in the Planning Development service are shown below, as of 01 April 2023:

Position Name	Pay Grade	Min Salary	Max Salary	Market Supplement	Bonus	Allowances
Planning Development Management Manager	N/A	Not in structure				
Planning Business Manager	04	£49,060	£53,050			
Planning Team Leader/Development Lead	PLN4	£51,389	£55,577			
Planning Enforcement Team Leader	PLN5	£47,294	£50,885			
Planning Business Support Team Leader	06	£38,917	£42,037			
Principal Planning Officer	PLN5	£47,294	£50,885			
Senior Planning Officer	PLN6	£39,516	43,735			
Planning Officer	PLN7	£32,051	£37,402			
Senior Planning Enforcement Officer	PLN6	£39,516	£43,735			
Planning Enforcement Officer	PLN7	£32,051	£37,402			

Benchmarking



Planning Technician	09	£27,601	£29,683			
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No market supplement, bonus or allowances are paid for any role. The Planning professional roles are paid on a Planning specific scale, introduced in 2013 to address the issue of planners pay, following a similar benchmarking exercise. This is paid specifically to Planning professionals and more recently Building Control Officers (then based in Planning) only.

Planning Development Management Manager (role deleted in 2021)

The salary range for other Surrey Local Authorities is shown below:

Council	RT PI	Min Salary	Max Salary	Market Supplement	Bonus	Allowances	Other	Comparison notes
Waverley								All mention committee, reports, good relationships with members, keeping up with legislation, financial management.
Guildford								Don't have this role, 5 Development Leads report straight to EHOS
Epsom & Ewell	Yes	£50,357	£59,027	N/A	N/A	N/A	Named 'Planning Development and Enforcement Manager'	Similar responsibilities
Spelthorne	Yes	£57,834	£66,103	N/A	N/A	Essential Car User Allowance		Similar responsibilities, more emphasis on performance management "identify changing trends

Benchmarking



								in workload and respond to these quickly and appropriately”
Surrey Heath		£67,511	76,511					Similar responsibilities, less emphasis on supporting internal staff,
Mid Sussex	Yes	£59,425	£65,425	N/A	N/A	N/A		
Arun							Currently have Interim Head of Development Management through agency, still profiling this new role to create salary banding	
Winchester City	Yes	£63,690	£69,939	N/A		Essential Car User Allowance - £846 per annum		
Fareham	Yes	£66,704	£76,626	N/A	N/A	N/A		
Chichester	Yes	£62,615	£67,651	£6,000			Named 'Divisional Manager'	
Test Valley		£50,199	£63,400				Named 'Regeneration Planning Manager'	
Havant borough Council		£68,305	£75,468				Named 'Planning Service Lead/Chief Planning Officer'	
Average Salaries:		£60,738	£68,906					

Benchmarking



This role was highlighted as the priority to other councils when collating data. It has been difficult as not every council has this position. Up to 2021 Waverley had a Planning Development Management Manager post, paid at PLN3 (**currently £59,059 - £65,347**) plus £3,000 market supplement. The above table shows that the average minimum salary after benchmarking is **£60, 738**, and the average maximum salary after benchmarking is **£68,906**. Only one council (Chichester) offered a market supplement, and only two councils (Winchester and Spelthorne) offered Essential Car User Allowance.

This would appear to suggest that Waverley's previous salary of PLN 3 and supplement is broadly in line with the average although it's noted that Chichester (with supplement), Fareham and Surrey Heath pay a maximum of over £70k.

Planning Business Manager

Council	RTPI Required ?	Min Salary	Max Salary	Market Supplement	Bonuses	Allowances	Other
Waverley	No	£49,060	£53,050	N/A			
Epsom & Ewell	No	£32,259	£37,813	N/A	N/A	N/A	Now named 'Technical Validation Supervisor' – previously known as 'Business Admin Hub Supervisor'
Winchester City	Yes	£55,863	£61,515			Essential Car User Allowance - £846 per annum	
Chichester	Yes	£48,587	£53,589	£5,750			
Average Salaries:		£46,442	£51,492				

The Planning Business Manager post was a rare job role in other councils therefore it was difficult to collate a strong amount of data. However, the table clearly shows that Waverley's salary being offered at pay band 04 falls **above** the average: The average minimum salary after benchmarking is **£46,442**, and the average maximum after benchmarking is **£51,492**. Only one council (Chichester) offered a market supplement, and only one council (Winchester) offered Essential Car User Allowance.

Planning Team Leader/Development Lead

Council	RTPI Required ?	Min Salary	Max Salary	Market Supplement	Bonuses	Allowances	Other
Waverley	Yes	£51,389	£55,577				
Guildford		£57,260	£65,762				
Surrey Heath		£58,452	£64,707				
Mid Sussex	Yes	£45,495	£52,673	£5000 pa	N/A	£1,239 pa	
Winchester City	Yes	£48,587	£54,551	N/A	N/A	Essential Car User Allowance - £846 per annum	
Chichester	Yes	£48,587	£53,589	£5,750			Named 'Managers' - (Applications, Enforcement, Majors and Business, National Park)
Average Salaries:		£51,628	£57,810				

The number of councils that provided data for this role was disappointing. With the data received, the above table clearly shows that the salary being offered at pay band PLN4 falls **slightly below average** for the councils where information has been gathered. The average minimum salary after benchmarking is **£51,682**, and the average maximum salary after benchmarking is **£57,810**. However, Chichester and Mid Sussex, two of the three councils paying lower than Waverley, both offer high market supplements of around £5,000. If these are included, the average increases to **£53,420** (minimum) and **£59,601** (maximum).

This, together with the disparity also noted in comparison with Guildford, suggests an area that warrants review.

Winchester and Mid Sussex were the only councils to offer a car allowance.

Since May 2021, the Planning Development Lead Major and Minor Applications role at Waverley was in a job share between 2 part-time employees, until one left in March 2022, and the second left in October 2022. From March 2022 to June 2022 an agency worker covered the role. Advertisement for this role went out in June 2022 (3 applications), July 2022 (0 applications), and September 2022 (0 applications), however all three recruitment attempts were unsuccessful. From 03 October 2022 to present, an agency worker has filled this role at a rate of £80 per hour.

Benchmarking

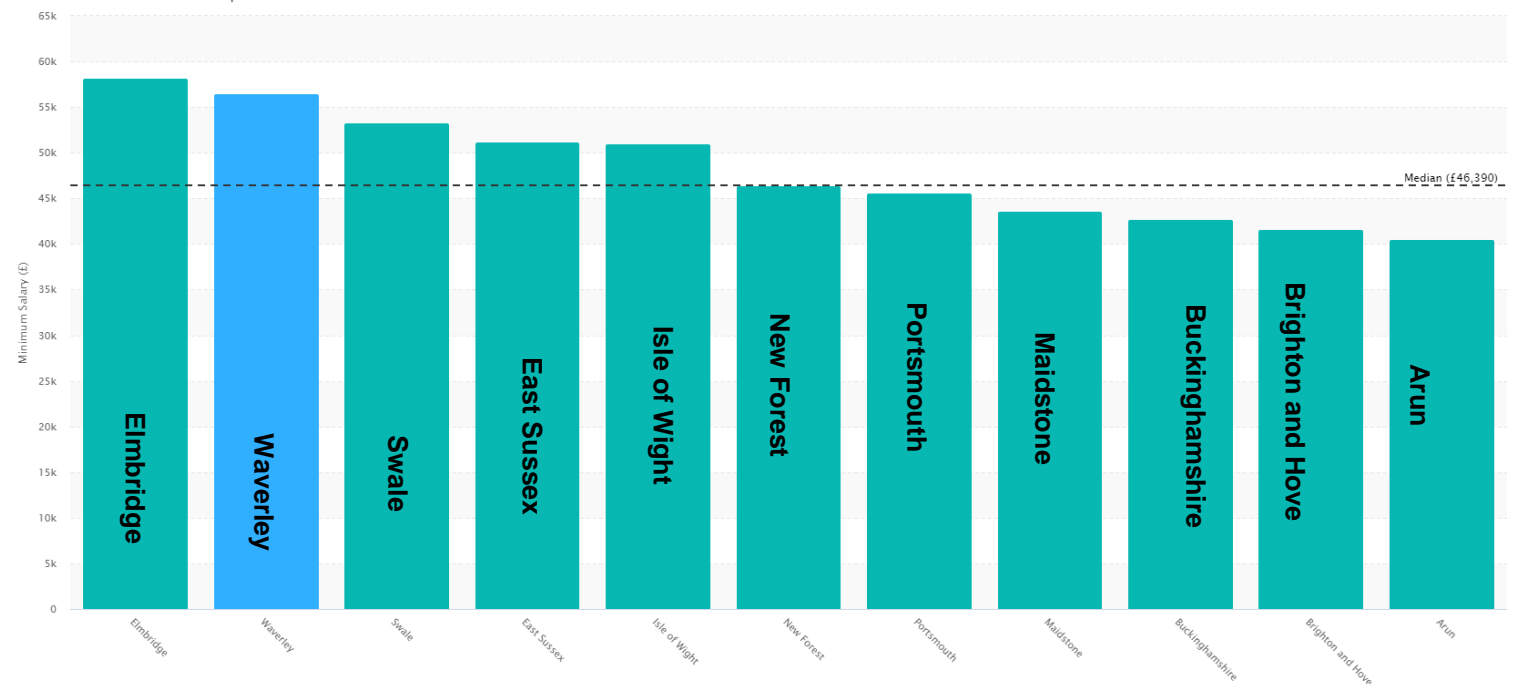


Despite the above, data from Infinistats 2022 shows to be more favourable but only against these particular councils. However, this doesn't show any market supplements that may be paid.

Data: Minimum Salary ▾
12 months up to 1st April 2022 ▾

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Where more than one value has been provided the data shown is the median.



Infinistats: Planning Development Control Level III Minimum Salary – Median = £46,390

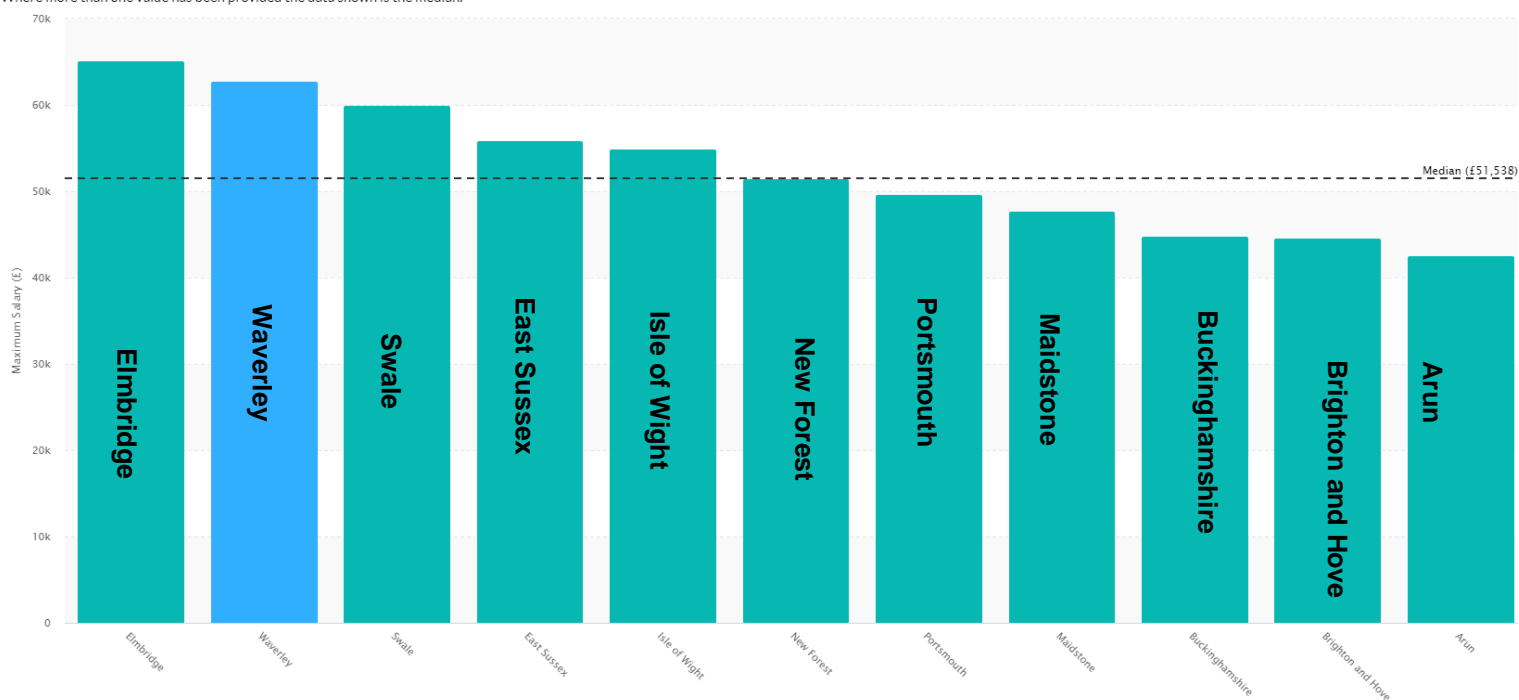
Benchmarking



Data: Maximum Salary
12 months up to 1st April 2022

[Download/Export](#)

Where more than one value has been provided the data shown is the median.



Infinisats: Planning Development Control Level III Maximum Salary – Median = £51,538

Planning Enforcement Team Leader

Council	RTPI Required ?	Min Salary	Max Salary	Market Supplement	Bonus	Allowances	Other
Waverley	Yes	£47,294	£50,885				
Chichester	Yes	£48,587	£53,589	£5,750			Named 'Planning Enforcement Manager'

This appears to be a particularly rare job role in the Planning Services for other councils, with only Chichester having a similar role named 'Planning Enforcement Manager', therefore a low amount of data was collated. With only Chichester reporting, Waverley was **below** their minimum and maximum salaries, with Chichester also offering a £5,750 market supplement. There is a big difference at the top of the scale by, with Chichester being £2,704 above Waverley's maximum salary, as well as the market supplement.

Business Support Team Leader

Council	RTPI Required ?	Min Salary	Max Salary	Market Supplement	Bonus	Allowances	Other
Waverley	No	£38,917	£42,037				
Epsom & Ewell	No	£28,162	£33,008	N/A	N/A	N/A	Now named 'Senior Technical Validation Assistant'
Fareham	No	£24,054	£27,344	N/A	N/A	N/A	
Basingstoke							
Chichester	Yes	£41,496	£45,495				Named 'Manager'
Average Salaries:		£33,157	£36,971				

The above table shows that the Waverley salary range being offered at pay band 06 falls **above average** for the councils where information has been gathered. The average minimum salary after benchmarking is **£33,157**, and the average maximum salary after benchmarking is **£36,971**. No councils offered market supplements or allowances.

Benchmarking



Principal Planning Officer

Council	RTPI Required ?	Min Salary	Max Salary	Market Supplement	Bonuses	Allowances	Other
Waverley	Yes	£47,294	£50,885				
Epsom & Ewell	Yes	£44,272	£51,894	N/A	N/A	N/A	(job title change -previously known as Senior Planning Officer)
Spelthorne	Yes	£45,777	£55,988			Essential Car User Allowance	
Mid Sussex	Yes	£45,495	£52,673	£1000 pa	N/A	£1239 pa	
Rushmoor		£43,516	£50,595			£2,400	
Winchester City	Yes	£42,503	£47,573			Essential Car User Allowance - £846 per annum	
Fareham	Yes	£48,733	£52,970	N/A	N/A	N/A	
Chichester	Yes	£41,496	£45,495	£3,000		£1,239	
Oxford City		£41,510	£42,512				Named 'Principal Planner'
Essex County Council			£56,097	Pay award pending			For the 'Nationally Significant Infrastructure Project'
			£47,980	Pay award pending			For 'Economic Infrastructure'
Havant Borough Council		£38,295	£46,549	£3,000			Jan-23
Average Salaries:		£43,942	£50,069				

The above table shows that the Waverley salary range being offered at pay band PLN5 falls **above** average for the councils where information has been gathered. The average minimum salary after benchmarking is **£43,942**, and the average maximum salary after benchmarking is **£50,069**. This role does not appear to exist on the Guildford structure. Other Council's do offer market supplements, but their salary ranges are lower

Benchmarking

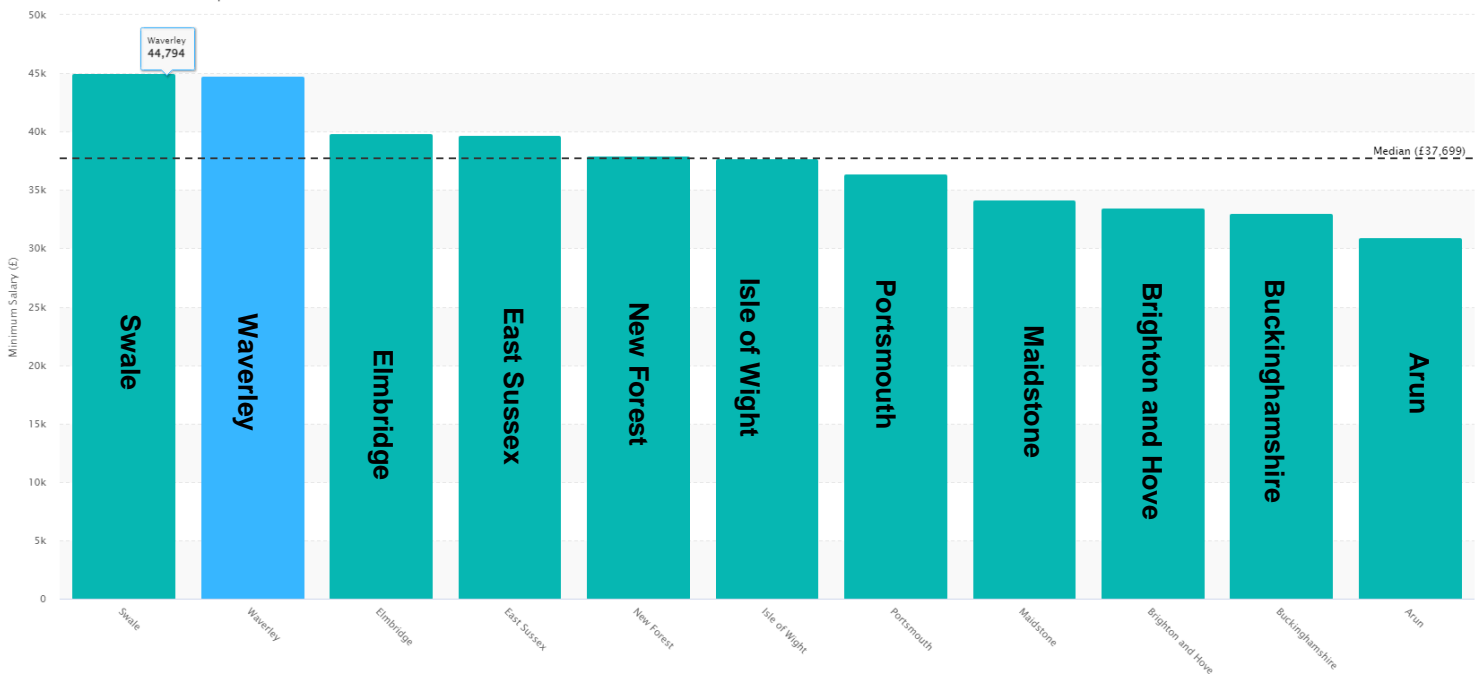


than Waverley's. Even including the market supplements the range (£44,289 - £50,684) remains comparable with Waverley's. The two Surrey councils that responded, Epsom & Ewell and Spelthorne have a higher maximum by £1k and £5k respectively.

Data: Minimum Salary ▾
12 months up to 1st April 2022 ▾

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Where more than one value has been provided the data shown is the median.



Infinistats: Planning Development Level II Minimum Salary – Median = £37,699

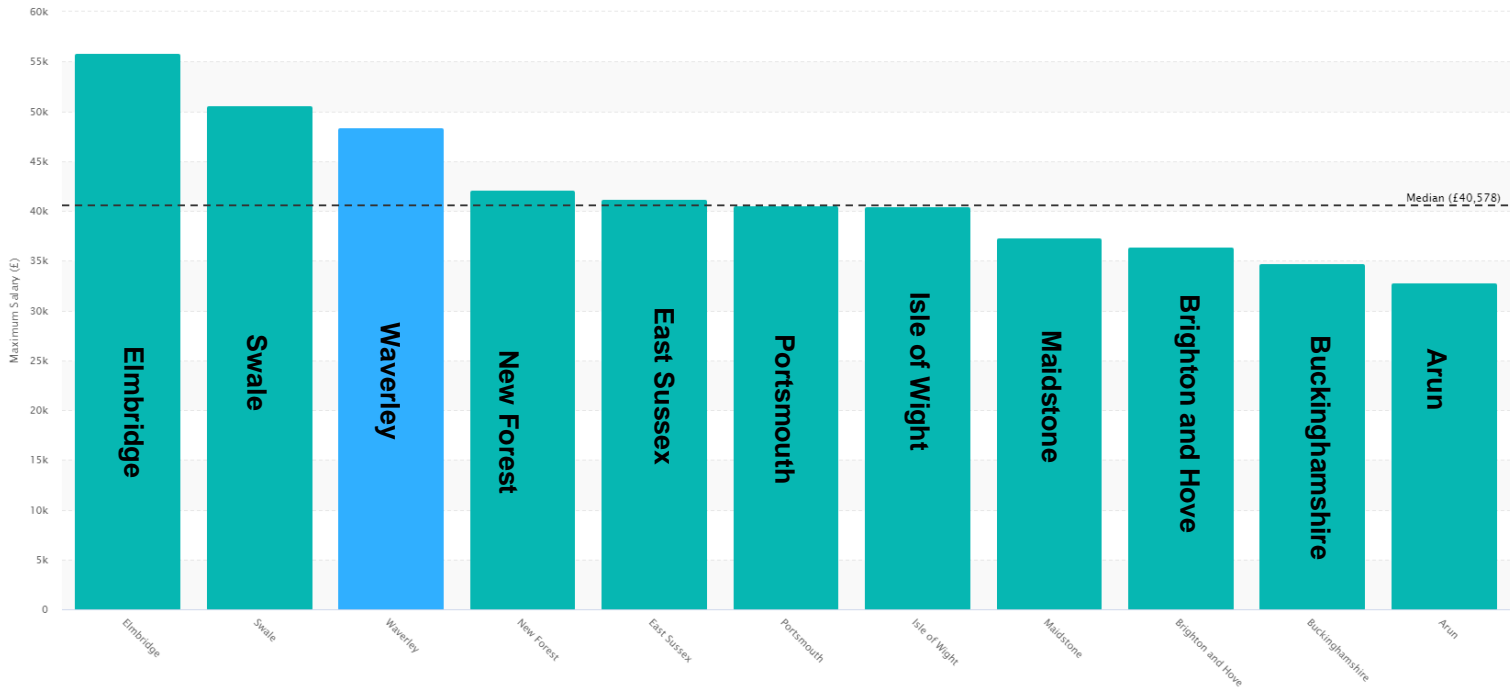
Benchmarking



Data: Maximum Salary ▾
12 months up to 1st April 2022 ▾

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Where more than one value has been provided the data shown is the median.



Infinistats: Planning Development Control Level II Maximum Salary – Median = £40,578

Senior Planning Officer

Council	RTPI Required?	Min Salary	Max Salary	Market Supplement	Bonus	Allowances	Other
Waverley	Yes	£39,516	£43,735				
Guildford		£39,355	£46,601				Development Management Planning Applications
Spelthorne	No but desirable	£41,501	£49,768			Essential car allowance	
Surrey Heath		37,994	£42,660				
Mid Sussex	Yes	£36,298	£44,539	£1000 pa	N/A	£1,239	
Rushmoor		£36,298	£42,503				
Winchester City	Yes	£34,723	£39,493	N/A	N/A	Essential Car User Allowance - £846 per annum	
Fareham	No	£39,433	£44,039	N/A	N/A	N/A	
Basingstoke							
Chichester	Working Towards	£35,411	£39,493	£3,000		£1,239	
Horsham District council		£40,478	£44,539			car user allowance up to £1239 per annum	
Havant Borough Council		£36,370	£43,571				
Average Salaries:		£37,943	£43,722				

The above table shows that the Waverley salary range being offered at pay band PLN6 falls **above** average for the councils where information has been gathered. The average minimum salary after benchmarking is **£37,943**, and the average maximum salary after benchmarking is **£43,722**. However, there are some exceptions at the top of the scale. Guildford's salary is £2866 higher than Waverley's maximum (although they do not seem to have Principal role in their structure) and Spelthorne is £6051 higher and they do have a principal planning officer role. Five Councils offer Essential Car User allowance.

Planning Officer

Council	RTPI Required ?	Min Salary	Max Salary	Market Supplement	Bonus	Allowances	Other
Waverley	No	£32,051	£37,402				
Guildford		£30,176	£33,960				Assistant Planning Officer Level 1'
		£33,960	39,355				Assistant Planning officer Level 2'
Epsom & Ewell	Yes	£37,673	£44,159	N/A	N/A	N/A	
Spelthorne	No but desirable	£26,196	£40,367			Essential car user allowance	
Surrey Heath		£32,570	£37,234				
	No	£32,570	£42,660		£3000 Golden Hello, Masters University Course funding	£2000 essential car user allowance	Career Grade Planning Officer / Senior Planning Officer
Adur & Worthing Borough Council		£27,344	£32,020				
Mid Sussex	No	£28,899	£34,493	N/A	N/A	£1,239	
Rushmoor		£36,298	£42,503				
Winchester city	No	£28,371	£32,020			Essential car user allowance, paid RTPI membership	
Fareham	No	£24,054	£27,344	N/A	N/A	Essential Car User Allowance - £846 per annum	

Benchmarking



Chichester	Working towards desirable	£31,099	£33,820	£2,500		£1,239	
Bracknell Forest Council	No	£25,878	£36,298			£663 London Weighting allowance	Named 'Planning Assistant Planning Officer'
Gloucestershire		£30,984	£40,578				Career grade-opportunity to progress to Senior up to £42,503.
Havant Borough Council		£23,484	£26,445				'Graduate Planning Officer'
		£31,894	£35,337				
Average Salaries:		£30,206	£36,235				

The above table shows that the Waverley salary range being offered at pay band PLN7 falls **above** average for the councils where information has been gathered. The average minimum salary after benchmarking is **£30,206**, and the average maximum salary after benchmarking is **£36,235**.

Within that however it is noted that Guildford's maximum salary is £2k higher than Waverley's and Spelthorne's is £2965 higher, Rushmoor's range is £36,298 - £42,503 and Epsom & Ewell have the scope to pay up to £44,159 and £42,660 respectively, when RTP1 qualified.

4 of the 14 councils listed above offer Essential Car User allowance. 2 more pay an unspecified allowance (£1,239) which is likely to also be car user.

Three of the councils offer a development scheme with their Planning Officer roles: two are a Career Grade scheme (Surrey Heath and Gloucestershire) where they develop to become a Senior Planning Officer, and one (Havant) is a graduate scheme.

Havant, Surrey Heath and Guildford have two tiers of salary for this role which gives more scope to pay for experience. This may be worth consideration going forward.

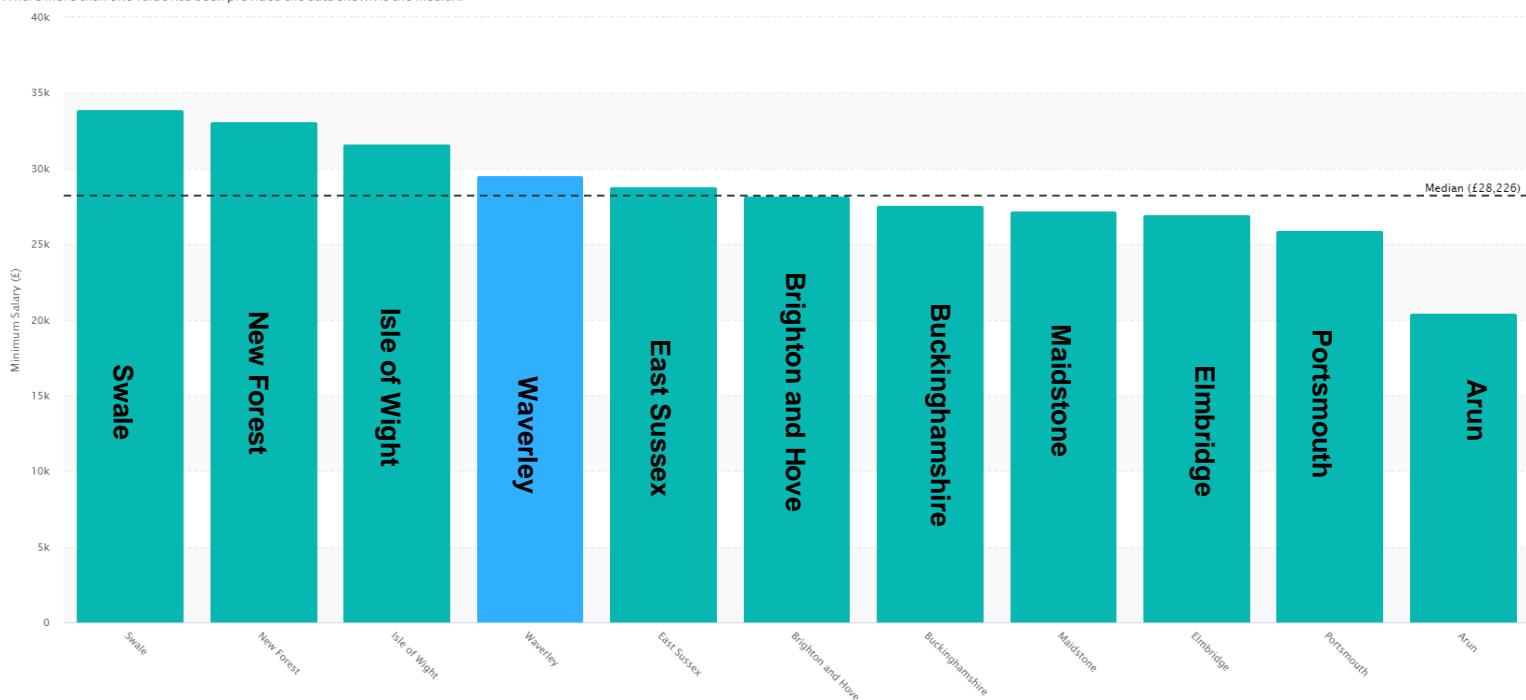
Benchmarking



Data: Minimum Salary ▾
12 months up to 1st April 2022 ▾

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Where more than one value has been provided the data shown is the median.



Infinistats: Planning Development Control Level I Minimum Salary – Median = £28,226

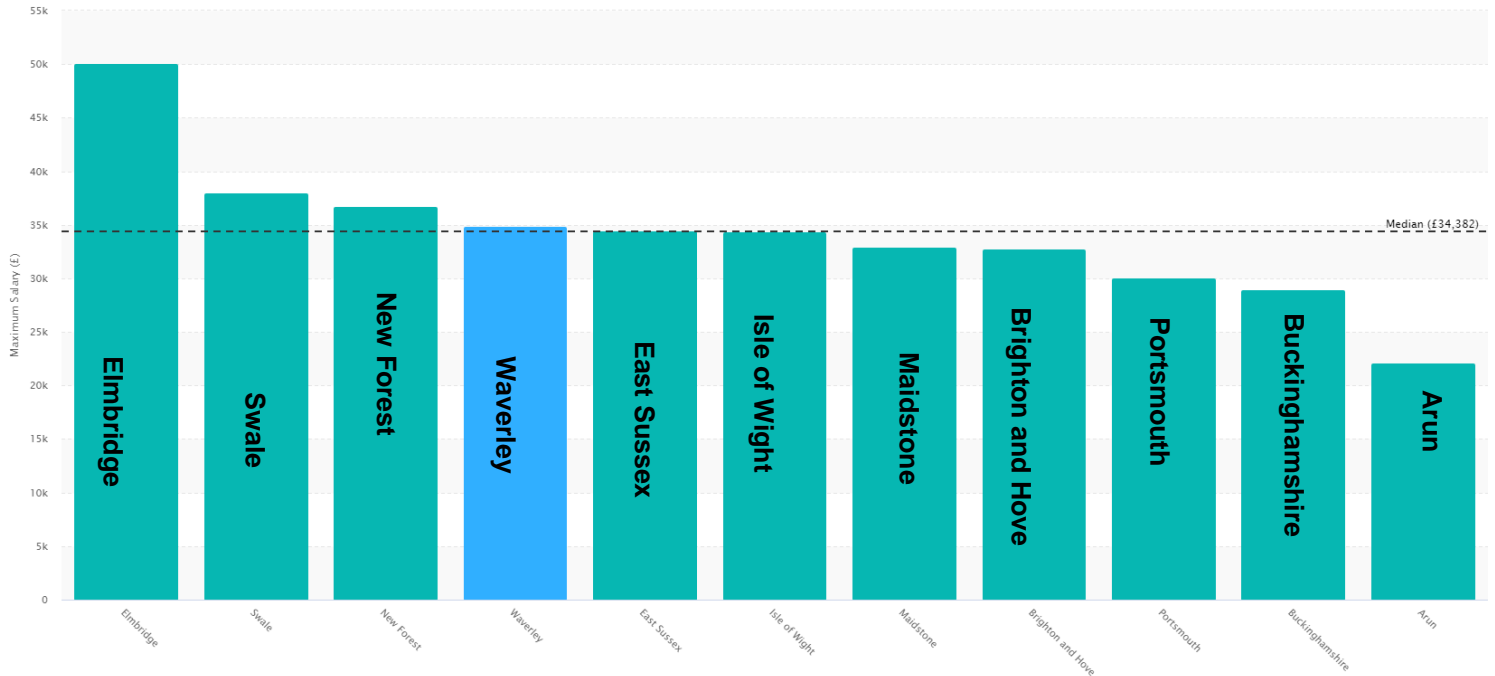
Benchmarking



Data: Maximum Salary
12 months up to 1st April 2022

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Where more than one value has been provided the data shown is the median.



Infinistats: Planning Development Control Level I Minimum Salary – Median = £34,382

Senior Planning Enforcement Officer

Council	RTPI Required?	Min Salary	Max Salary	Market Supplement	Bonuses	Allowances	Other
Waverley	Yes	£39,516	£43,735				
Guildford	No						Named 'Compliance Officer Level 1 - Planning'
	No	£39,355	£46,601				Named 'Compliance Officer Level 2 - Planning'
Spelthorne	No	£33,196	£44,576	£3076 pa		Essential Car User allowance	
Winchester City	Yes	£42,503	£47,573	N/A	N/A	N/A	Named 'Principal Enforcement Officer'
Chichester	Working towards desirable	£35,411	£39,493	£3,000		£1,239	
Average Salaries:		£37,996	£44,396				

Waverley's salary range is being offered at pay band PLN6. The minimum salary falls above average; however, the maximum salary falls slightly below average, more so if the market supplement is included. The average minimum salary after benchmarking is **£37,996** (£39,211 if market supplements are included), and the average maximum salary after benchmarking is **£44,396** (£45,610 including the market supplements). The two councils that pay market supplements also pay car allowance.

It's also worth noting that only Waverley and Winchester (which has a range which is higher than the average) require RTPI.

Planning Enforcement Officer

Council	RTPI Required?	Min Salary	Max Salary	Market Supplement	Bonuses	Allowances	Other
Waverley	No	£32,051	£37,402				
Guildford	No	£33,960	£39,335				Named 'Compliance Officer Level 1-Planning'
Spelthorne	No	26,196	£35,294	£1246 pa		Essential Car User Allowance	
Adur & Worthing Borough Council	No	£27,344	£32,020				
Mid Sussex	No	£28,899	£39,493	N/A	N/A	£1239 pa	
Winchester City	No	£28,371	£32,020	N/A	N/A		Essential Car User Allowance - £846 per annum
Chichester	Working towards desirable	£31,099	£33,820	£3,000		£1,239	
Sevenoaks	No	£26,072	£40,156			Car allowance up to £1239	Named 'Planning Enforcement Officer (career grade)
Average Salaries:		£29,249	£36,193				

The above table shows that the Waverley salary range being offered at pay band PLN7 falls above average for the councils where information has been gathered. The average minimum salary after benchmarking is **£29,249**, and the average maximum salary after benchmarking is **£36,193**. Two of the 7 councils offer a market supplement. 4 offer a car allowance or equivalent.

Planning Technician

Council	RTPI Required ?	Min Salary	Max Salary	Market Supplement	Bonus	Allowances	Other
Waverley	No	£27,601	£29,683				
Guildford	No	£25,197	£27,242				Named 'Caseworker Level 1 - Planning'
Epsom & Ewell	No	£24,007	£27,824				Now named 'Validation Assistant' - previously known as 'Business Development Officer'
Winchester City	No	£22,777	£24,498	N/A	N/A	N/A	
Chichester	No	£24,948	£26,845	N/A	N/A	N/A	
Bracknell Forest		£25,878	£31,099		£663 London Weighting		Named 'Technical Assistant (Development Management)'
Average Salaries:		£25,068	£27,865				

The above table shows that the Waverley salary range being offered at pay band 09 falls above average for the councils where information has been gathered. The average minimum salary after benchmarking is **£25,068**, and the average maximum salary after benchmarking is **£27,865**. No market supplements are offered by councils for this post as it is the lowest grade in the service. Additionally, Waverley is similar to the other councils above in having a small salary range, other than Bracknell Forest council which has a larger one.

Waverley does also have Planning Policy Technicians which sit in the Regeneration and Planning Policy Service; however, they are on Grade 10, £24,437 - £26,512 per annum. Comparing the Planning Policy Technician, and Planning Technician job descriptions, the Planning Technician requires significantly more knowledge/technical skills including the understanding of planning legislation, the ability to write reports, the

ability to present, and liaising with Councillors. However, Planning Policy Technicians only require competency in using IT software, and the ability to read statistics and plans.

Private Sector:

The following private sector recruitment adverts are an example of salaries available via agencies or in the private sector. The majority of adverts either advertise wide salary ranges with £10k or more difference e.g., “£30k - £40k”, or they do not state specific salaries instead writing “competitive” or “negotiable”. The majority also do not require RTPI even for senior roles.

Job role	Company	RTPI Required?	Min Salary	Max Salary	Market Supplement	Bonuses	Allowances	Other
Senior/Associate Planning Consultant	Carrington West	Yes	£35,000	£60,000				
Senior Town Planner (Woking)	Carrington West	No	£40,000	£50,000				
Town Planner / Senior Town Planner (Consultancy)	John Phillips Planning Consultancy - Oxfordshire	No	"Salary is negotiable depending on experience"					
Senior Associate	Vincent and Gorbings		"65k plus"					Works directly with Head of Planning, supported by chartered planners.
Senior Town Planner - Winchester	Carrington West		£40k	£50k				

Summary:

This benchmarking has been undertaken using the benchmarking information provided by the local authorities that responded and the information available for us to collate for ourselves through job ads etc. Every effort was made with follow up emails and phone calls, to get as much information as possible.

A key area of concern highlighted would seem to be the salary of the Planning Team Leader role (including Enforcement) which highlighted a £4k gap at the top of the scale on average (when market supplements were included) and a £10K gap with Guildford.

With other roles Waverley salaries appeared closer to the average but with some highlighted, noticeable differences with some other Surrey authorities.

The ability of some councils to offer two tiers of salary range and career grade options for Planning Officers is worth noting and considering.

HR would be happy to discuss this report in more detail and advise on potential next steps on how to address any issues raised in this report.