

POS Member Survey

2025 Results

2025 Survey details

112 Responses

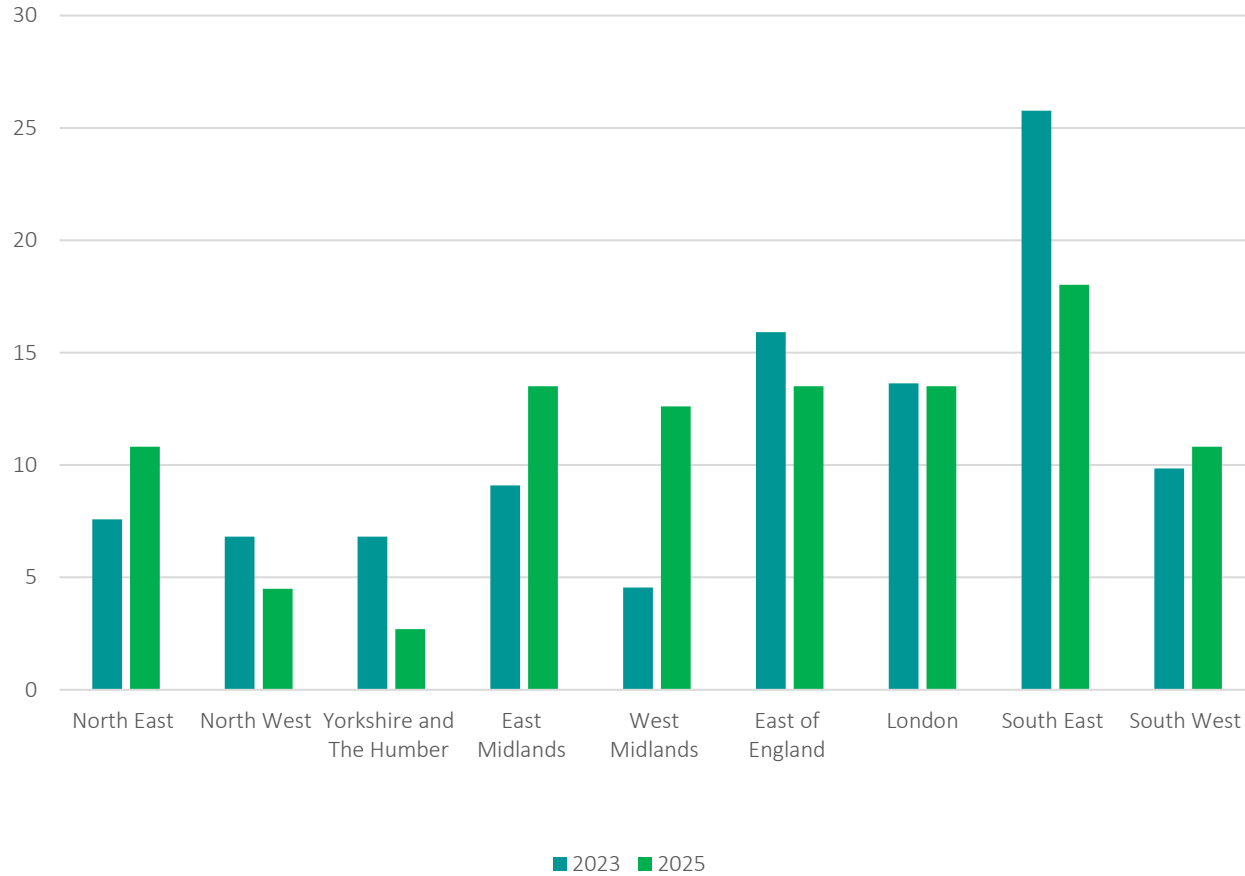
Survey was open from 6th June to 5th August 2025

- 26 responses within the first week
- 66 in second week (16th June was most active day – post conference push)
- Average length of time to complete was 14m 26s
- 45 Qs asked in 2025 (39 in 2023, but not directly comparable)
- 75% completion rate in 2025, compared to 84% in 2023
- Analysis has been done under the following headings:
 - *Your job (location, role, salary etc)*
 - *Route into planning, training and development*
 - *Working conditions*
 - *POS membership and networks*
 - *Demographics*
- Where possible results have been compared to 2023 results

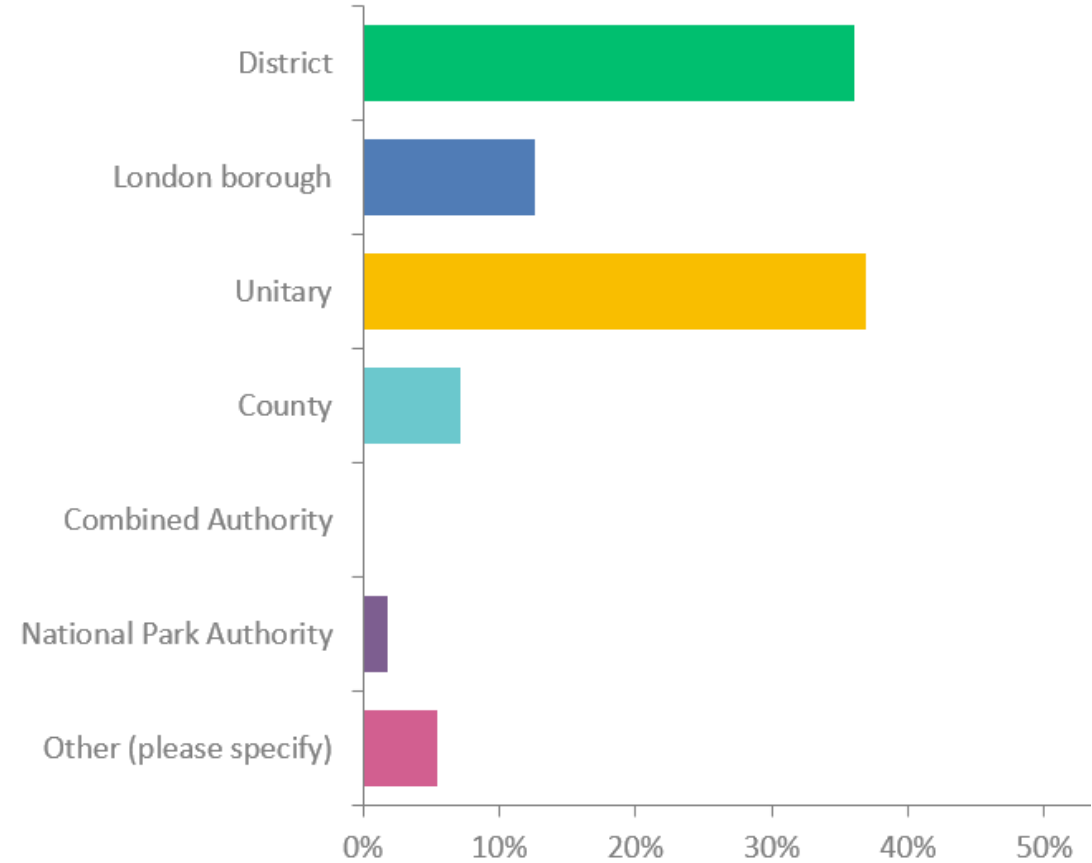
Location, authority
type, years of service

Location & type of authority

Location of respondents (% of total)



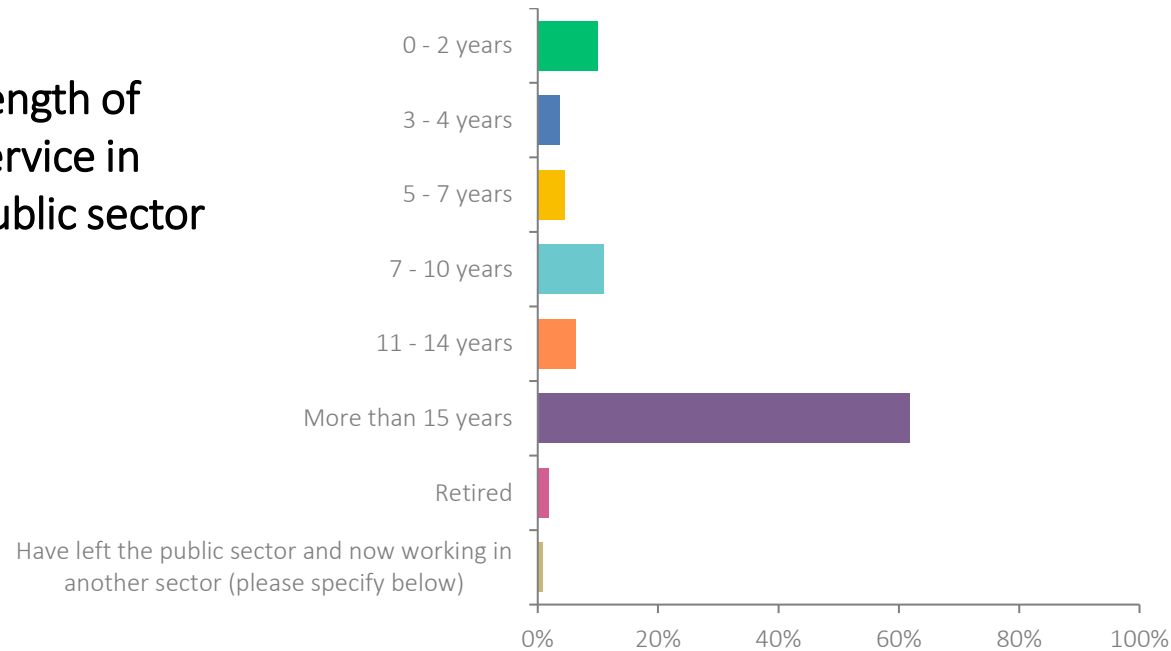
2025 = 112 responses
2023 = 160 responses



2025 responses - % of responses by authority type – 111 ans / 1 skipped

Years worked and current position

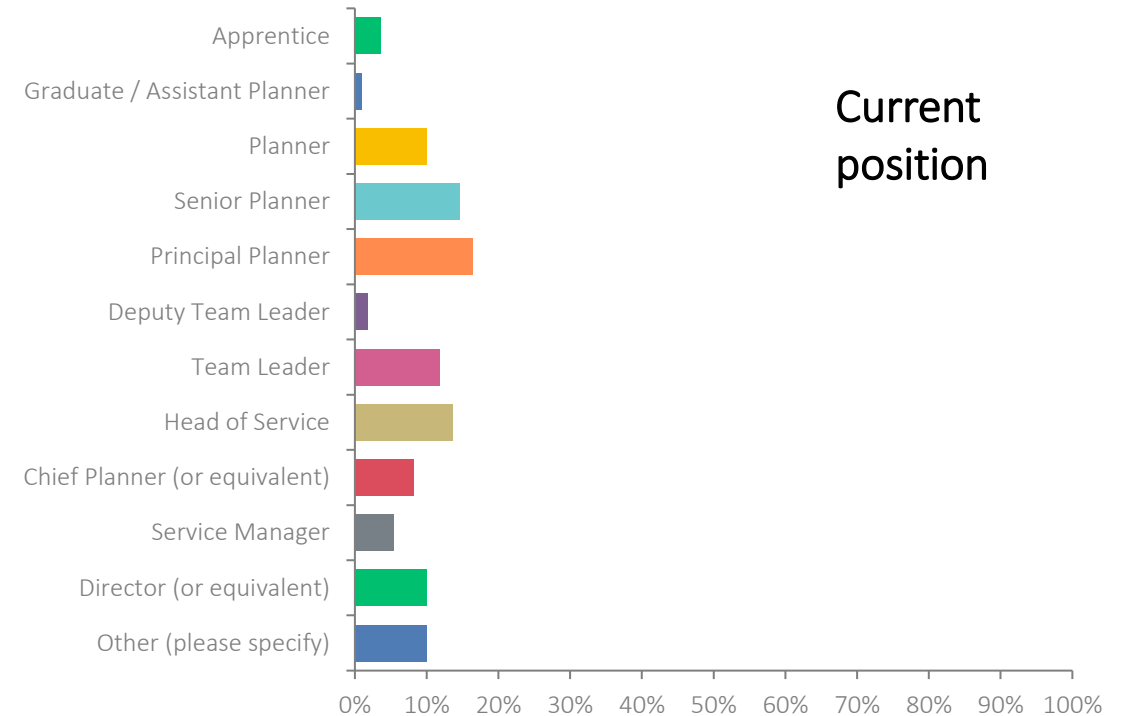
Length of service in public sector



2025 responses = 111 ans / 1 skipped

2023 responses = 160 ans / 0 skipped

Current position



- Comparing to 2023, similar results, highest % of respondents have worked in sector for 15+ years, c.60% both surveys
- 2025 respondents, higher % in more senior roles – Director, Service Mgr, Head of Service, but lower overall response rate
- Not surprisingly, 2025 results comparing length of service and position show those in more senior positions have been in planning for longer

What does your job cover?

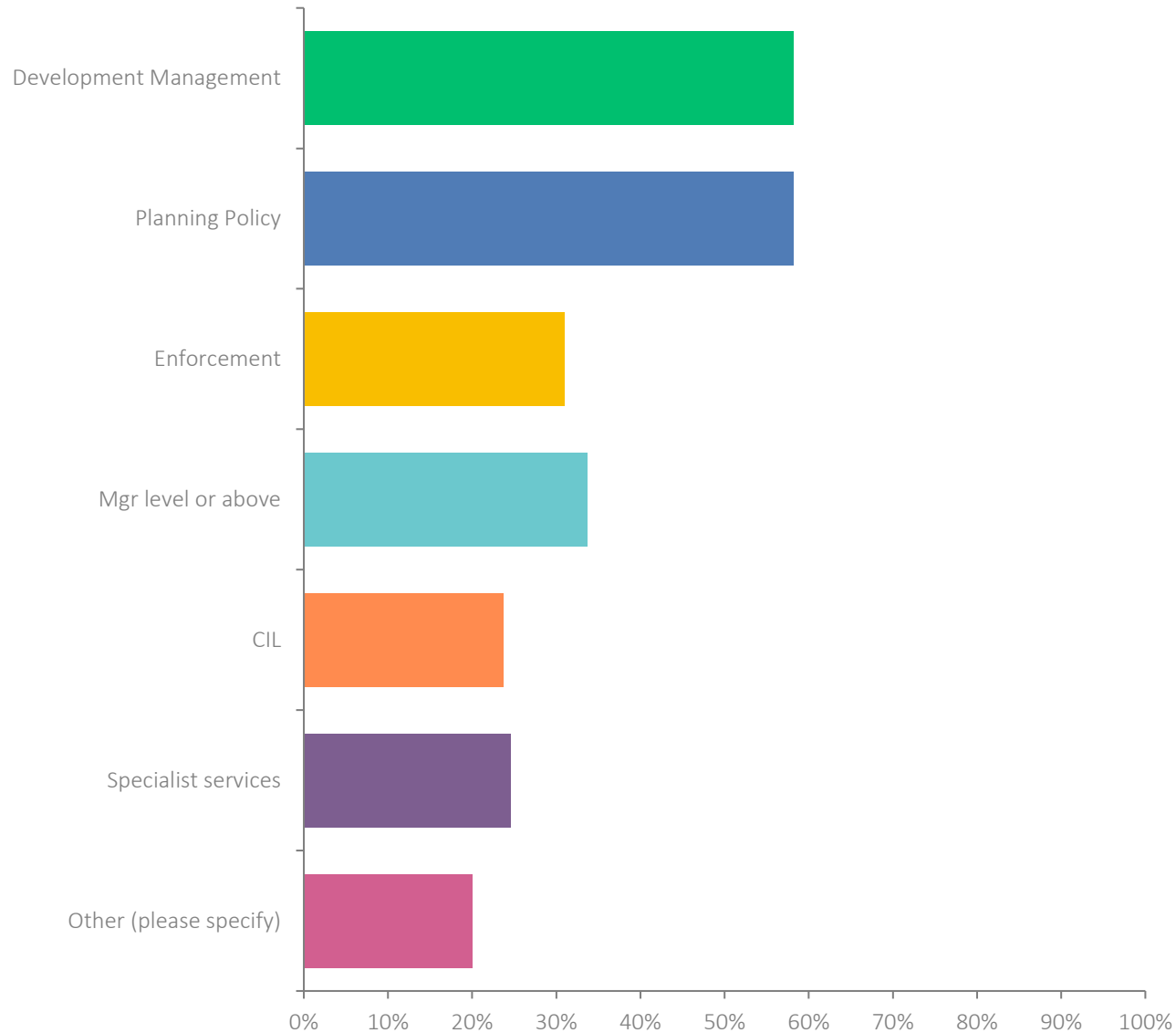
Responses demonstrate the multi-faceted nature of planning, and the higher level of responses from those in more senior roles where you would expect greater responsibility

61 respondents put more than one response

27 respondents put more than three responses

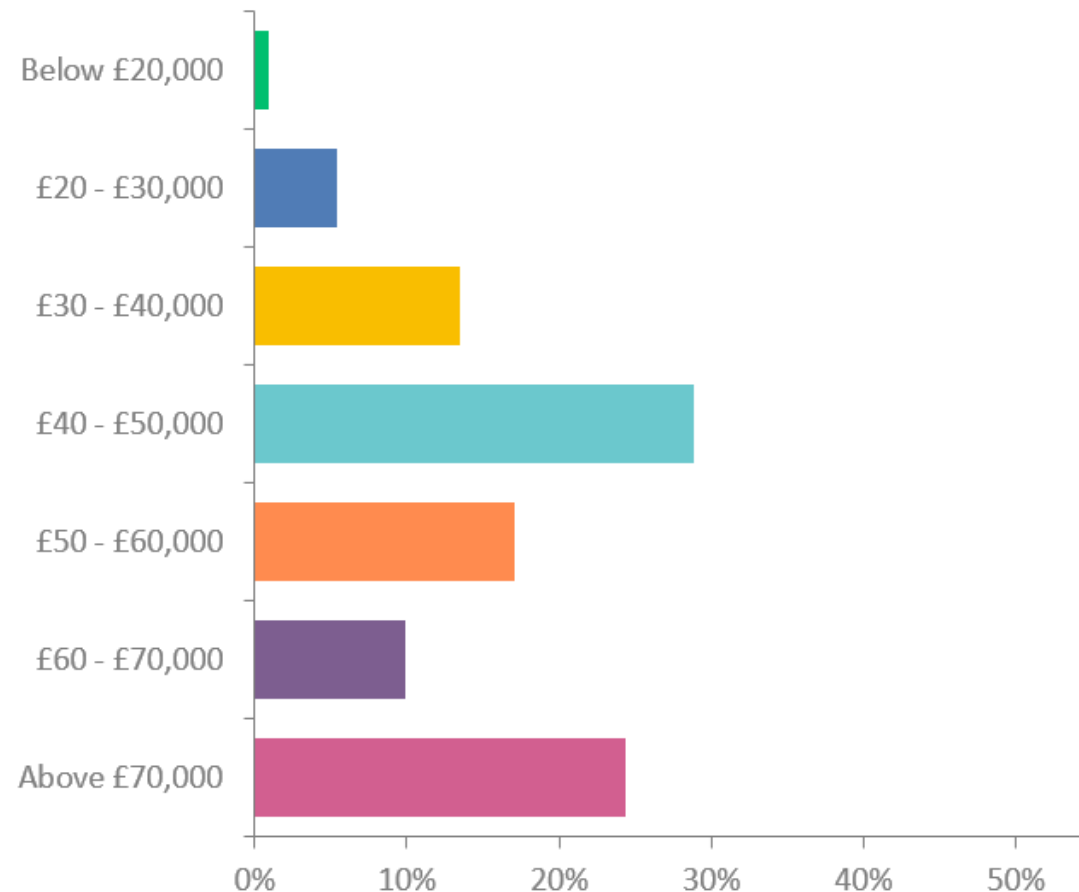
Other responses included:

- Building control
- Minerals and waste
- Regen / ED / housing strategy / BC
- Flood risk
- S106
- Transport / climate change / traffic mgmt.
- Conservation, design
- Urban design
- Devo, LGR, corporate policy
- Health input into applications



Answered: 111 Skipped: 1

Salary range



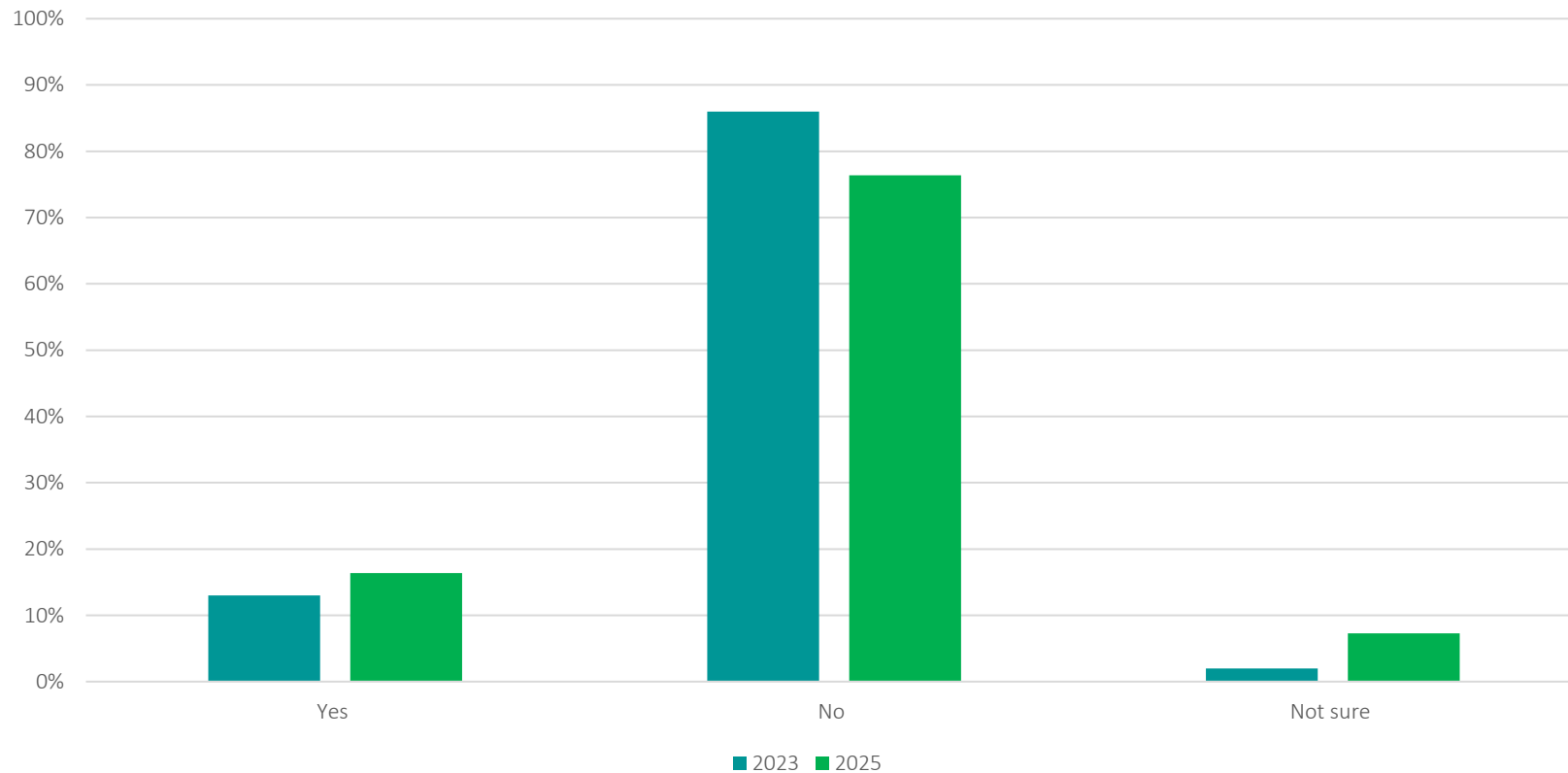
London and the East of England had the highest number of respondents earning 'Above £70,000' (6 each).

Regions like the North East and North West had fewer respondents in the higher earnings categories.

The most common salary range for female respondents is £40-£50k (17 respondents) while for male respondents it is above £70k (13 respondents)

Shared services

% of responses – does your authority currently share services / are planning to in the coming year?



Compared to 2023 responses, the proportion of those sharing services has increased (but cautionary note as Q was worded slightly differently)

Shared services include:

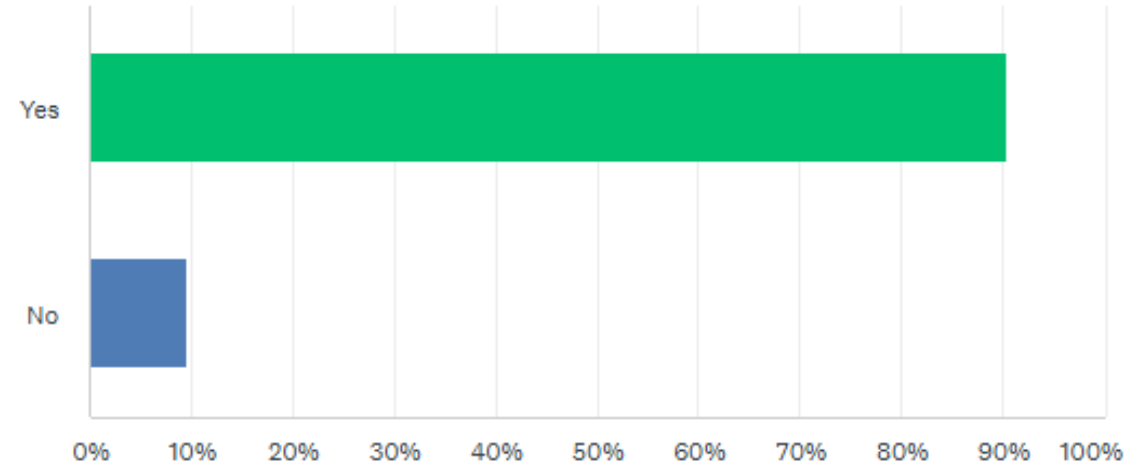
- Minerals and waste
- Joint Local Plan
- Shared consultancy for evidence-based studies
- Council owned company provides planning services

2025 Answered: 110 Skipped: 2

2023 Answered 159 Skipped 1

Route into planning and
training and development

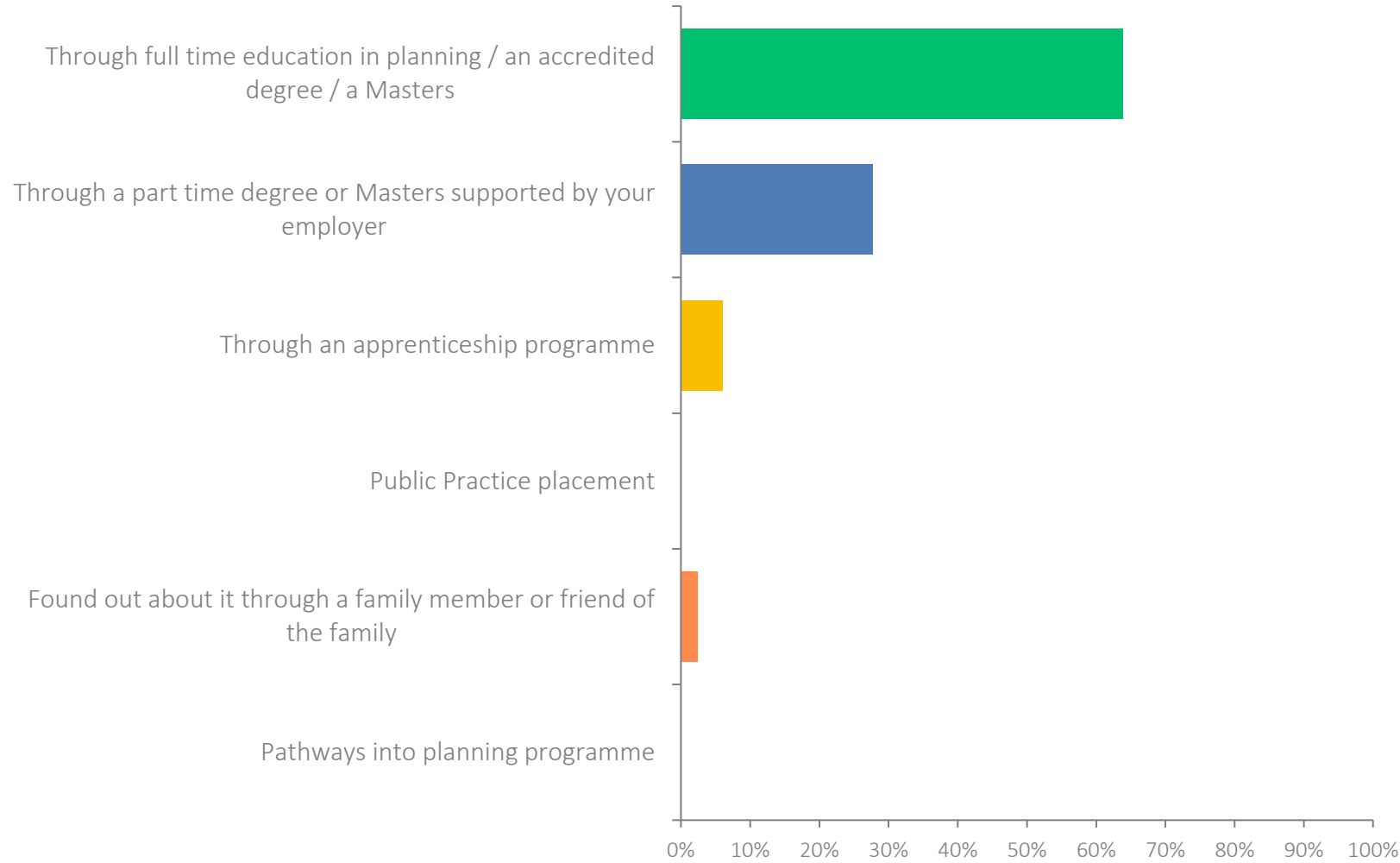
PGDip Urban Regional Planning
BA Hons Geography Spatial Planning
MRTPI MSc Town Planning
Diploma **Planning** Post Grad
Dip degree **Masters** MA MPlan
Design Dip TP BA
Town Country Planning



Do you have a formal qualification in planning?

Answered: 93 Skipped: 19

What was your route into planning?

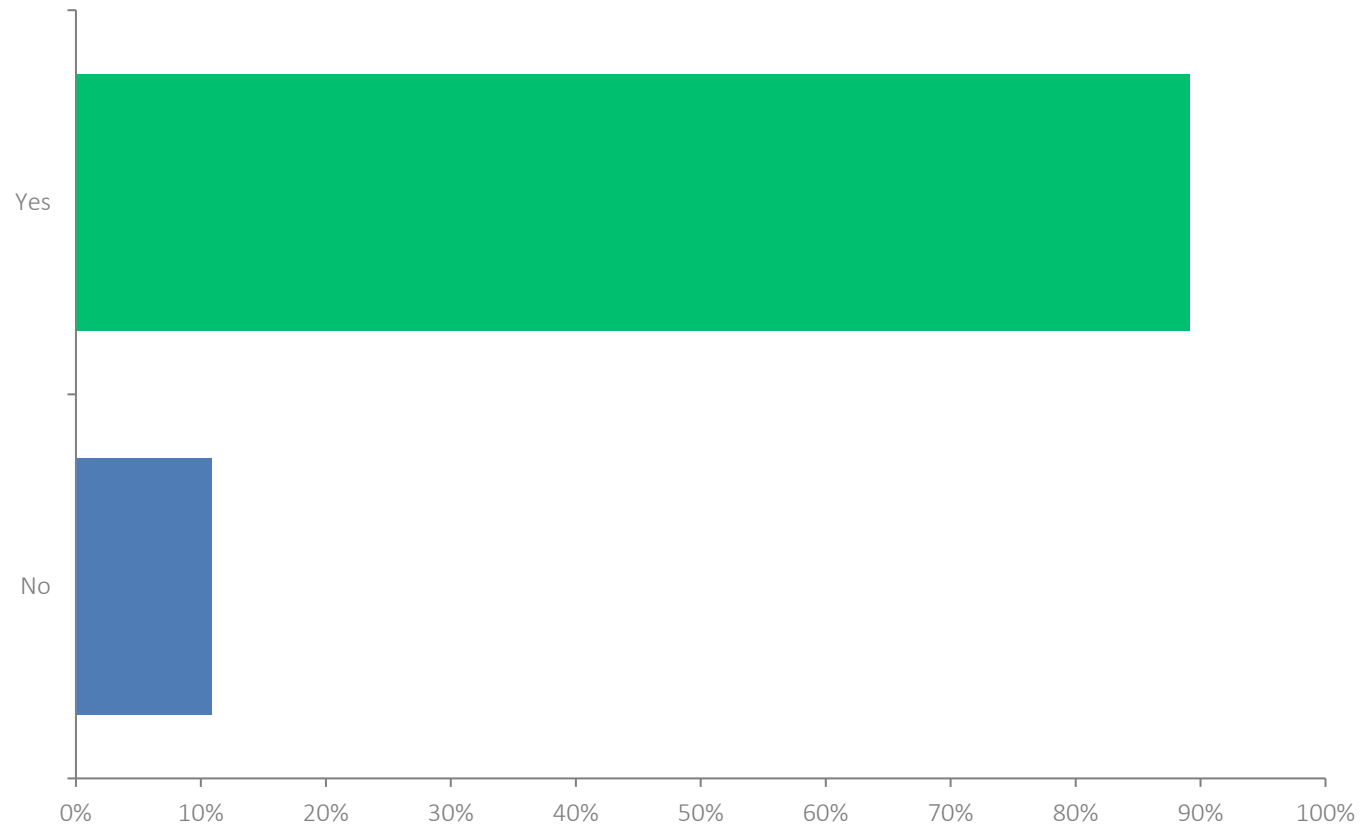


Most common route into planning is via FT education / degree / Masters

2025 had a higher % of respondents (6%) coming via apprenticeship compared to 2023 (2% of respondents)

Open comments in both 2025 and 2023 note other degree routes (e.g. geography) into planning

Do you consider your route into the profession to have been straightforward?



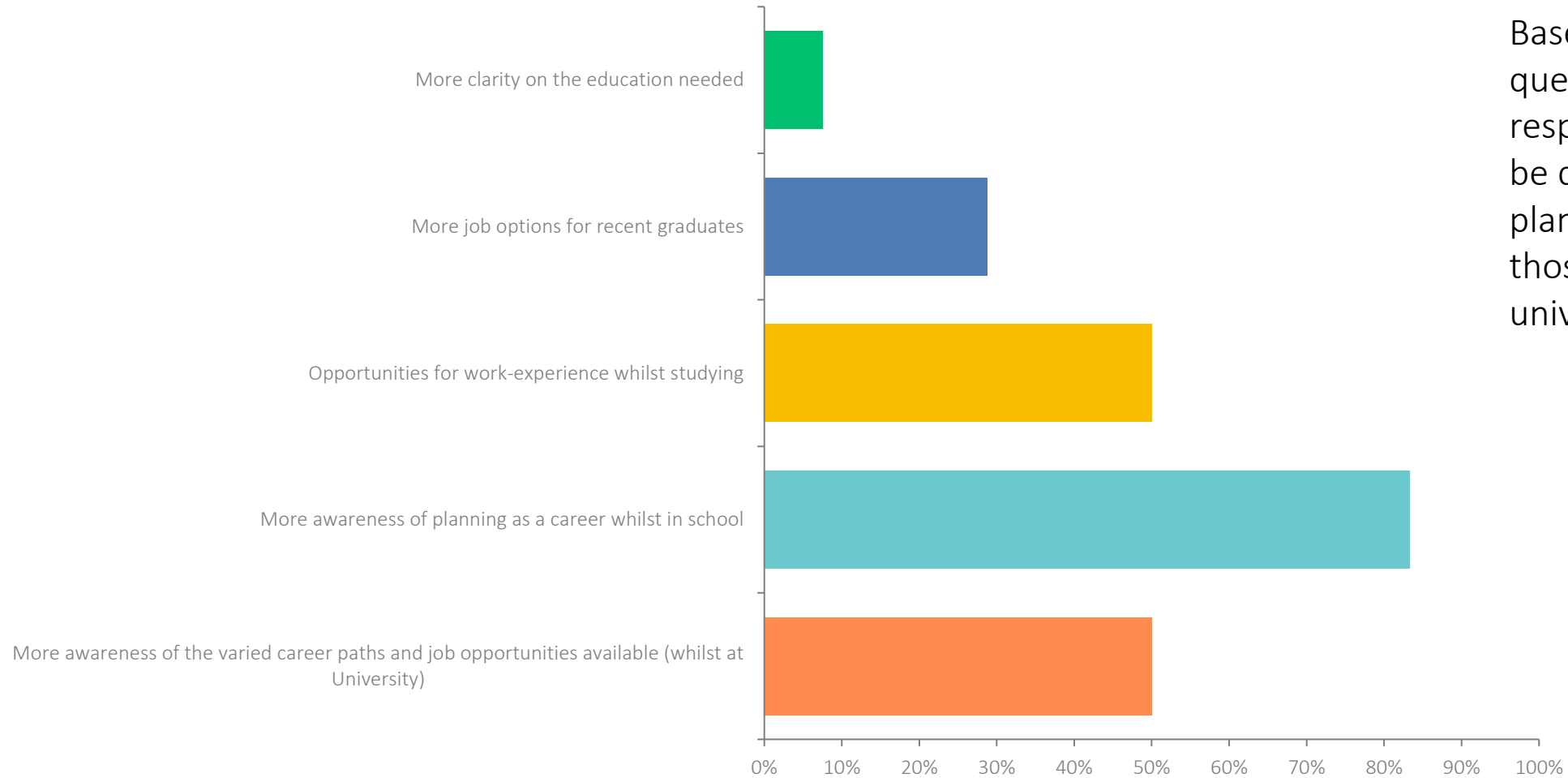
89% of 2025 respondents consider their route to have been straightforward (73% in 2023, but other option also offered)

For those responding not straightforward comments made include:

- Competitive job market (5 responses)
- Educational requirements (5 responses)
- Lack of acceptance of different experiences (5 responses)
- Lack of practical experience pre-graduation (7 responses)
- Complexity of charter process (7 responses)

Answered: 93 Skipped: 19

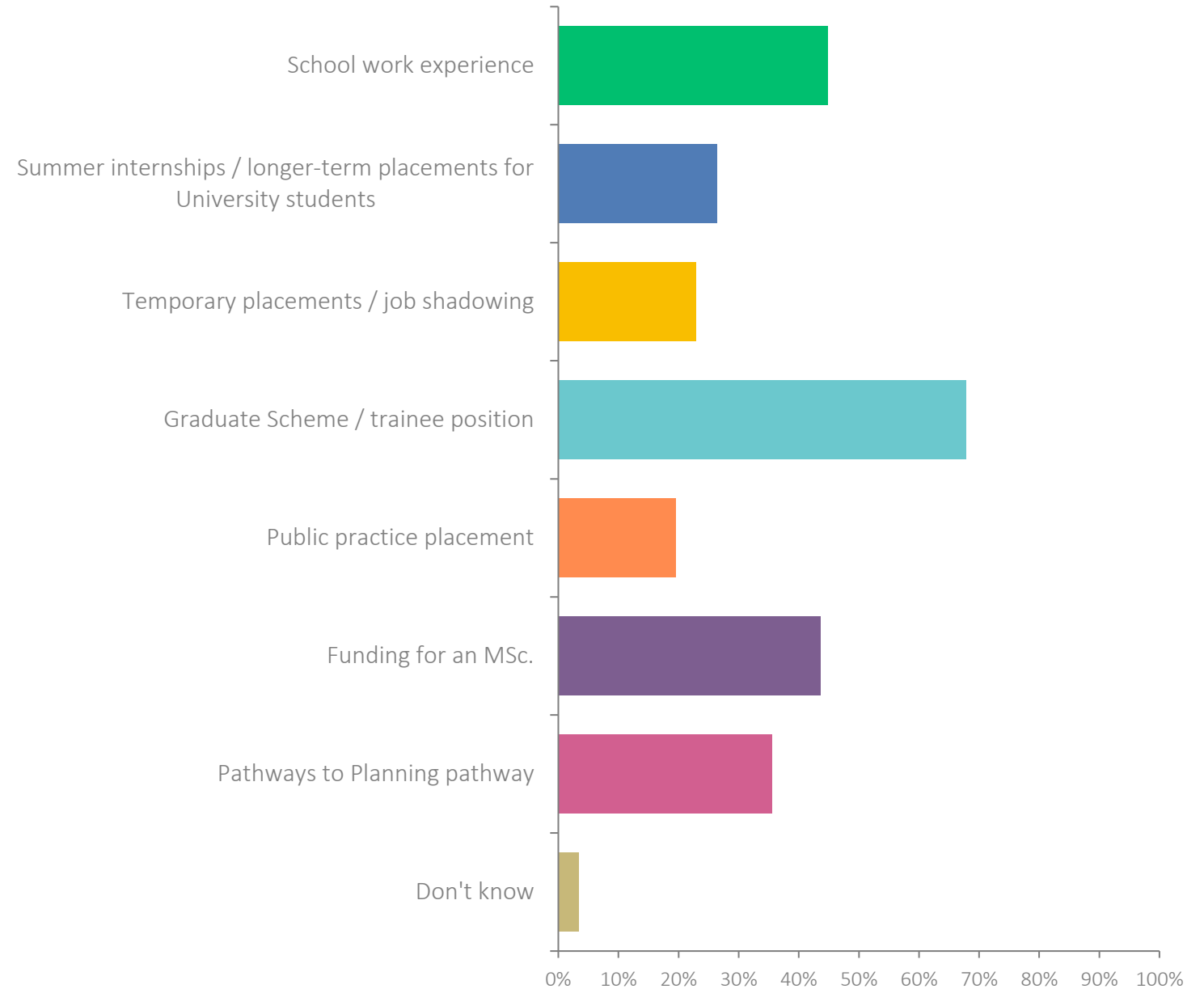
What would have made your path into the profession easier?



Based on responses to this question, it is clear that respondents feel more can be done to promote planning as a career to those at school and university.

What routes into the profession does your organisation currently offer?

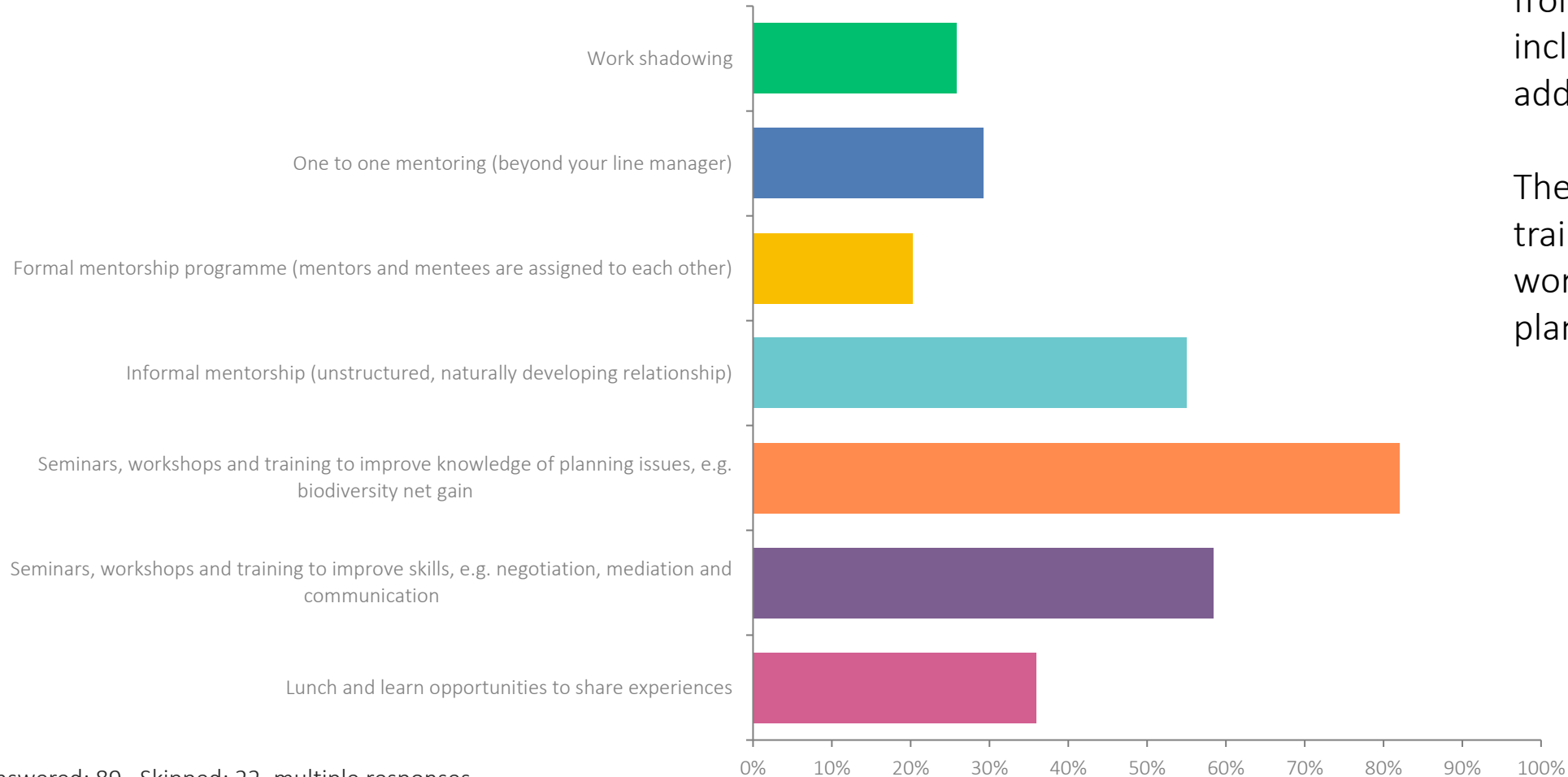
Answered: 88 Skipped: 24
Multiple responses allowed



What training opportunities are available through your workplace?

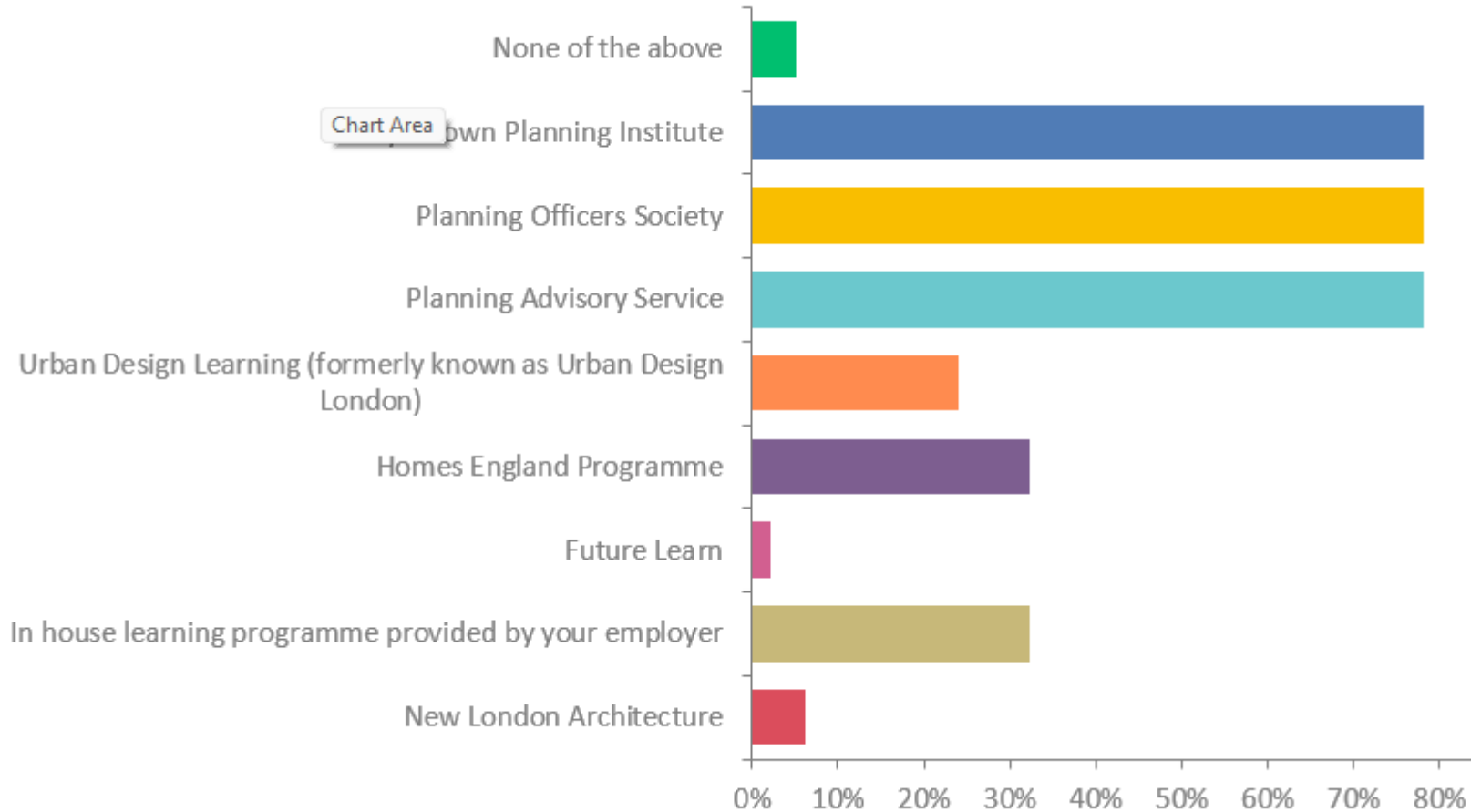
Question was expanded from 2023 survey to include a range of additional training types

The most common type of training is seminars / workshops focused on planning issues



Answered: 89 Skipped: 22, multiple responses allowed

Where do you access training or knowledge to support your CPD?



The top three responses for CPD training were:

- POS
- RTPI
- PAS

POS received marginally more responses (%) in 2025 (78%) than in 2023 (67%)

Other sources include:

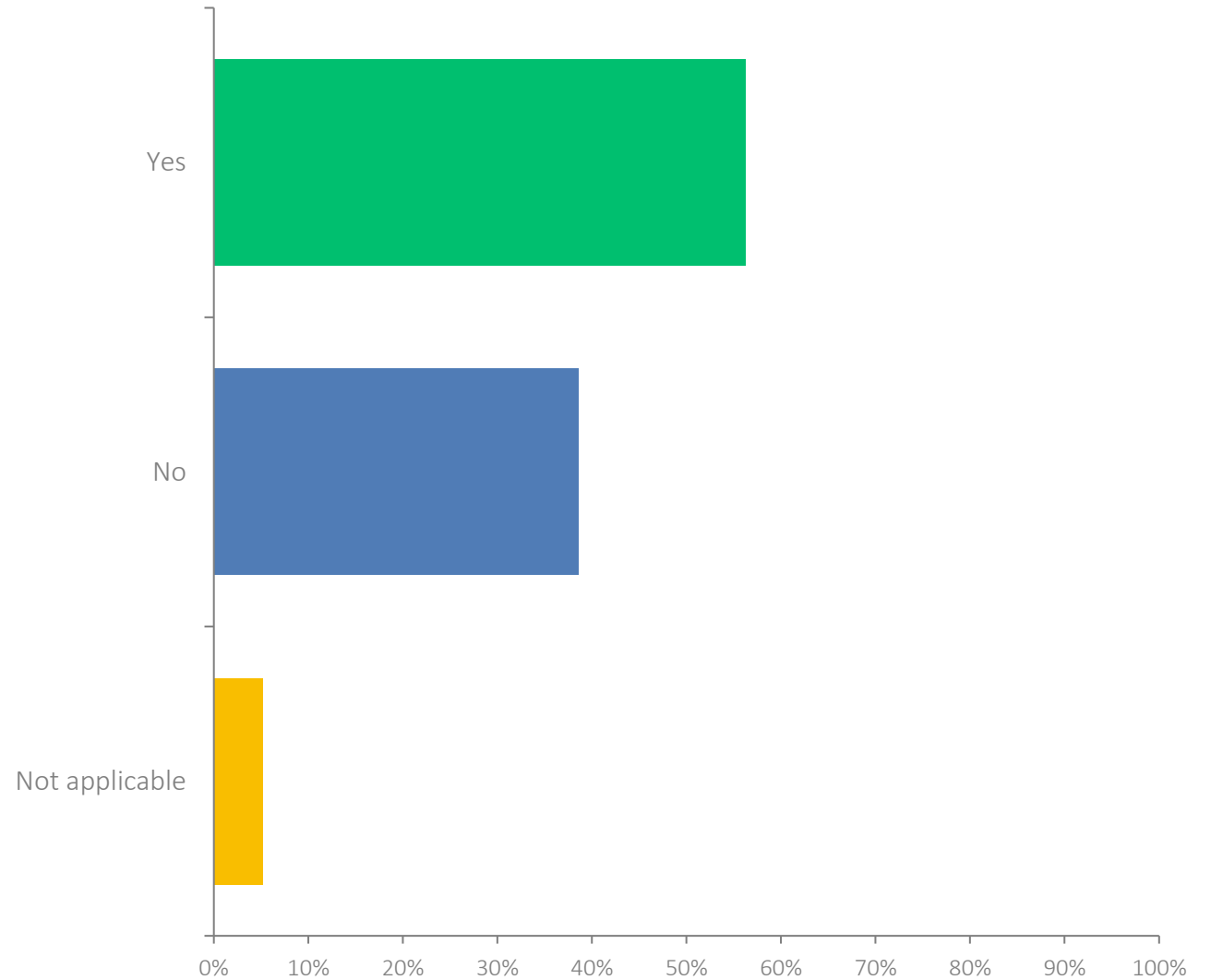
- TCPA
- Planning Inspectorate
- Chambers / legal updates
- Local networks

Reasons for using these sources:

- Free to use
- Aimed at planners
- Timing (one hour webinar vs a day long conference)

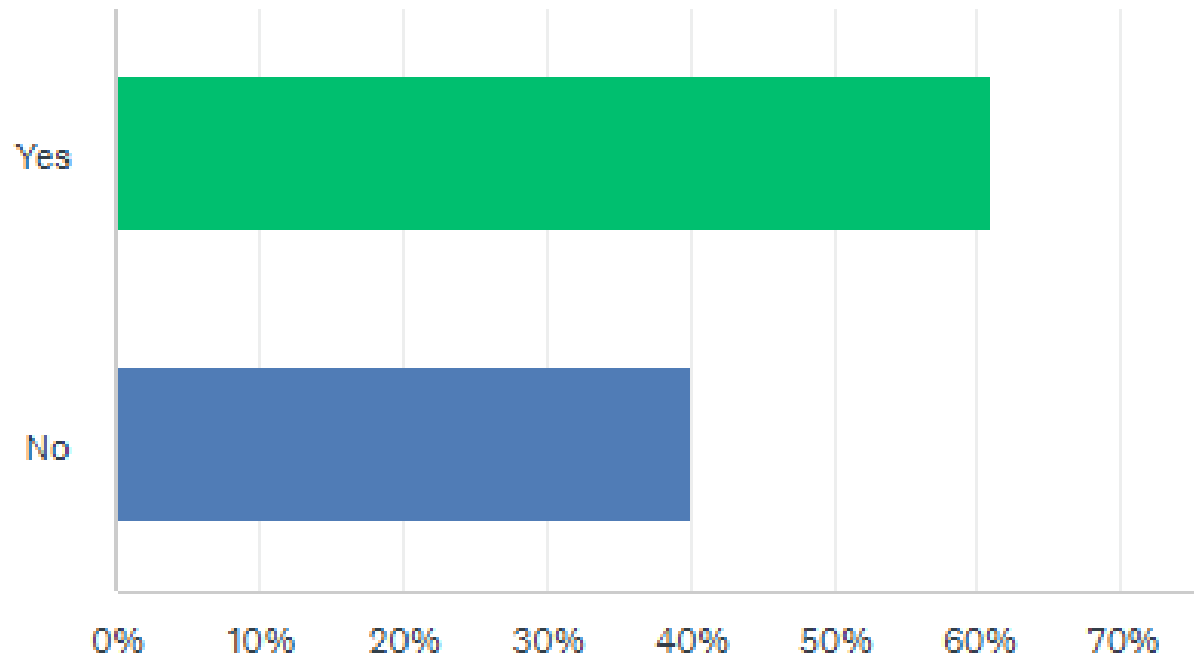
Does your workplace pay for your Professional Membership fees?

Answered: 97 Skipped: 15



Working conditions

Support in role



Answered: 100 Skipped: 12

Support by type of authority

District authorities had the highest number of respondents feeling supported in their role ('Yes': 29),

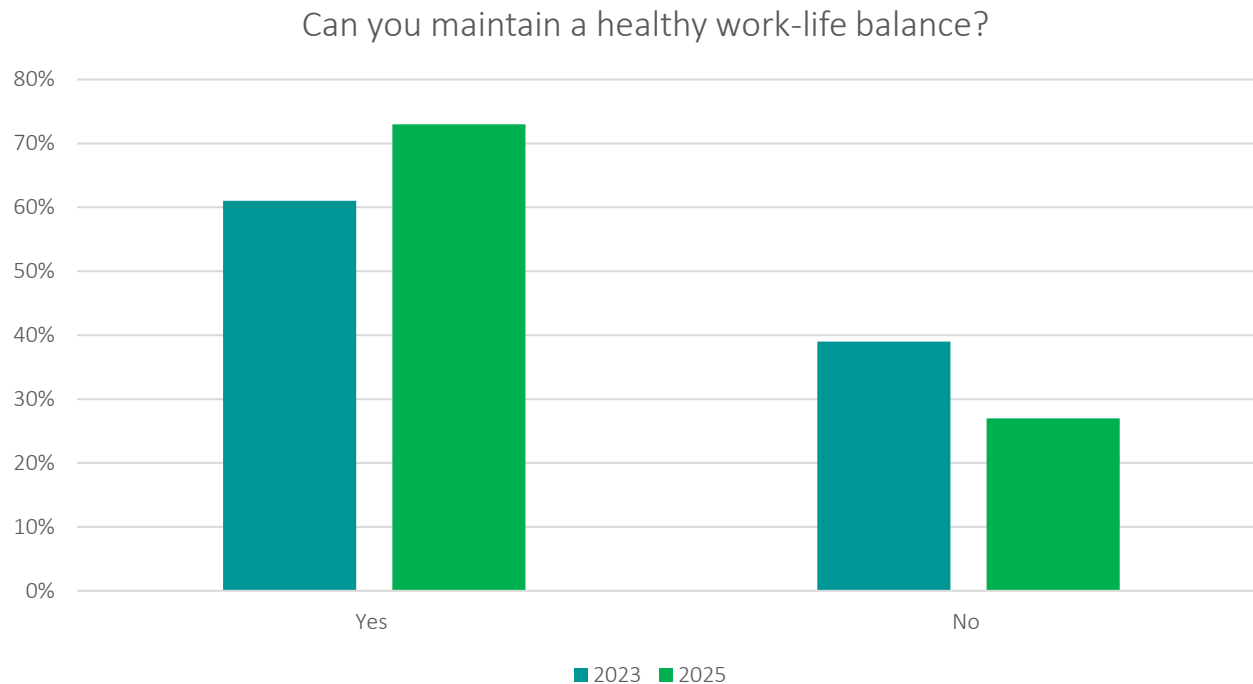
followed by Unitary authorities ('Yes': 17).

County authorities had fewer respondents feeling supported ('Yes': 3).

'No' responses were also highest in Unitary (19) and District authorities (8).

2023 results showed 62% supported / 35% not supported / 3% prefer not to say

Maintaining a healthy work-life balance



2023 - 128 Answered
2025 - 95 Answered

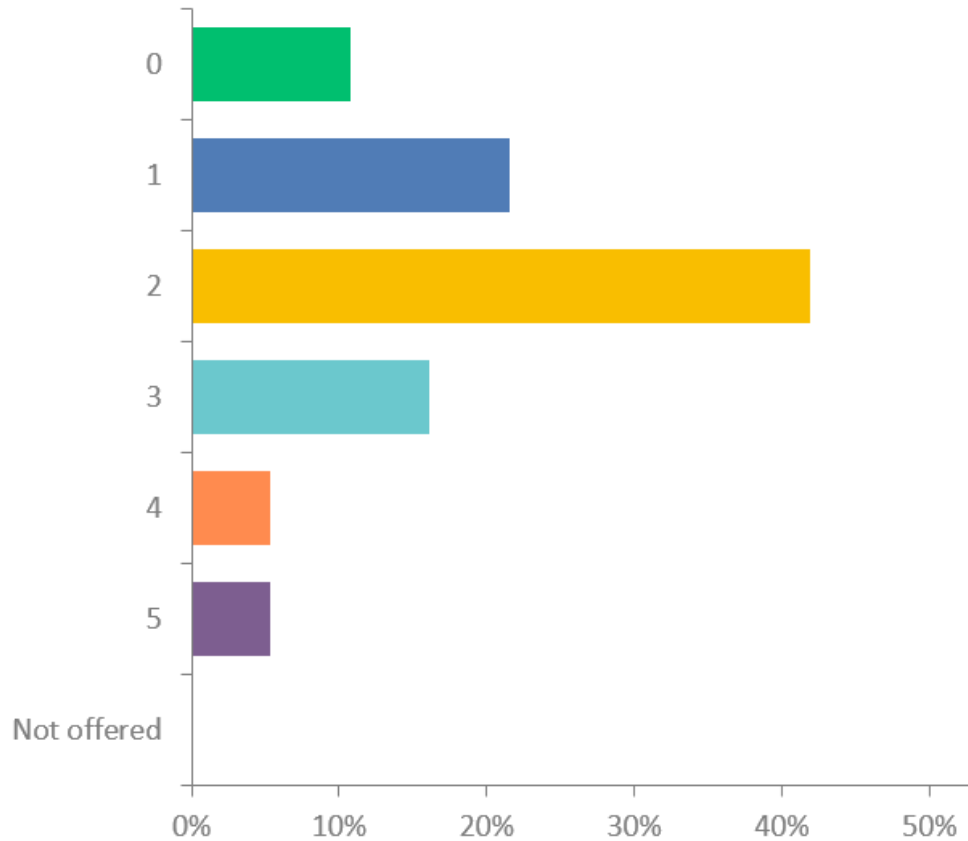
Marginally higher % of 2025 respondents stating they can maintain a healthy work-life balance than 2023

24% of comments were positive
31% neutral
43% were negative
3% not categorised

+
Flexible working
Hybrid working
Good manager
Fully staffed

-
Too much work
Professional reputation on the line if I fail
Lack of staff / capacity within team
Small council means I wear many hats

If your employer offers hybrid working - how many days a week are you in the office?



All respondents to this Q confirmed their employer offers hybrid working

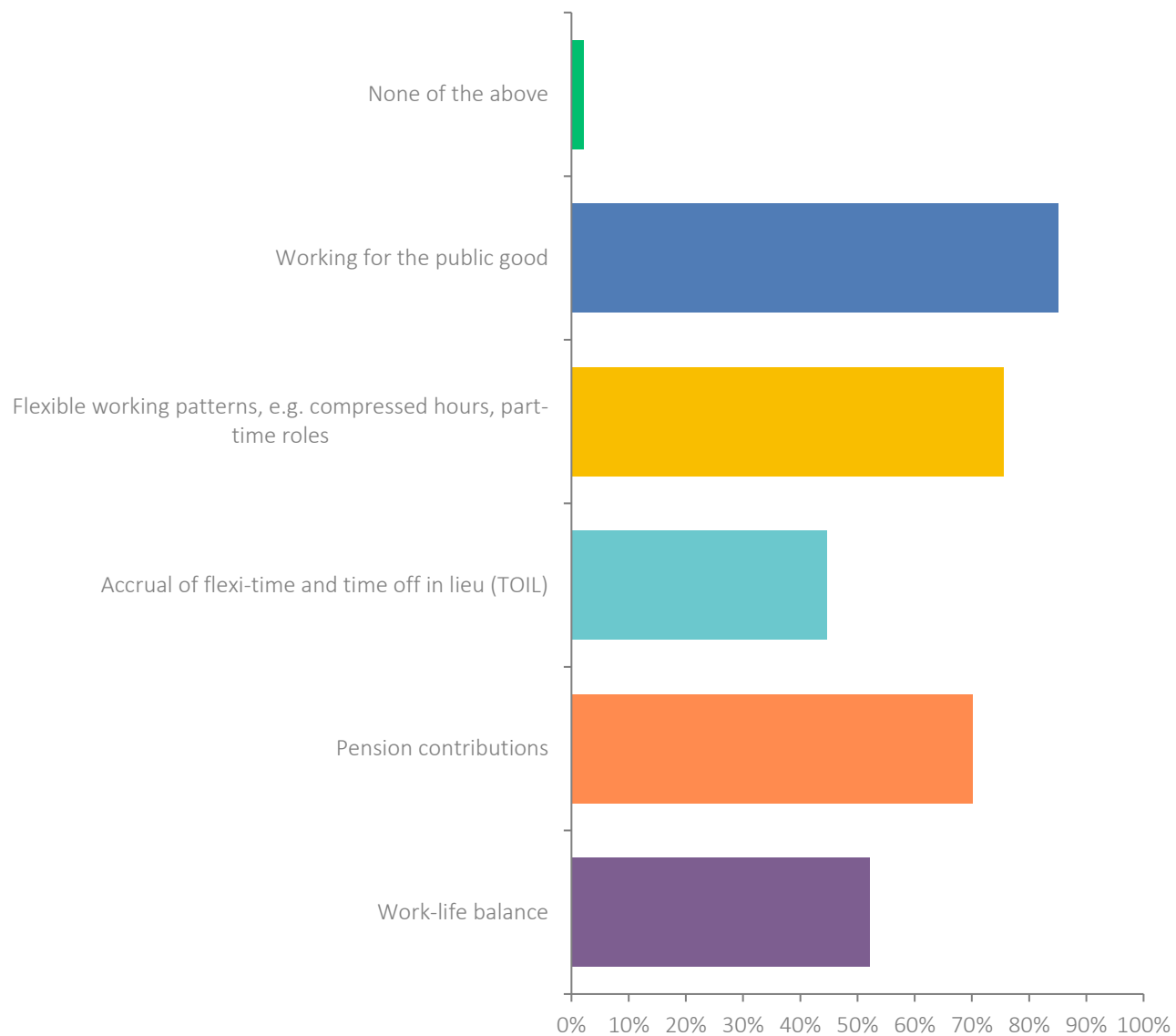
The most common response was to spend 2 days per week in the office

Comparing responses to this Q and responses to work-life balance did not show any clear trends

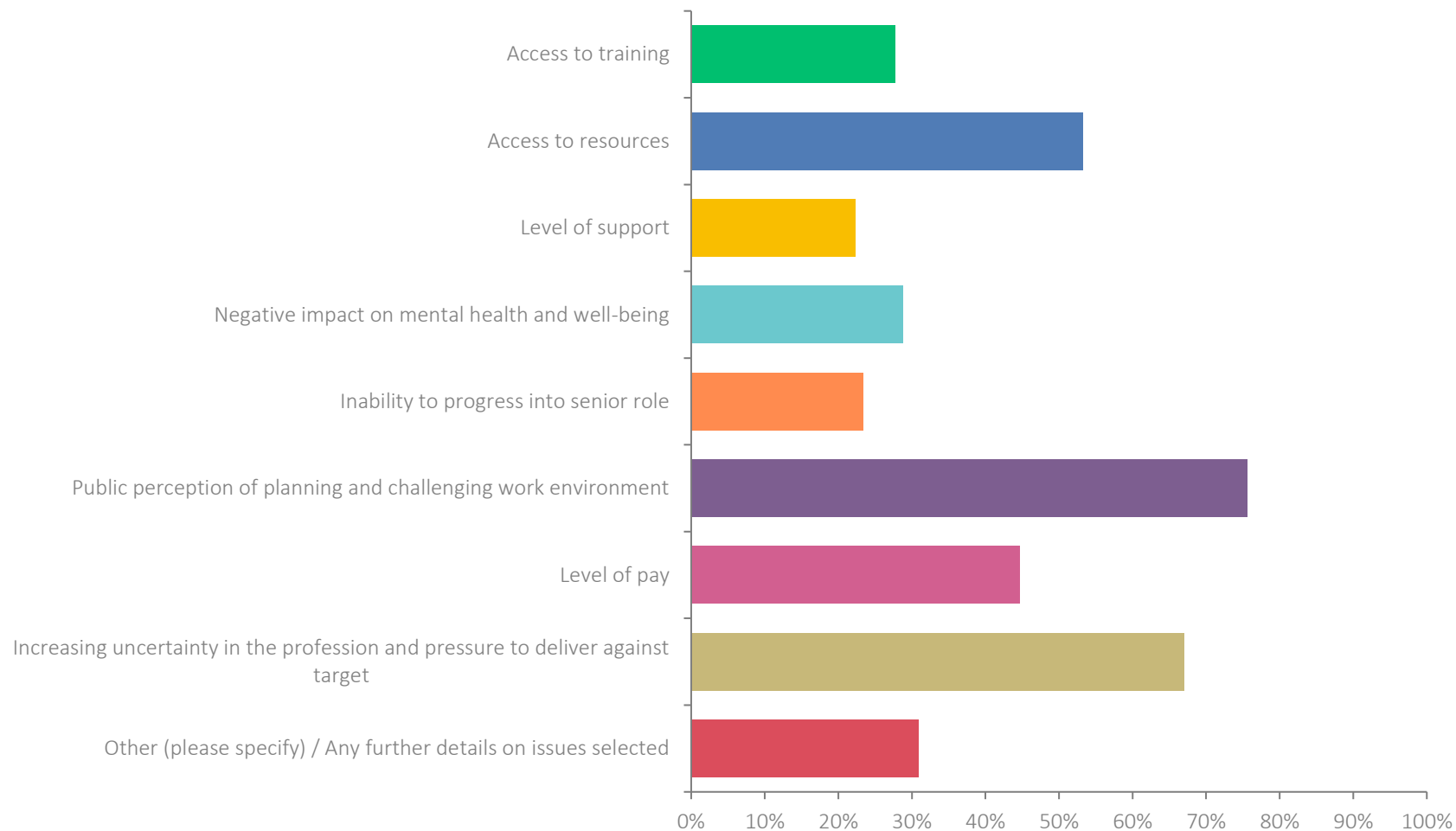
Answered: 93 Skipped: 19

Benefits of working for public sector

2025 - 95 Answered, multiple answers allowed



Main challenges in your role



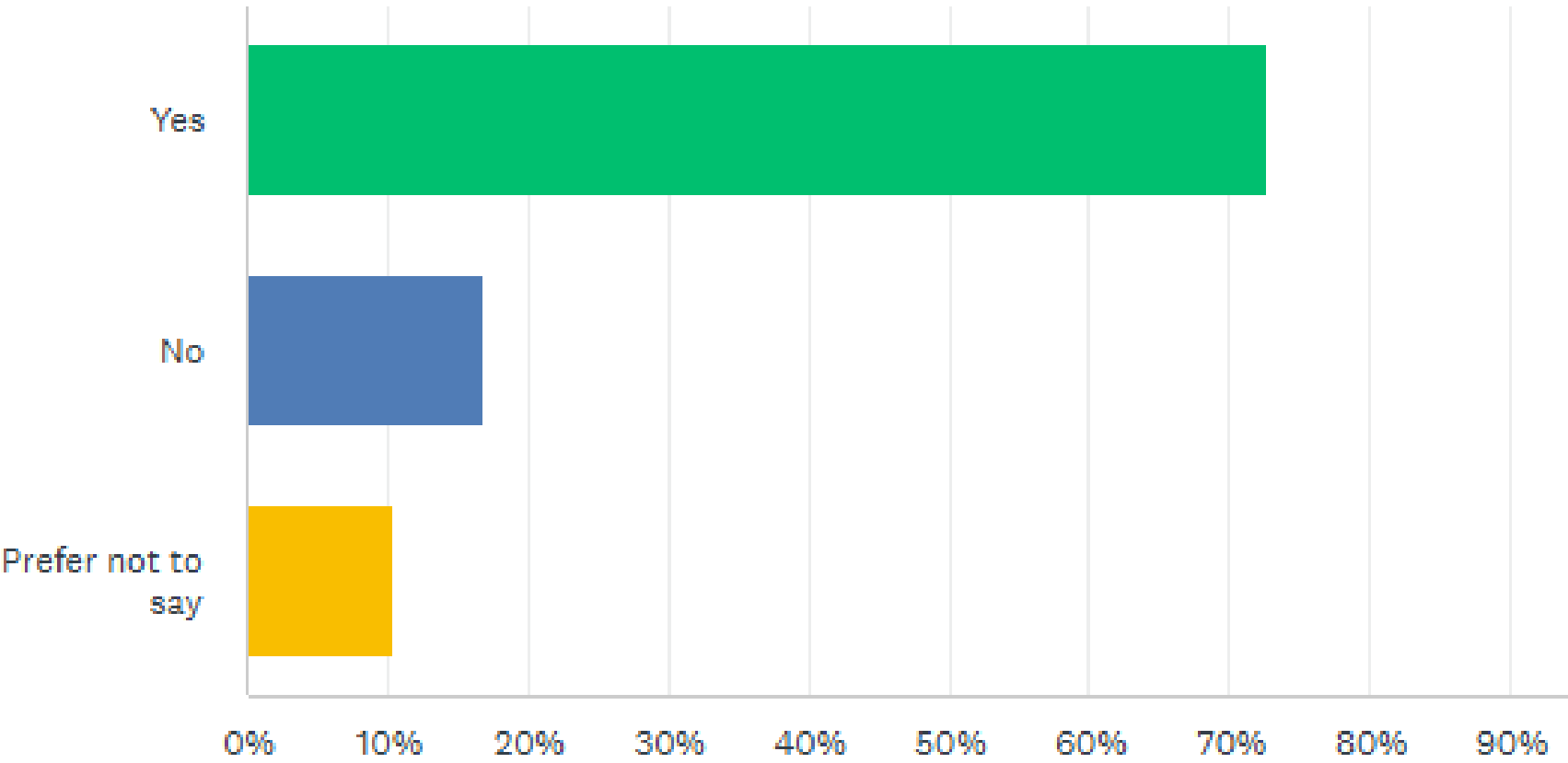
Most frequent responses were:

- Public perception of planning
- Uncertainty in the profession & pressure to deliver to target

Additional comments made:

- Job security
- Constant changes to legislation and national policy
- Volume of work
- Negative perception of planners
- Staff shortages and increasing gap between new entrants and losing long service colleagues
- Constantly fire fighting
- LGR uncertainty

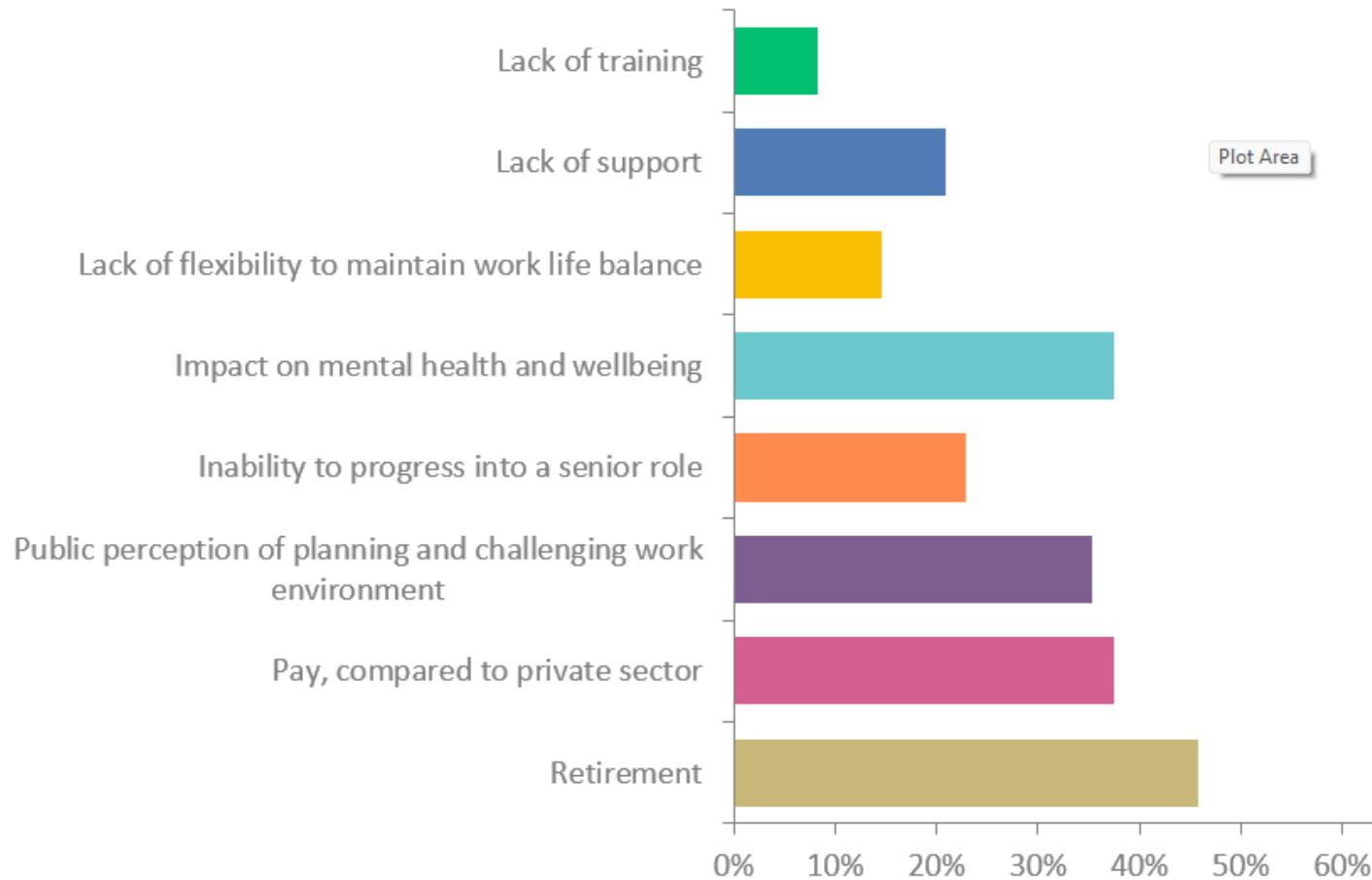
Do you feel you want to continue working as a public sector planner for the next three years?



Compared to 2023 responses a higher % of respondents in 2025 want to continue to work as a planner for the next 3 years

Yes in 2025 = 73%
Yes in 2023 = 57%

If you are thinking of leaving the public sector what are the main reasons for this decision?



Note slightly different categories to 2023 and retirement was not offered as a choice in 2023 survey

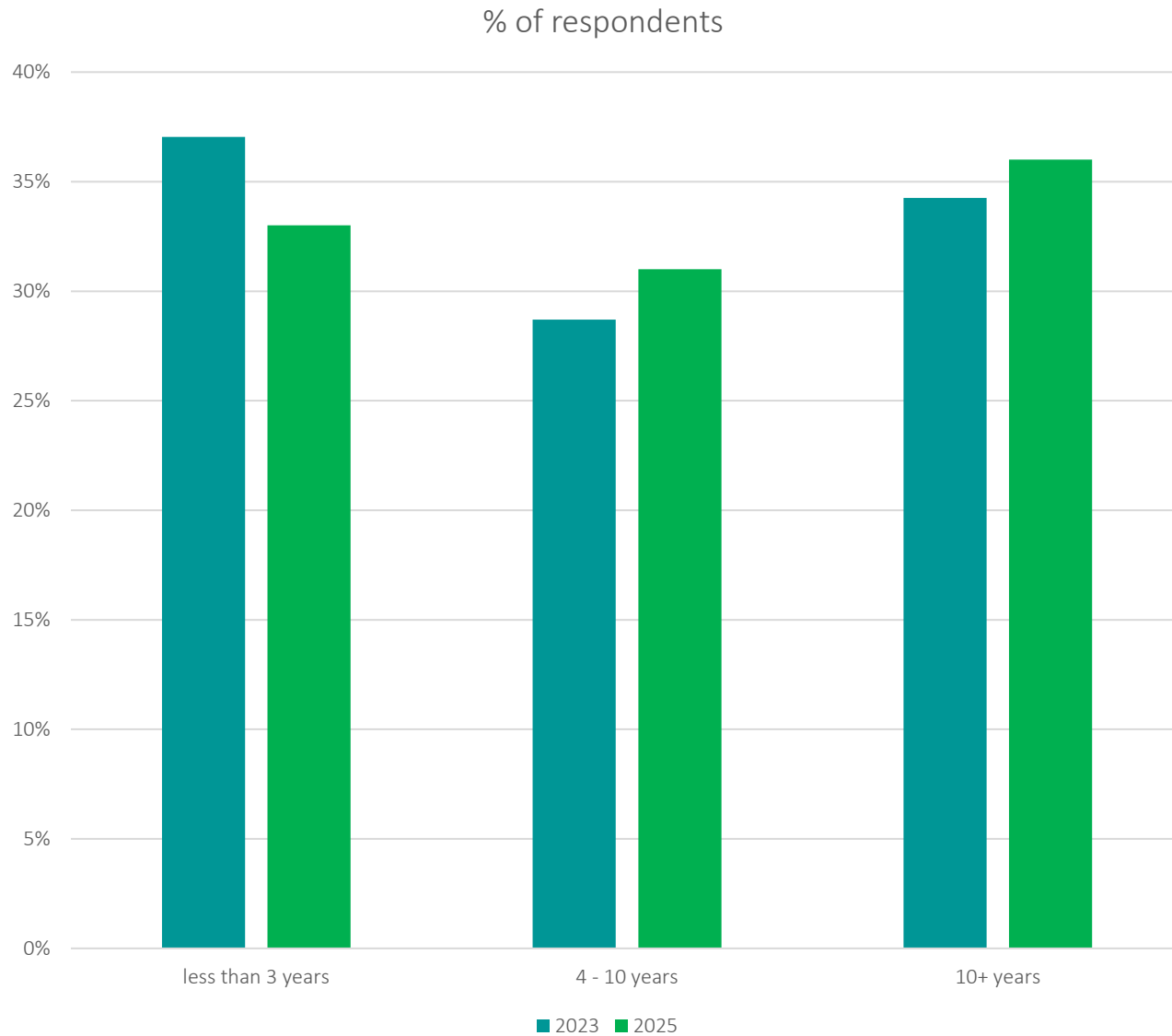
Other comments include:

- LGR

Answered: 48 Skipped: 64

Multiple responses allowed

POS membership and networks



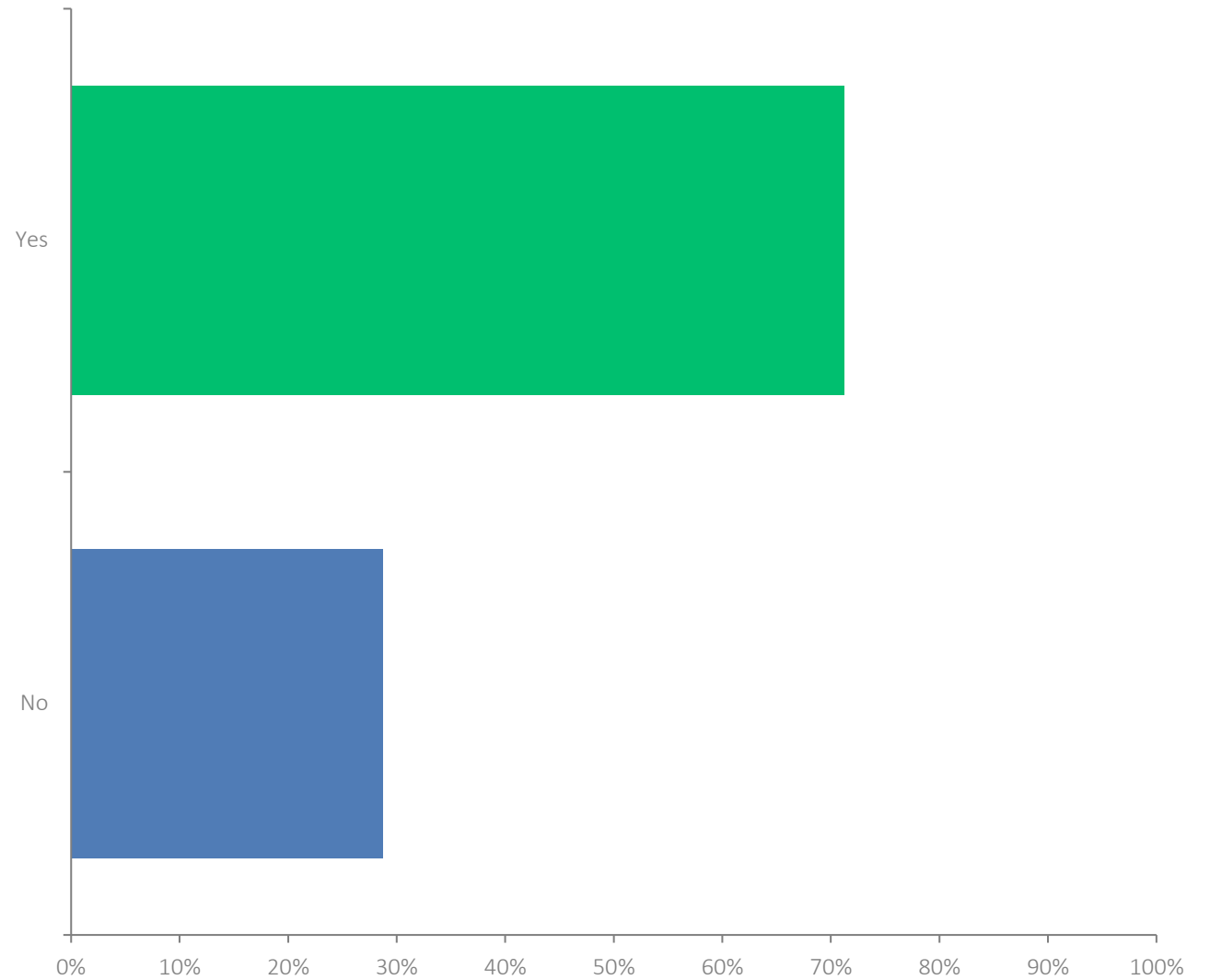
How long have you been a member of POS?

2025: Answered: 88 Skipped: 24

2023: Answered 108 Skipped 24

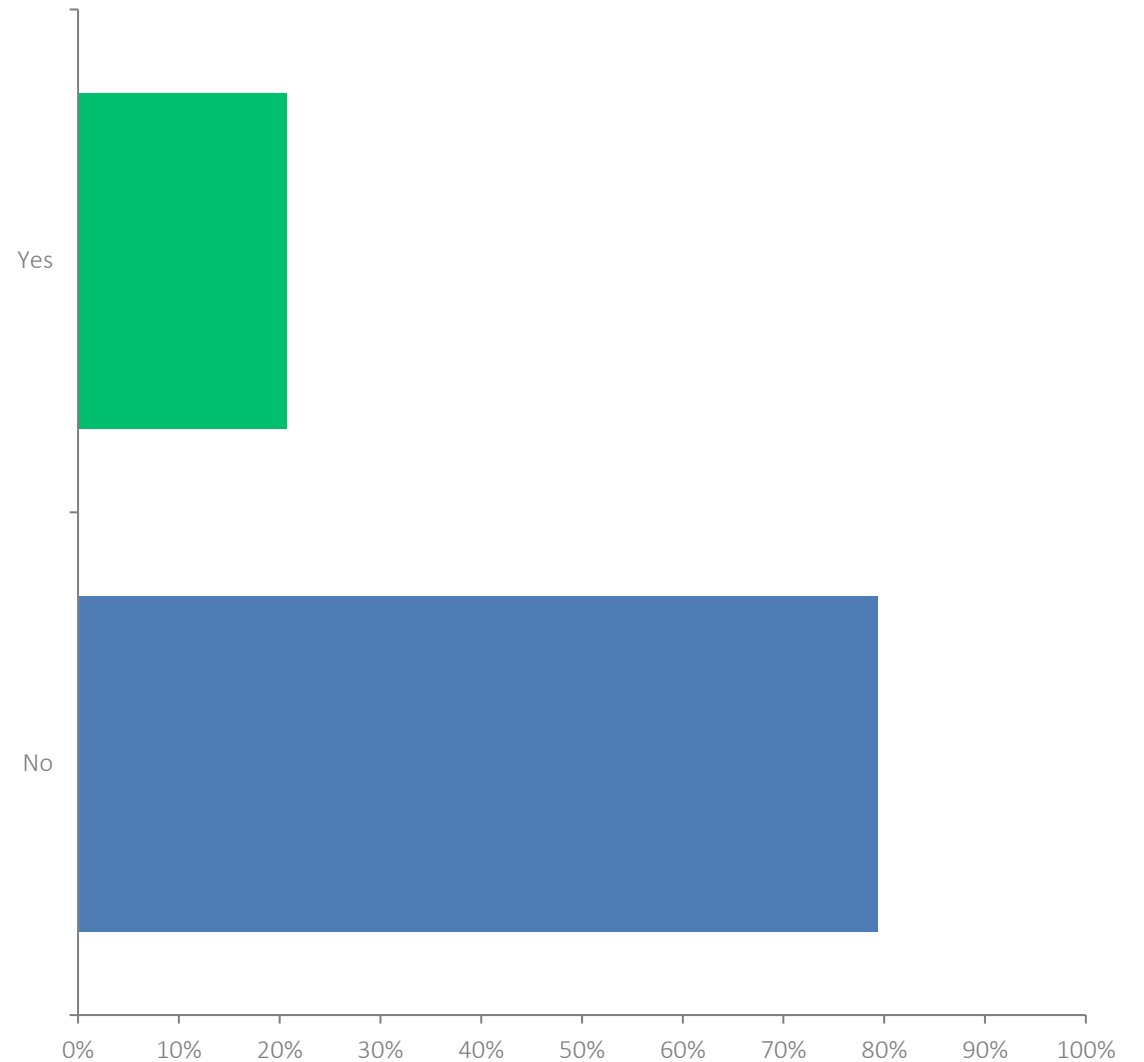
Are you aware of the POS Regional Networks?

Answered: 88 Skipped: 24



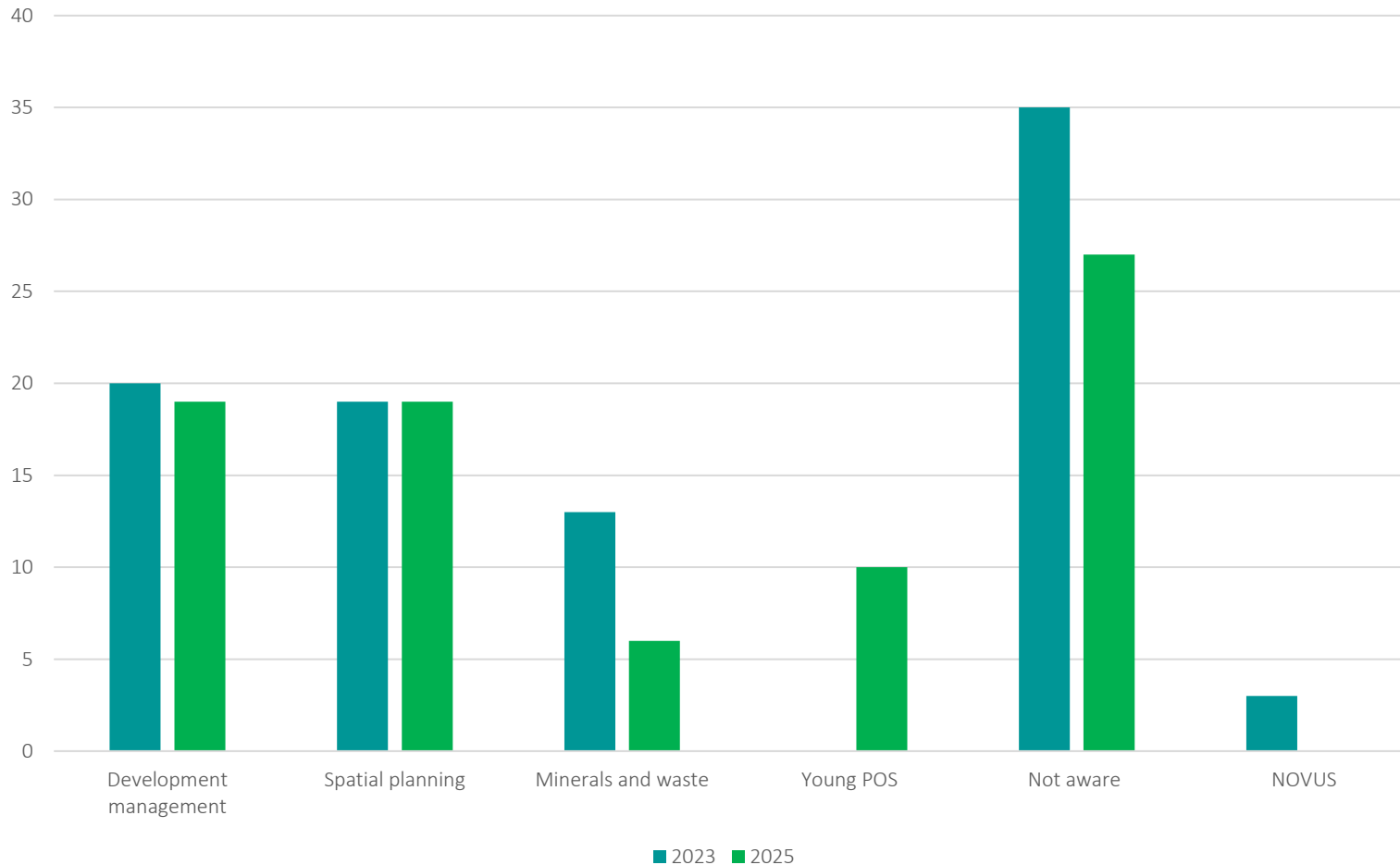
Would you like to get more actively involved in helping to run and support your Regional Network?

Answered: 88 Skipped: 24



Are you a member of another POS Network?

Note: Awareness was asked as a separate Q in 2023



Additional Q asked what type of network would you find most useful to join?

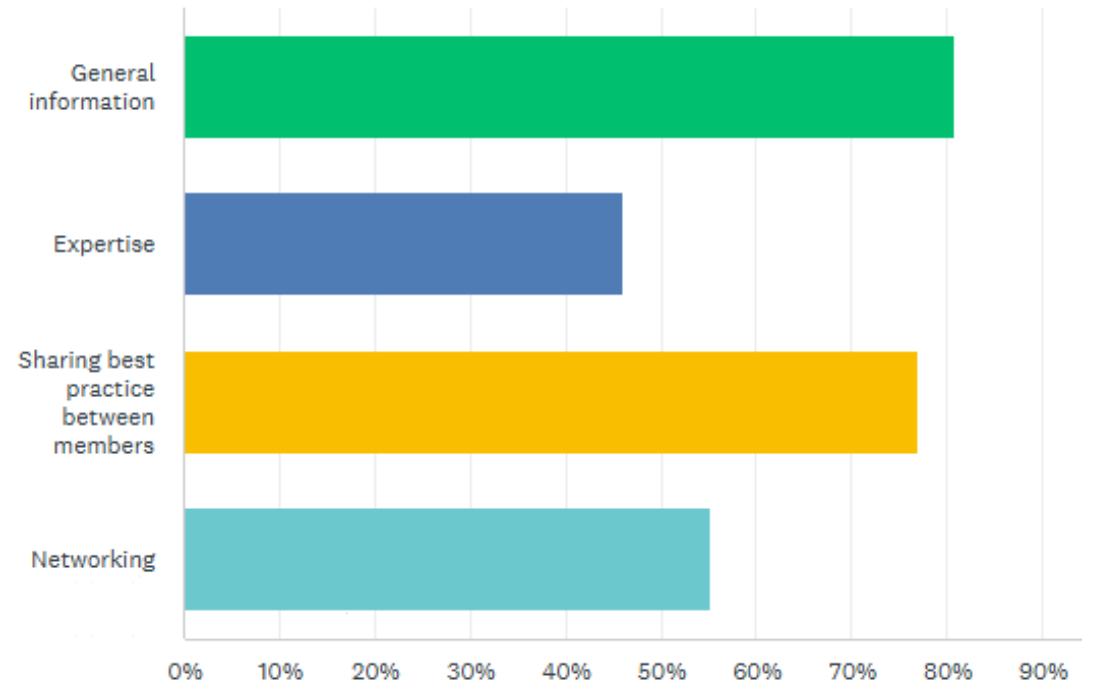
- Chief Planner / Senior Managers
- Spatial planning
- DM
- Infrastructure & CIL
- Legislative change
- Transport or health issues

2025 Answered: 46 Skipped: 66

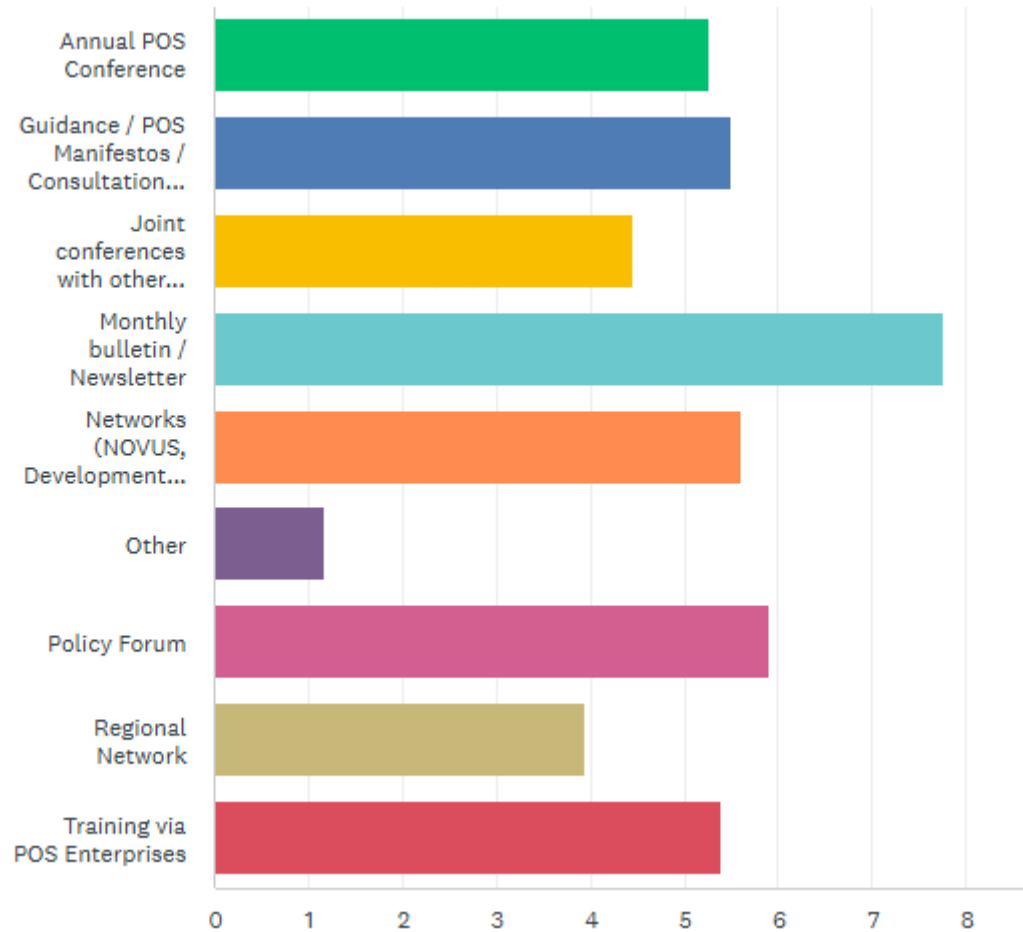
2023 Answered 80 Skipped 52

What have you found the most useful about your membership of a POS network?

Answered: 78 Skipped: 34



POS provides members with a range of support - please rank them with 1 being the most useful and 9 being the least.

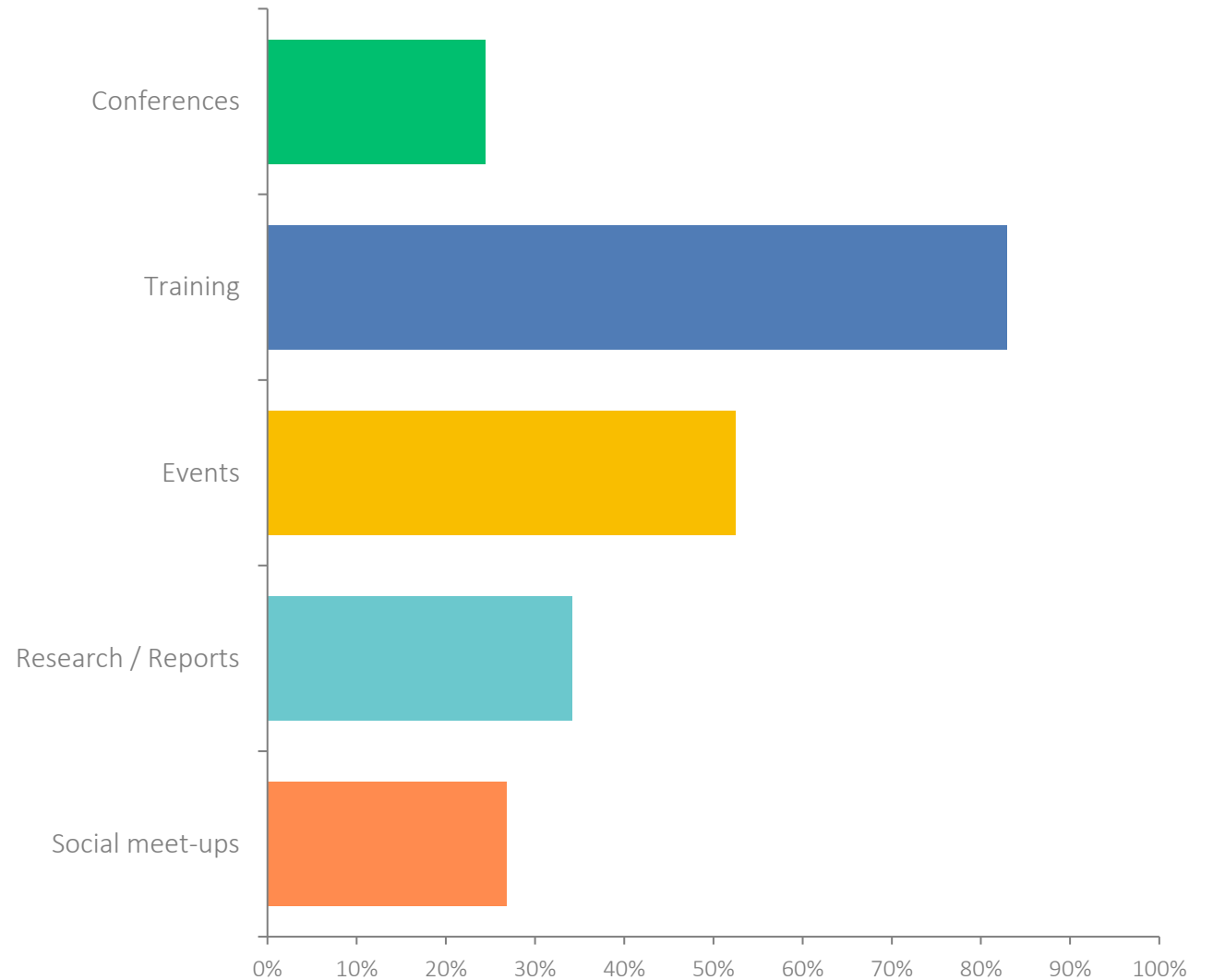


Top three most useful types of support were:

- Newsletter (69 respondents selected this as one of their top 4 choices)
- Guidance / Manifesto / Consultation responses (46 respondents)
- Policy Forum (46 respondents)

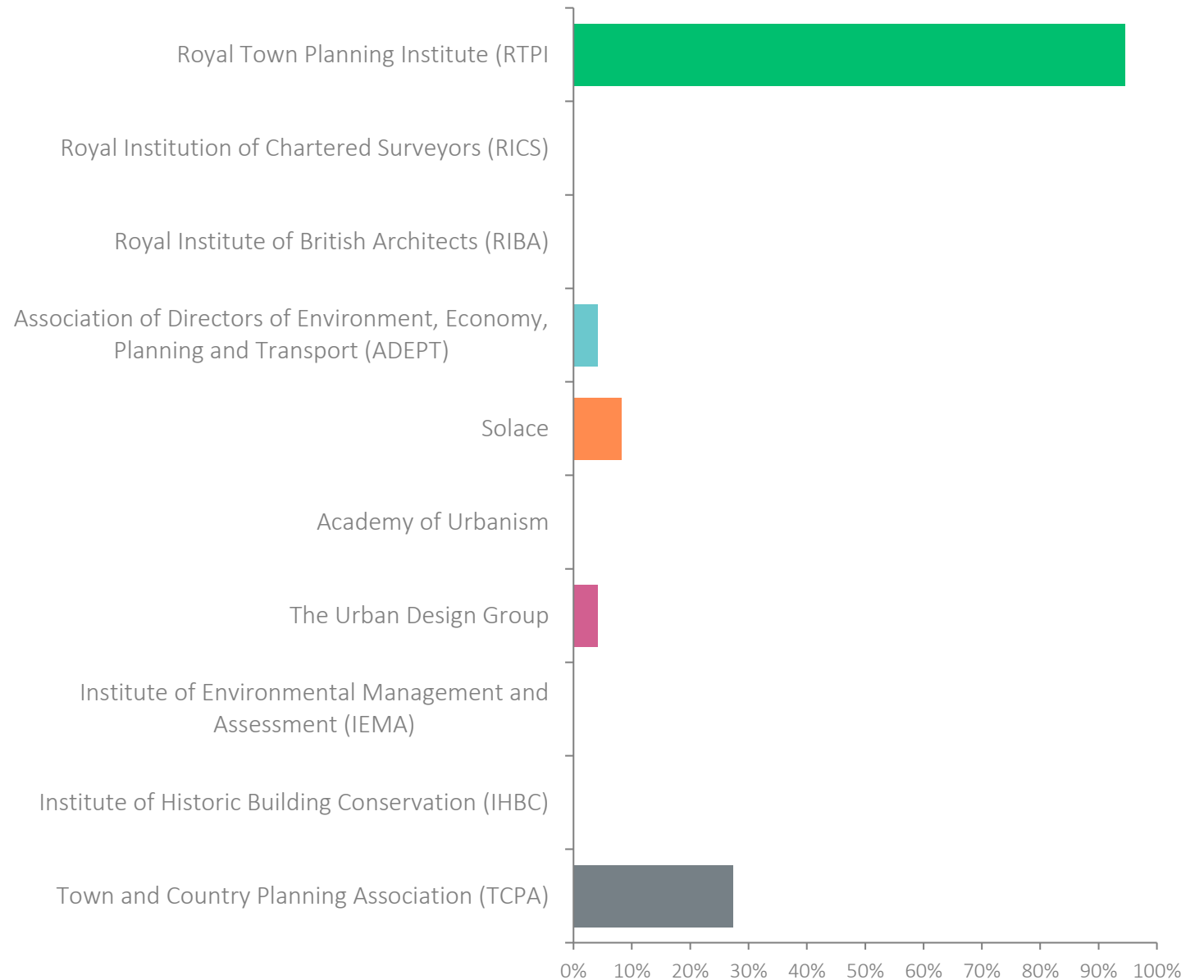
What type of support would you like POS to deliver more of?

Answered: 83 Skipped: 29



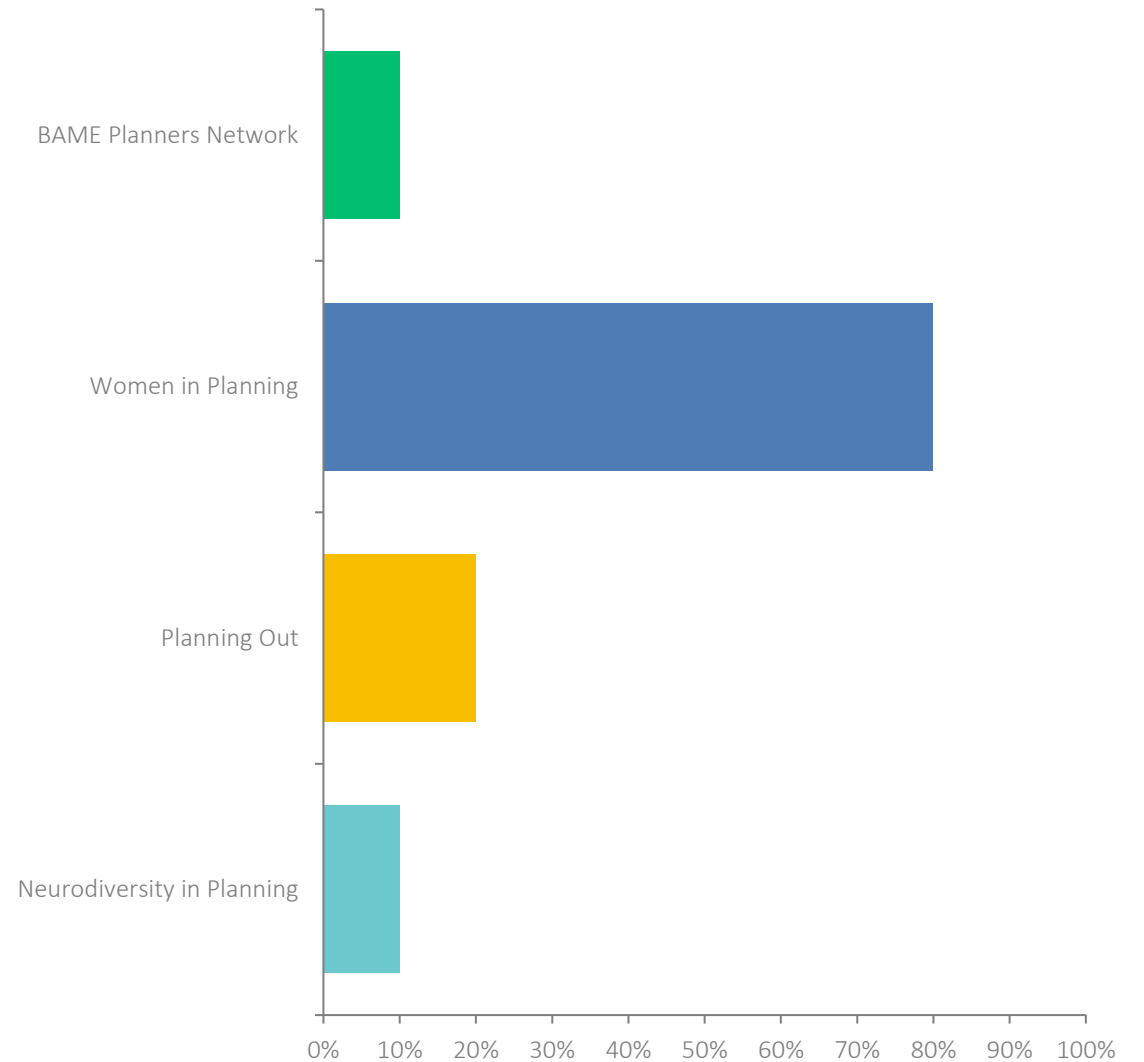
Are you a member of any of the following organisations?

Answered: 74 Skipped: 38



Are you a member of any of the following networks?

Answered: 20 Skipped: 92

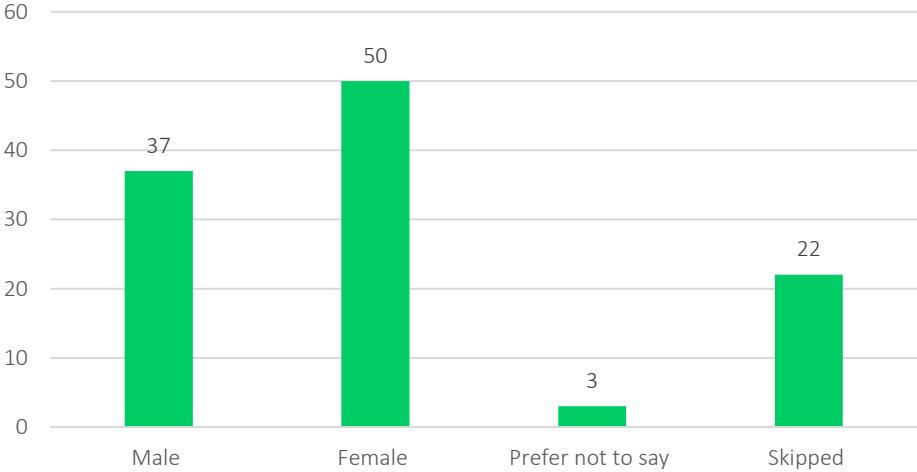


Demographic details

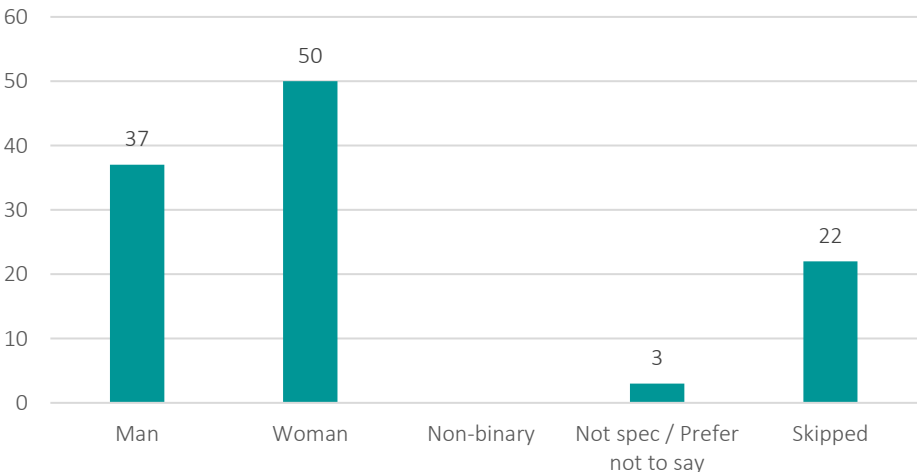
Demographic profile of respondents

(number of respondents)

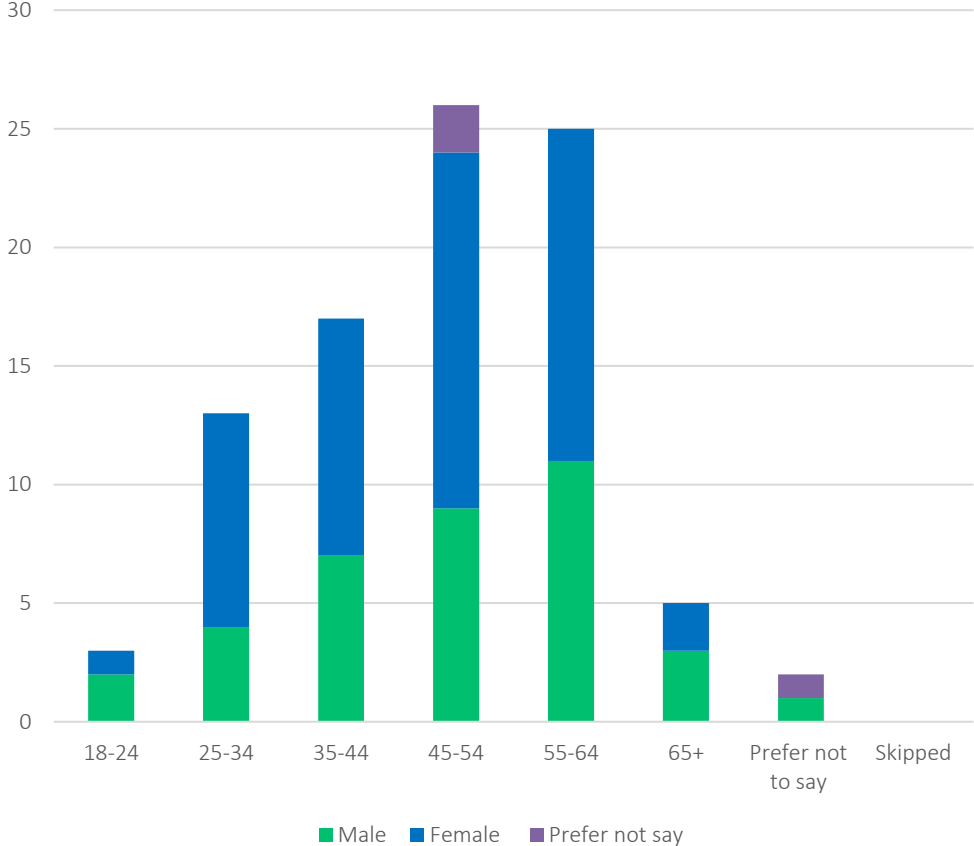
What is your sex?



What is your gender?

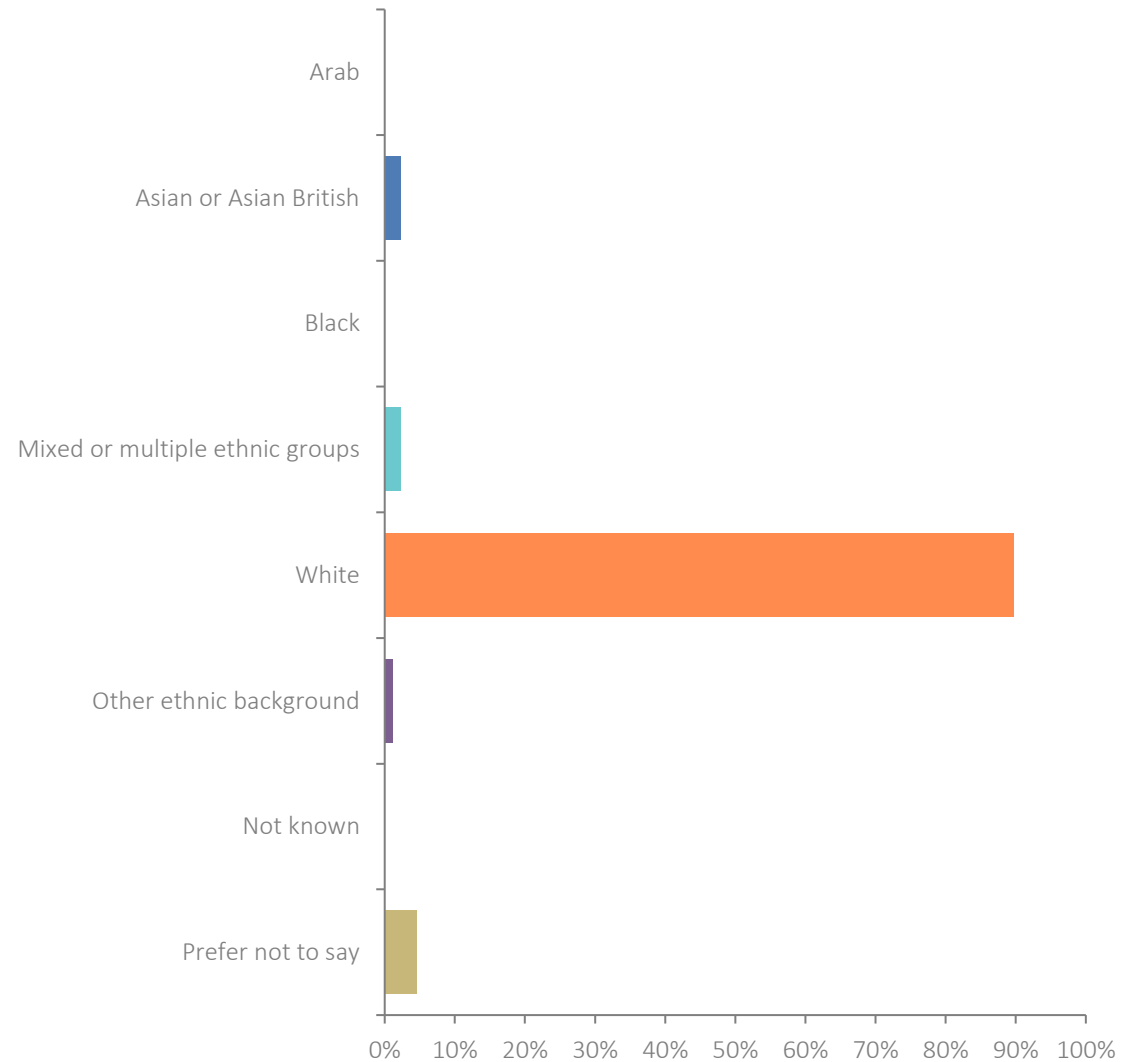


Age breakdown by sex

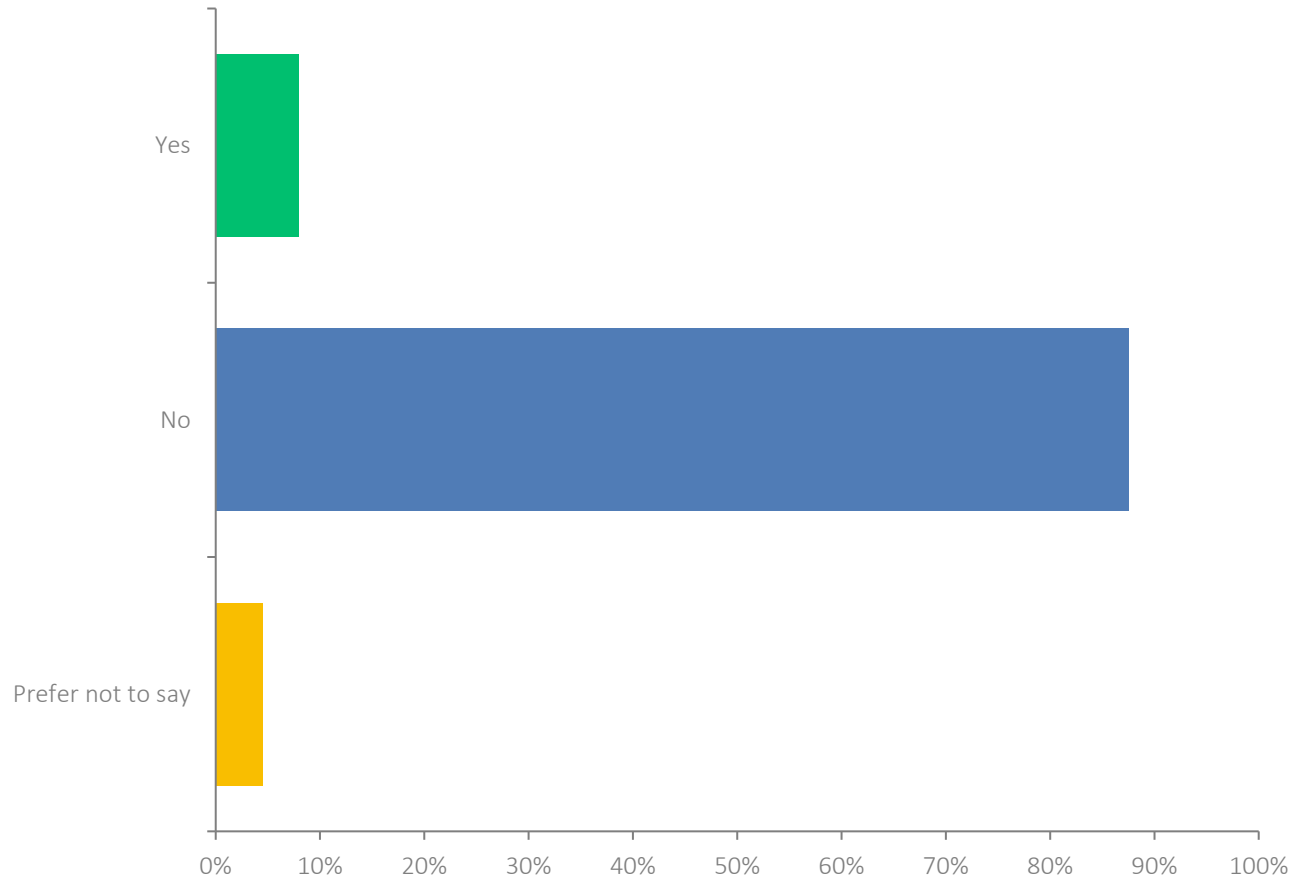


Which race/ethnicity best describes you?

Answered: 89 Skipped: 23

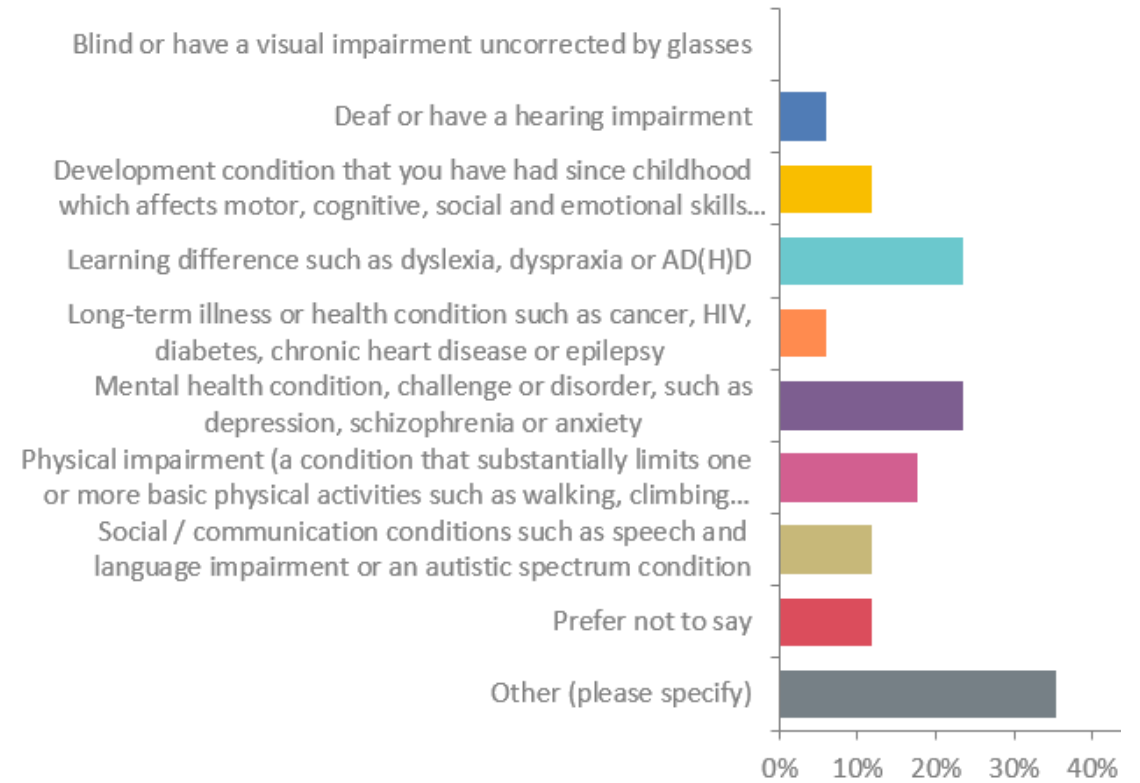


Do you have an impairment, health condition or learning difference that has a substantial or long-term impact on your ability to carry out day-to-day activities?



Answered: 89 Skipped: 23

If yes, please specify (multiple answers allowed)

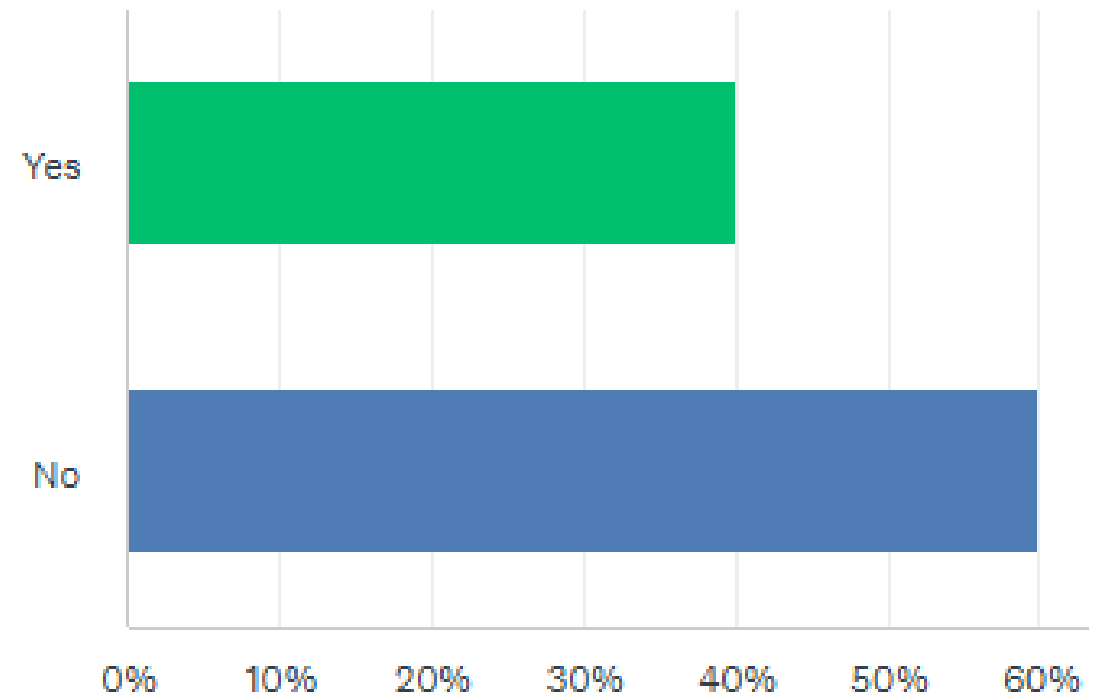


Answered: 17 Skipped: 95

All other comments were N/A

If you answered yes to having a disability, do you find the POS website, services and resources are accessible in consideration of your disability?

Answered: 10 Skipped: 101



Comments included:

- Not applicable
- Have dyslexia and find material works well
- Have not sought access