

# Who wants to be a minerals planner?

MPA / RTPI Minerals Planning  
Conference – 10 June 2025

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(Head of Development Management & Flood and  
Water Management)





# What we will cover....



**Issues &  
challenges for  
minerals planning**



**Recruitment &  
retention update**



**Potential LGR  
impacts**



**Decision making  
and Members**



# Main issues & challenges for minerals planning



## For us all:

- 'Perception' of minerals planning
- Shortage of planners
- Loss of experience – retirement etc
- Difficulty in recruiting and attracting staff
- Lack of pathways into minerals planning
- Lack of degree/ master's coverage for minerals





# Main issues & challenges...

## Results of the Planning Resourcing Survey

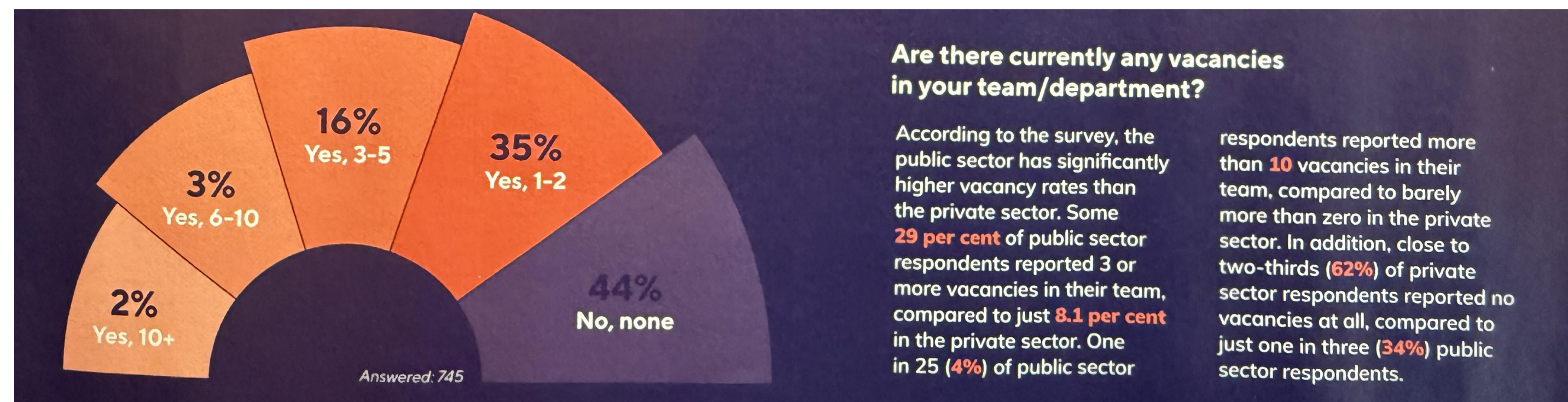


### Main professional challenges:

- **74%** said *resourcing planning teams*
- **60%** said *recruitment of qualified and capable planners*
- **20%** said *devolution*
- **71%** said they *do not have sufficient resources and training opportunities to tackle challenges*

### How easy it is to fill vacancies:

- **2%** said very easy
- **4%** said easy
- **13%** said moderately easy
- **21%** said neither easy or difficult
- **24%** said *moderately difficult*
- **24%** said *challenging*
- **12%** said *very challenging*



# Main issues & challenges...



## Results of the Planning Resourcing Survey

### Pathways:

- **29%** had someone in their team who did ***school outreach*** in last year
- Only **39% employed graduates**
- **52%** provide ***informal mentoring*** to other planners or colleagues
- **11%** provide ***mentoring*** as part of a scheme by employer
- **4%** as part of ***external mentoring*** scheme

### Challenges for MPAs specifically:

- Impact of recruitment freezes
- Government finances and impacts on budgets
- Lack of budgets for training / development
- MPAs cannot compete with the private sector (pay)
- Lack of clear career pathways when in roles
- Role profile / pay discrepancies between MPAs nationally



# Main issues & challenges...

## Results of the Planning Resourcing Survey



"Not just recruitment. It's retaining people in the profession, particularly within local government. The attractiveness of taking up planning roles in local government is still diminishing. Work pressure, relatively lower salaries, lower morale and an erosion in pension benefits (the only additional financial incentive available through working for a council) are all contributory factors in this regard in my view."

"Burnout. Planners in local authority teams who have no budget to get in cover leading to more burnout [of] planners. [This is] different to resourcing as on paper the team has the resources in the budget but they are off sick."



# Update on work of MWPOS

- RTPI/MPA conference (2022 / 2023)
- MWPOS Recruitment & Retention Working Group
- Progress to date:
  - *Meetings with key parties*
  - *Audit of all 'Planning' university courses and discussions*
  - *Survey of all MPA minerals (and waste) planners*
  - *Lecturing to University of Plymouth*
  - *Draft university lecture module*
- Clear we all need to target potential students earlier...(GCSE / A-level)



# Update on work of MWPOS

- What we still need to do...
  - *Liaise with RTPI*
  - *Deliver a University workshop on minerals (and waste) coverage on planning courses and other disciplines*
  - *Need for MPAs and industry to work together to address issues*
  - *Would like to continue to build links and collaborate with the industry on this issue*





# What we have been doing in Hampshire



- Lecturing to universities
- Making County Council a 'destination' for graduates:
  - *Work experience*
  - *Placements*
  - *Shadowing*
  - *Scholarship*
  - *Pathways to Planning*
- Looking to engage with local schools and colleges
- Mentoring students







# Providing scholarships...

## Planning Scholarship Programme



### Our work

Hampshire County Council is a top performing local authority, with an important role in promoting economic prosperity and protecting the environment, developing the infrastructure and services required for economic and transport growth and planning.

We are the Planning Authority for County Council developments (such as assisted residential developments, highway schemes, schools), minerals and waste developments, determining planning applications for such developments in the County Council's administrative area.

We are also responsible for preparing, implementing and monitoring the Hampshire Minerals Waste Plan.

Our team also sits alongside the Lead Local Flood Authority, delivering consenting and strategic policy for flood and water management for the residents of Hampshire.

We are ambitious, which means we can offer career opportunities, training and development to talented students who are interested in enhancing the lives of others through planning.

We have offices throughout Hampshire as well as projects in remote locations, so the ability to drive is a key attribute, with access to a car also desirable.

We offer many opportunities to become involved with the multi-faceted aspects of our business by a variety of placements in different teams, which can include:

- **Strategic planning**
- **Flood and water management**
- **Highways**
- **Environmental services for example landscape and ecology.**

[Planning scholarships](#) | [Jobs and volunteering](#) | [Hampshire County Council](#)





# Providing scholarships: Meet Natalie....

Natalie is currently with the team on an industry placement from the University of Portsmouth





# Offering work placements: Meet Bella...



Bella is currently in Year 2 of Environmental Sciences at Uni of Plymouth

She undertook a 6-week summer placement in summer 2024



**Lisa Kirby-Hawkes** • You  
Head of Development Management & Flood and Water Managemen...  
8mo • Edited •

Bella was our first summer placement student and what a joy she was! The [University of Plymouth](#) have a fabulous and hard working student in Bella and one who will go very far! Our new placement programme ...more



**Hampshire County Council**  
41,760 followers  
8mo •

It's been a busy summer for Bella Hemsley, who has been working with our planning team this summer before heading back to the [University of Plymouth](#) to complete her Geography and Ocean Science ...more

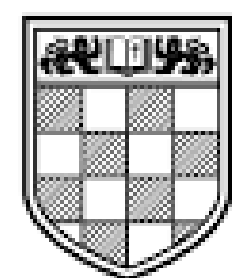




# Offering voluntary placements: Meet Caitlin....



Caitlin recently completed a three-week placement with us from the University of Winchester



UNIVERSITY OF  
**WINCHESTER**





# LGR & minerals planning

- Concerns over impact of LGR on minerals (and waste) planning
- MWPOS open letter to MHCLG / CXs:
  - *Ensuring minerals needs are taken into account in new plan making system*
  - *Impacts on recruitment and retention*
  - *Impact on skills and resources - Loss of experience / knowledge*
  - *Impact on regional groupings e.g. AWP's*
- Need for this issue to be considered carefully as we prepare for LGR



**Richard Greaves** • 1st  
Head of Planning at Norfolk County Council  
1mo • Edited •

With Local Government Reform on the horizon the statutory minerals and waste planning function - currently delivered by county councils (and unitary authorities where they exist) - should not be an oversight. It's ...more

**POS**  
Planning Officers Society

An open letter to Ministry of Housing  
Communities and Local  
Government/County Council Chief  
Executives

POS Minerals and Waste Forum  
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April 2025

Dear Sir/Madam

**The Impact of Local Government Reorganisation on the Statutory Minerals and Waste Planning Function**

The existing minerals and waste planning system largely operates at a strategic scale at county level in two-tier areas. The devolution agenda and local government review (LGR) threatens the successful operation of this well-established and strategically important part of the planning system and this should not be inadvertently overlooked.

Planning effectively for minerals and waste through a restructured local government and at the relevant scale

The existing Minerals Planning System been operating as it has done since the mid 1970's when the managed aggregate supply system (MASS) was introduced to ensure that the country could meet its supply and demand needs for aggregates and other minerals. This meant planning for minerals at a strategic scale to ensure that both the geography of the minerals planning authority aligned with the geology of the area and effective decision making could take place at that strategic scale - without risk of parochial decision-making at a lower level. It is extremely important that this scale of geography (and geology) continues to exist, otherwise there is risk that minerals planning/minerals plan-making will become ineffective, potentially disrupting the supply and distribution of essential materials - needed especially for construction activity, such as housebuilding and significant infrastructure. Given the local controversy mineral development can have, effective minerals local plan making/determining planning applications could be adversely impacted if minerals planning is localised into a unitary system nationally.

Further 'waste planning authorities' have traditionally been county councils in two-tier areas and given that effective waste management is strategically important to the county area, it is important that planning waste management continues at a strategic scale to meet the needs of society. Again, by decreasing the administrative boundaries of Minerals and Waste Planning Authorities (M&WPAs), planning for waste and decision-making at a much more local level could result in a lack of capacity to deal with all types of waste produced.

Waste local plan-making and application decisions are also often locally very controversial and shrinking the geographical area of the waste planning authority through LGR may also mean that more parochial decisions are made for 'waste policy and development' - something which the government is keen to avoid.

United company number (registered in England & Wales): 6709078  
Registered charity number: 1140770  
Registered office: Park House, 37 Clarence Street, Leicester, LE1 3RW  
[www.planningofficers.org.uk](http://www.planningofficers.org.uk)



# Decision making & Members training



- Planning and Infrastructure Bill and reform of Planning Committees - consultation currently open:
  - *statutory scheme of delegation for decision making (Tier 1 and Tier 2)*
  - *controls on size of planning committees (8-12)*
  - *requirement for member training, possibility of certificates*
- Levelling Up & Regeneration Act will also impact minerals planning – national DM policies, plan-making, enforcement, EoR and digitisation

  
Ministry of Housing,  
Communities &  
Local Government

Open consultation  
**Reform of planning committees:  
technical consultation**  
Published 28 May 2025

[Reform of planning committees: technical consultation - GOV.UK](#)



# Final thoughts...

- The need for action from all parts of the sector to address recruitment and retention issues
- **Challenge to us all, we ALL need too:**
  - *promote the sector more, change mindsets and make the destination*
  - *provide opportunities for undergraduates / graduates*
  - *be creative in our approaches to resourcing*
- Challenges faced through LGR need to be worked through carefully
- Planning reform implications....







# Thank you

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