



**ECONOMIC AND SUSTAINABLE DEVELOPMENT  
SERVICE PLAN  
2021 - 2024**

## CONTENTS

Section	Item	Page
	Introduction	3
<b>1</b>	<b>Inputs</b>	<b>3</b>
1.1	Budgets	3
1.2	Human Resource Management	4
1.2.1	Summary of Team Skills	5
1.3	Organisational Chart	5
<b>2</b>	<b>Outputs and Outcomes</b>	<b>5</b>
2.1	Performance management	6
2.2	Project Management	8
2.3	Contracts	9
2.4	Risk Management	9
	Version Control	11

## INTRODUCTION

The progress of this service plan will be monitored in the following ways:

- Through regular discussion at departmental management team (DMT) and Section Heads meetings and logged in the version control section of this document
- Performance indicator monitoring by the Council's Management Board on a quarterly basis
- By Committee reports twice a year (at the end of quarters two and four)

Service Plans will be formally updated on an annual basis, taking into account internal and external influences arising from monitoring arrangements throughout the year.

## SECTION 1: INPUTS

### 1.1 Budgets

	2021/22 Latest £	2022/23 Latest £	2023/24 Latest £
Net Cost of Service (Direct cost / Income Only)	371,590	333,810	335,260

Further financial analysis can be found [by using this link](#)

**Business Continuity and Single Points of Failure****Job title of SPOF:** Head of Planning Policy & Projects

<b>Succession Planning for this post</b>	<b>Risks, Skills required,</b>	<b>Knowledge and Networks</b>	<b>Impact on Service</b>	<b>Future options for providing the services</b>
External recruitment. Senior officer could progress to role subject to qualifications and experience	Demonstrable positive communication skills in a wide variety of settings and contexts Ability to advise senior officers, Members and stakeholders on high policy matters Experience of joint working between local authorities and partners Experience of working across professional and technical boundaries Experience of effectively managing a budget and understanding of financial and monitoring systems	A detailed working knowledge of the legislation and planning policy guidance in relation to Local Plans, Neighbourhood Planning, CIL, Brownfield Register, Right to Build Register etc.  A working knowledge of all aspects of development management, listed buildings, conservation areas and an understanding of relevant legislation and regulations  Networks: the Herts LEP, HPG, SW Herts Group, PINS, POS, community groups, developers, other agencies and bodies	Delay in delivery of Local Plan/SW Herts Joint Strategic Plan/ Community Infrastructure Levy, Annual Monitoring Report, Neighbourhood Planning etc. whilst post filled.	External recruitment for head of post, or consultant.

**Job title of SPOF: Senior Planning Officer**

<b>Succession Planning for this post</b>	<b>Risks, Skills required,</b>	<b>Knowledge and Networks</b>	<b>Impact on Service</b>	<b>Future options for providing the services</b>
Planning Officers could progress to this role, external recruitment	Demonstrate positive communication skills in a wide variety of settings and contexts Ability to negotiate and create positive solutions with a variety of stakeholders Ability to analyse complex data Ability to work as effectively part of team and manage projects Ability to work effectively with other partners and the wider community Ability to work under pressure and on occasion in difficult situations	A knowledge of town and spatial planning and understanding of relevant legislation and regulations A knowledge of the legislation and planning policy guidance in relation to the built historic environment including best practice relating to Conservation Area Character Appraisals Knowledge of up to date issues and innovation in the planning area Experience of working with people in other disciplines An understanding of the role of elected representatives	Delay in delivery of Local Plan/SW Herts Joint Strategic Plan/ Community Infrastructure Levy, Annual Monitoring Report, Neighbourhood Planning etc. whilst post filled.	External recruitment for post, or consultant.

**Job title of SPOF: Senior Conservation Officer**

<b>Succession Planning for this post</b>	<b>Risks, Skills required,</b>	<b>Knowledge and Networks</b>	<b>Impact on Service</b>	<b>Future options for providing the services</b>
External Recruitment, (Vacant Post)		Thorough knowledge and experience in Historic conservation. IHBC		Service currently being provided by Place Services.

**Job title of SPOF: Planning and Conservation Officer**

<b>Succession Planning for this post</b>	<b>Risks, Skills required,</b>	<b>Knowledge and Networks</b>	<b>Impact on Service</b>	<b>Future options for providing the services</b>
External recruitment, secondment opportunity	Demonstrate positive communication skills in a	A knowledge of town and spatial planning and understanding of relevant	Delay in delivery of Local Plan/SW Herts Joint Strategic Plan/	External recruitment for post, or consultant.

	<p>wide variety of settings and contexts</p> <p>Ability to negotiate and create positive solutions with a variety of stakeholders</p> <p>Ability to analyse complex data</p> <p>Ability to work as effectively part of team and manage projects</p> <p>Ability to work effectively with other partners and the wider community</p> <p>Ability to work under pressure and on occasion in difficult situations</p>	<p>legislation and regulations</p> <p>A knowledge of the legislation and planning policy guidance in relation to the built historic environment including best practice relating to Conservation Area Character Appraisals</p> <p>Knowledge of up to date issues and innovation in the planning area</p> <p>Experience of working with people in other disciplines</p> <p>An understanding of the role of elected representatives</p>	<p>Community Infrastructure Levy, Annual Monitoring Report, Neighbourhood Planning etc. whilst post filled.</p>	
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**Job title of SPOF: Planning Officer**

<b>Succession Planning for this post</b>	<b>Risks, Skills required,</b>	<b>Knowledge and Networks</b>	<b>Impact on Service</b>	<b>Future options for providing the services</b>
<p>External Recruitment, secondment opportunity</p>	<p>Demonstrate positive communication skills in a wide variety of settings and contexts</p> <p>Ability to negotiate and create positive solutions with a variety of stakeholders</p> <p>Ability to analyse complex data</p> <p>Ability to work as effectively part of team and manage projects</p> <p>Ability to work effectively with other partners and the wider community</p>	<p>A knowledge of town and spatial planning and understanding of relevant legislation and regulations</p> <p>A knowledge of the legislation and planning policy guidance in relation to the built historic environment including best practice relating to Conservation Area Character Appraisals</p> <p>Knowledge of up to date issues and innovation in the planning area</p>	<p>Delay in delivery of Local Plan/SW Herts Joint Strategic Plan/ Community Infrastructure Levy, Annual Monitoring Report, Neighbourhood Planning etc. whilst post filled.</p>	<p>External recruitment for post, secondment opportunity, or agency staff</p>

	Ability to work under pressure and on occasion in difficult situations	Experience of working with people in other disciplines An understanding of the role of elected representatives		
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**Job title of SPOF:** Community Infrastructure Levy Officer

<b>Succession Planning for this post</b>	<b>Risks, Skills required,</b>	<b>Knowledge and Networks</b>	<b>Impact on Service</b>	<b>Future options for providing the services</b>
Planning Officers could progress to this role subject to training, external recruitment	<p>Risk of loss of CIL money</p> <p>Ability to accurately collate, analyse and present complex information and data in a clear and concise manner</p> <p>Good oral and written communication required to effectively liaise with stakeholders, infrastructure providers, customers and colleagues at all levels</p>	<p>A demonstrable knowledge and understanding of CIL Regulations, statutory guidance and Section 106 Agreements.</p> <p>Experience of working in Town Planning or related area of work relevant to the Community Infrastructure Levy and Section 106s</p>	Delay in CIL being administered.	Managed internally or research agency staffing

**Job title of SPOF:** Economic Development Officer (18 month fixed term contract)

<b>Succession Planning for this post</b>	<b>Risks, Skills required,</b>	<b>Knowledge and Networks</b>	<b>Impact on Service</b>	<b>Future options for providing the services</b>
External recruitment	Understanding of the concepts and principles of economic development	Key economic development partner organisations including Hertfordshire County Council,	Delay in production of Economic Strategy	External recruitment for post

	and project and programme management Ability to carry out analysis of data and information Ability to build effective and productive working relationships with partners	Hertfordshire LEP, Three Rivers Chamber of Trade and Commerce, Watford and West Herts Chamber of Commerce, Visit Herts and Three Rivers businesses		
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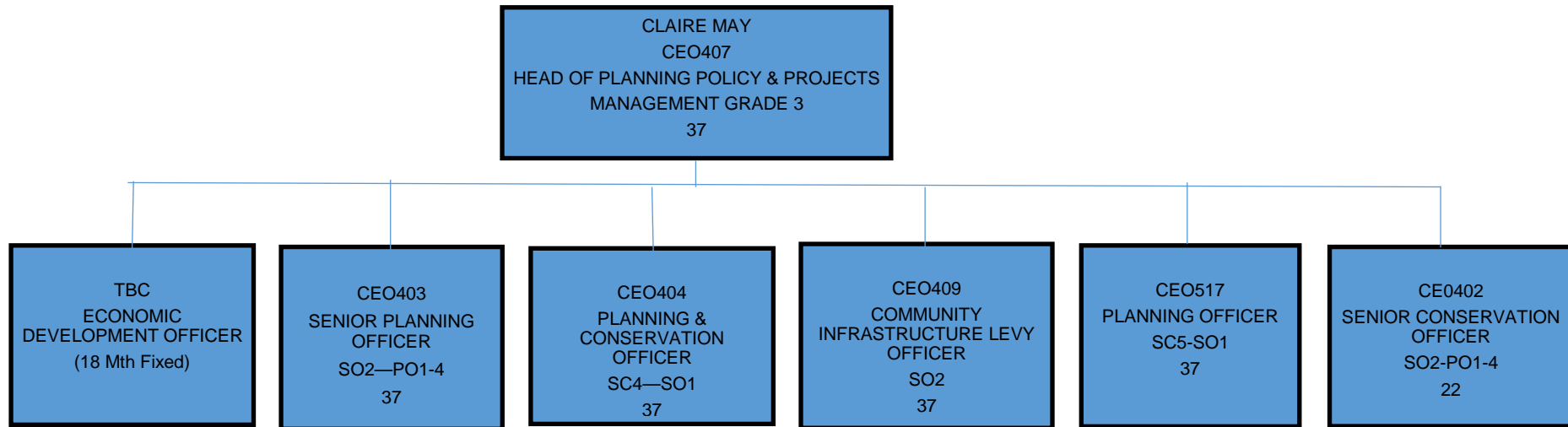
**1.2.1 Summary of Team Skills/Qualifications**

Please provide a summary of the Skills and Qualifications you require in order to provide your service to your customers.

<b>Job Title</b>	<b>Qualification</b>	<b>Skills</b>	<b>Continuing Professional Development required?</b>
Head of Planning Policy and Projects	MRTPI		Yes
Senior Planning Officer	MRTPI		Yes
Planning and Conservation Officer	MRTPI		Yes
Planning Officer	MRTPI		Yes
Senior Conservation Officer	MRTPI, IHBC		Yes
Community Infrastructure Levy Officer			No
Economic Development Officer			No



### Economic and Sustainable Development



## SECTION 2: OUTPUTS AND OUTCOMES

<b>2.1</b>	<b>Performance management</b>
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### 2.1.1 Contribution to the Councils' Strategic Aims and Objectives

<b>Corporate Framework Priority theme</b>	<b>Corporate Objectives</b>	<b>Service contribution to the Corporate Themes</b>
<b>Housing and Thriving Communities</b>	<ul style="list-style-type: none"> <li>• We will work on a local plan to deliver sufficient housing and adopt that plan in 2023</li> <li>• Through our joint ventures and partnerships we will take all available practicable action to increase the supply of affordable homes in the district</li> <li>• We will complete the delivery of the main and learner pools and refurbishment to the leisure venue at South Oxhey</li> <li>• We will seek to increase the number of Green Flag accredited parks and open spaces</li> <li>• We will work towards reducing inequalities, prevent homelessness and encourage healthy lifestyles</li> </ul>	<p>The Local Plan will allocate land for housing, employment, education, open spaces etc. The Local Plan will contain policies on amount and type of housing required and policies that guide development to encourage healthy lifestyle – e.g. promoting walking, cycling, provision of open space etc.</p>

	<ul style="list-style-type: none"> <li>• We will continue to work with partners to tackle crime and anti-social behaviour and secure investment in priority interventions.</li> </ul>	
<b>Sustainable Environment</b>	<ul style="list-style-type: none"> <li>• We will produce and deliver a Climate Change Strategy and action plan</li> <li>• We will continue to improve the energy efficiency of the Council's buildings</li> <li>• We will deliver and implement a Cycling and Walking Strategy</li> <li>• We will seek to maintain our position as the highest recycling authority in Hertfordshire.</li> </ul>	Policies in Local Plan relating to protection and enhancements of Green Infrastructure and sustainable development and carbon emissions reductions
<b>Successful Economy</b>	<ul style="list-style-type: none"> <li>• We will undertake a review of the Council's role in relation to the economy and agree an economic strategy</li> <li>• We will continue to participate in the Hertfordshire Growth Board and South West Herts Partnership and engage the Hertfordshire Local Enterprise Partnership to support the economy</li> <li>• Three Rivers will be recognised as a great place to do business</li> <li>• We will continue to improve our relationship with the local business community</li> <li>• We will continue to support Visit Herts and promote Three Rivers as the home</li> </ul>	The Local Plan will allocate land for employment uses.

	of the internationally significant Warner Bros Studios.	
<b>High Performing, Financially Independent Council</b>	<ul style="list-style-type: none"> <li>• We will generate enough income to continue to provide services for the district</li> <li>• We will develop and deliver an improved Property Investment Strategy to maximise income from our assets and support the Commercial Strategy</li> <li>• We will progress our Customer Service Strategy that provides a range of contact channels for customers and sets out corporate expectations of how they should be treated</li> <li>• We will produce an Organisational Development Strategy to support the Council in delivering its priorities and objectives.</li> </ul>	Identify potential opportunities for development opportunities of council assets and non-council owned assets

## 2.1.2 Performance indicators

Performance indicators are used to aid the decision making process as well as assess the efficiency and effectiveness of service delivery. The data that we use must be accurate, reliable and timely. To meet these requirements we have adopted the Audit Commission's Standards for Better Data Quality. Further details of the Council's commitment to data quality can be found via the link above.

### Key Performance Indicators (KPIs) supporting the Corporate Framework

Ref	Description	2019/20 Actual	2020/21 Target	2021/22 Target	2022/23 Target	2023/2024 Target
ESD01	Net additional homes provided	448	624	624	624	624
ESD02	Number of affordable homes delivered (gross)	82	112	131	168	92
ESD03	Housing land supply in years	2 years	5	5	5	5
New KPI	Adoption of the Local Plan, with the Draft publication, submission, examination and adoption by 2023	N/A	N/A	Publication (January 2022)	Submission (August 2022)	Adoption (May 2023)
New KPI	Establishment of a timetable and development of a South West Herts Joint Strategic Plan	N/A	31 <sup>st</sup> March 2021	To be developed once SWH JSP LDS agreed	To be developed once SWH JSP LDS agreed	To be developed once SWH JSP LDS agreed
ESD06	Change in employment floorspace	-1.3%	+/-5%	+/-5%	+/-5%	+/-5%
New KPI	Complete a review of Council Economic Role and Completion of Economic Strategy	N/A	New KPI for 2021/23	Review of Economic Role	Completion of Economic Strategy	N/A
New KPI	The amount of employment floorspace developed in the employment site allocations	N/A	N/A	N/A	N/A	To be developed once the Local Plan is adopted
New KPI	Business Satisfaction Survey - respondents that agree Three Rivers is a great place to do business	N/A	New KPI for 2021/24	60% as a baseline target	To be agreed once baseline has been established	

New KPI	Business Satisfaction Survey - respondents that agree Three Rivers is improving relationship with the local business community	N/A	New KPI for 2021/24	60% as a baseline target	To be agreed once baseline has been established	
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### Service Performance Indicators (PIs)

Ref	Description	2019/20 Actual	2020/21 Target	2021/22 Target	2022/23 Target	2023/2024 Target
ESD04	Percentage of new homes built on previously developed land	76%	60%	60%	60%	To be agreed once the Local Plan is adopted
ESD05	Percentage of Conservation Areas in the local authority area with a character appraisal undertaken within the last 10 years.	36%	36%	36%	36%	36%
ESD09	Vacancy rate for town and district centres	7.1%	<6%	<6%	<6%	<6%

The Head of Planning Policy & Projects responsible for the source data, data entry and checking the data. The purpose of collating this data is to ensure that our services improve.

#### Notes:

**ESD01.** This indicator measures the net increase in dwelling stock during each financial year (1 April to 31 March). This is also reported in the Annual Monitoring Report, which is published every December. The net figure is calculated by subtracting the losses against the gross recorded completions and is measured against the District's annual completion target of 180, as outlined in the adopted Core Strategy. In 2019/2020 there were a total of 448 (net) new homes built.

**ESD02.** This indicator measures the gross number of affordable homes that have been delivered during each financial year (1 April to 31 March). This is also reported in the Annual Monitoring Report, which is published every December. The gross figure is calculated by identifying the number of affordable units that have been completed from the total gross completions within the financial year. Out of a total of 174 gross completions in 2019/2020 82 were identified as being affordable. The target should be 35% of the *expected completions* for the following three years, as detailed in the Housing Land Supply update (which includes the 5 year housing supply details and published alongside the AMR).

**ESD03.** This indicator measures the Council's housing land supply over a five year period. This is calculated by dividing the amount of housing that can be built on deliverable sites for the five year period against the residual annual target. The Council sends out pro-formas to developers and developers of housing sites of more than five dwellings, in order to calculate the amount of housing that can be delivered over a five year

period. Calculated in December each year and published in The Housing Land Supply Report alongside the Annual Monitoring Report. From 2021/2022 this will be monitored on a quarterly basis and reported on an annual basis in the usual manner.

ESD04. This indicator measures the percentage of new homes that have been delivered on previously developed land (PDL) during each financial year (1 April to 31 March). This is also reported in the Annual Monitoring Report, which is published every December. The percentage is calculated by dividing the gross completions on PDL against the total gross completions within the financial year. Out of a total of 468 gross completions in 2019/2020, 357 were on PDL

ESD05. This indicator measures the percentage of Conservation Areas in the District that has a Conservation Area Character Appraisal that has been updated within the last 10 years. This is also reported in the Annual Monitoring Report, which is published every December. The percentage is calculated by dividing the number of conservation areas in the District with character appraisals undertaken within the last 10 years against the total number of Conservation Areas within the district. The percentage increase assumes a rolling programme of two new Character Appraisals being prepared every year. For 2019/2020 8 out of the 22 Conservation Areas had character appraisals dated within the last 10 years.

ESD06. This indicator is to monitor whether planning and other decisions are having an impact on the availability of floorspace for employment. This indicator measures the change in employment floorspace during each financial year (1 April to 31 March). This is also reported in the Annual Monitoring Report, which is published every December. The figure is calculated by dividing the net change in floorspace within the financial year against the baseline floorspace. During 2019/2020 there was a net decrease of 2,987sqm giving a total employment floorspace figure of 222,237sqm

ESD09. This indicator measures the vacancy rate for the eight Retail Allocations (Rickmansworth Town Centre, South Oxhey, Abbots Langley, Chorleywood, Croxley Green (Watford Road), Rickmansworth Moneyhill Parade, Croxley Green (New Road) and Maple Cross) that are identified as Primary/Secondary Frontages and Local Shopping Centres in the Council's adopted Site Allocations LDD. The percentage is calculated by the number of vacant units against the total number of units. Site visits were undertaken by the Council at the end of the monitoring year (31 March) but will now be undertaken twice a year in September and March . 7.1% of units in the District were vacant as at September 2020. The survey usually undertaken in March each year but delayed because of COVID so do not necessarily reflect the situation in March 2020 (This excludes South Oxhey Regeneration Area). The National Average Vacancy Rate is between 12% and 14% (Retail Study 2012) and 10% across the SW Herts area (Retail & Leisure Study 2018).

NEW KPI Adoption of the Local Plan, with the Draft publication, submission, examination and adoption by 2023. This is to be measured against the milestones for publication, submission, examination and adoption as set out in the most recent Local Development Scheme.

NEW KPI Establishment of a timetable and development of a South West Herts Joint Strategic Plan. Production and timetable for production of SWH JSP to be agreed by the SW Herts Member Group. KPI to be measured against agreed timetable due in March 2021.

NEW KPI Complete a review of Council Economic Role and Completion of Economic Strategy. Review of economic role of the District to be undertaken by the end of 2021/22 and a decision to be made by the Council as to what the economic role should be. An Economic Strategy then to be completed by end of 2022/2023. Review of economic role of the Council and progression of Economic Strategy will depend on the Councils decisions as to the extent to which TRDC will progress economic development role and the provision of resources (staff and costs).

New KPI The amount of employment floorspace developed in the employment site allocations. New employment allocations to be made through the Local Plan process. This KPI can't be measured until the Local Plan has been adopted which is anticipated to be May 2023.

New KPI Business Satisfaction Survey - respondents that agree Three Rivers is a great place to do business. A survey to be sent out for completion to the business community on an annual basis. The survey is to include several questions with one question being: 'How satisfied are you that Three Rivers is a great place to do business? The satisfaction score will be calculated by combining the percentage responses to those stating (A) 'very satisfied' and (B) 'satisfied'. 60% will be used as baseline target for the first survey to be undertaken 2021/2022 and future targets to be agreed once baseline is established.

New KPI Business Satisfaction Survey - respondents that agree Three Rivers is improving relationship with the local business community. A survey to be sent out for completion to the business community on an annual basis. The survey is to include several questions with one question being: 'How satisfied are you that Three Rivers is improving relationship with the local business community?'. The satisfaction score will be calculated by combining the percentage responses to those stating (A) 'very satisfied' and (B) 'satisfied'. 60% will be used as baseline target for the first survey to be undertaken 2021/2022 and future targets to be agreed once baseline is established.

<b>2.2</b>	<b>Project Management</b>
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<b>Project details</b>				<b>Project Manager: Claire May</b>	
				<b>Project Sponsor: Geof Muggerridge</b>	
<b>Project title</b>				<b>Proposed outcome: Adoption of Local Plan</b>	
<b>Local Plan</b>					
<b>2020/21 Milestones</b>				<b>2021/22 Milestones</b>	<b>2022/23 Milestones</b>
<b>Quarter 1</b>	<b>Quarter 2</b>	<b>Quarter 3</b>	<b>Quarter 4</b>		
LPSC dates 16 June and 22 June	LPSC dates 2 July and 6 July	LPSC dates 8 and 19 October 2020	LPSC meetings to discuss and approve Regulation 18 Consultation Part 2 (dates to be confirmed)	Annual Council (May 2021) to approve Regulation 18 Consultation (Part 1 & Part 2)	LPSC (dates to be confirmed) to approve Submission version of Local Plan
LPSC to consider officer recommendations for the non-strategic policies and sites to be allocated for development in the Local Plan	LPSC to consider officer recommendations for the strategic policies and sites to be allocated for development in the Local Plan	(Regulation 18 consultation Part 1 (policies) and Part 2 (sites) to be considered by LPSC)	P&R Committee (March 2021) to resolve to recommend to Full Council the Regulation 18 Consultation (Part 1 and Part 2) Draft	8 week consultation to take place on Regulation 18 (Part 1 & Part 2) in June and July 2021.	P&R (13 June 2022) to recommend to Full Council to approve Local plan for Submission to Secretary of State for examination
		LPSC meetings to discuss and approve Regulation 18 Consultation Part 2		LPSC (dates to be confirmed) to consider	



	<p>P &amp; R Committee 20 July to approve non-strategic policies</p> <p>P &amp; R Committee 7 September to approve policies</p>	(dates to be confirmed)	Local Plan for consultation.	<p>Regulation 19 publication version of Local Plan)</p> <p>P&amp;R (1 November 2021) to resolve to recommend to Full Council the Publication Version of Local Plan</p> <p>Full Council (14 December 2021) to approve Publication version of Local Plan.</p> <p>Publication version of the Local plan to go out for 6 week statutory consultation (Jan/Feb 2022).</p> <p>LPSC (dates to be confirmed) to approve Submission version of Local Plan</p>	<p>Full Council (12 July 2022) to approve Submission version of Local Plan.</p> <p>Submission of Local Plan for examination August/September 2022</p> <p>Examination of Local Plan (6 months)</p> <p>P&amp; R (13 March 2023) to recommend to Full Council adoption of Local Plan)</p>
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<b>Project details</b>				<b>Project Manager: Claire May</b>	
				<b>Project Sponsor: Geof Muggerridge</b>	
<b>Project title</b>				<b>Proposed outcome: Completion of an Economic Strategy</b>	
<b>Economic Strategy</b>					
<b>2021/22 Milestones</b>				<b>2022/23 Milestones</b>	<b>2023/24 Milestones</b>
<b>Quarter 1</b>	<b>Quarter 2</b>	<b>Quarter 3</b>	<b>Quarter 4</b>		
Complete a review of Council Economic			Review of Economic Role of the Council	Completion of Economic Strategy	

Role and Completion of Economic Strategy					
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### 2.3

### Contracts

[See the Contracts Register for your contracts.](#)

Title of Agreement	Service Area	Service Contact	Description of the goods and / or services being provided	Supplier Name	Contract Sum £	Start Date	End Date	Review Date	Option to extend and length of extension
Green Belt Review	ESD	CM	Green Belt Review	LUC	£15,000	Oct 2019	Dec 2019	Nov 2019	N/A
Whole Plan Viability Assessment	ESD	CM	Viability Assessment of Local Plan	BNP	£15,500	Oct 2019	April 2020	N/A	N/A
SA/SEA/HRA	ESD	CM	Sustainability Appraisals for Local Plan	TRL Ltd	£43,950	June 2017	2021 (depends on Local Plan)	At each stage of the Local Plan	Ongoing until Local Plan adopted
Exacom	ESD	CM	CIL/S106 Software	Exacom/ESRI	£6,000pa	April 2015	Ongoing	Annually	N/A
Interactive Policies Map	ESD	CM	Local Plan Interactive Policies Map	Llovell John	£500 pa	2014	Ongoing	Annually	N/A

## 2.4 Risk Management

Risk Description	Residual Likelihood Score	Residual Impact Score	Residual Risk Score
Lack of suitably experienced staff	2	2	4
Total failure of ICT systems	2	1	2
Loss of accommodation	2	1	2
Fraudulent activity	1	2	2
Failure to progress/manage and maintain Community Infrastructure Levy income and expenditure.	2	2	4
Delays to decision making process of Local Plan	2	2	4
Failure/Delay in delivering Local Plan	3	2	6
Changes in National Policy & regulations which require a significant alteration to emerging Local Plan	2	2	4
Failure of external parties to meet project deadlines	2	2	4
Delays to decision making process	2	2	4
Failure to agree critical cross boundary strategic planning issues with prescribed 'Duty to Co-operate'	2	3	6
Capacity of Planning Inspectorate (PINS) and other statutory consultees	2	2	4
Local Plan found 'unsound'	2	3	6
Preparation of SW Herts Joint Strategic Plan fails to meet key project milestones.	2	2	4
Delays to decision making process in SW Herts JSP	2	2	4
Changes in national policy & regulations which require a significant alteration to emerging joint strategic plan	2	2	4
Changes in local politics of the participating authorities (SW Herts JSP)	2	2	4
Staff changes (SW Herts JSP)	2	2	4
Potential political change/issues within the partnership that could lead to a withdrawal or variation in support to the Programme from one of the partners.	2	2	4
SW Herts JSP not agreed by Districts, fail at examination or there is significant slippage in the timescales that are beyond the tolerance of the programme.	2	2	4
Delay in progressing Economic Strategy	2	2	4

<b>Very Likely</b> ----- <b>Likelihood</b> ----- <b>Remote</b>	Low 4	High 8	Very High 12	Very High 16
	Low 3	Medium 6	High 9	Very High 12
	Low 2	Low 4	Medium 6	High 8
	Low 1	Low 2	Low 3	Low 4
<b>Impact</b> -----> <b>Unacceptable</b>				

Impact Score	Likelihood Score
4 (Catastrophic)	4 (Very Likely (≥80%))
3 (Critical)	3 (Likely (21-79%))
2 (Significant)	2 (Unlikely (6-20%))
1 (Marginal)	1 (Remote (≤5%))

**Version Control**

Version No.	Date	Reason for Update / Significant Changes	Made By
1.0	3/10/2019	New Template	CM
2.0	25/02/2020	Corporate Objectives, Performance Indicators added	GG
3.0	28/02/2020	Update on PIs and inclusion of the Local Plan in the Project section	CM
4.0	12 /10/2020	Update Service Plan	CM
5.0	21/10/2020	Update milestones for Local Plan	CM
6.0	27/01/2021	Update to include Economic Development Officer (18 month Fixed term Contract)	CM