

<u>MEETING</u> ASSETS, REGENERATION AND GROWTH COMMITTEE
<u>DATE AND TIME</u> MONDAY 11TH JULY, 2016 AT 7.00 PM
<u>VENUE</u> HENDON TOWN HALL, THE BURROUGHS, LONDON NW4 4BQ

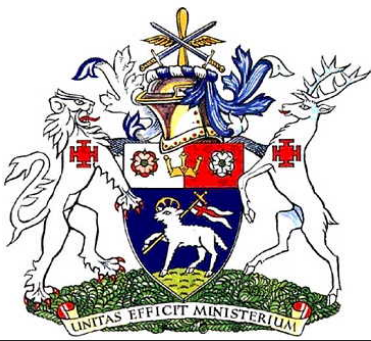
Dear Councillors,

Please find enclosed additional papers relating to the following items for the above mentioned meeting which were not available at the time of collation of the agenda.

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1.	ACCOMMODATION OFFICE OPTIONS REVIEW - FINAL BUSINESS CASE (FBC) PUBLIC	1 - 86

Sheri Odoffin 020 8359 3014 sheri.odoffin@barnet.gov.uk

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**Assets, Regeneration and Growth
Committee**

11 July 2016

Title	Accommodations Options Review Final Business Case (FBC)
Report of	Director of Resources
Wards	Colindale, Brunswick Park, Totteridge
Urgent	No
Key	Yes
Status	Public
Enclosures	Accommodation Options Review Full Business Case
Officer Contact Details	Chris Smith, Head of Estates, London Borough of Barnet

Summary

An Accommodation Options Review was carried out in relation to Barnet Council’s office accommodation provision. The approach used is in accordance with HM Treasury Green Book, Five Case principles and the Full Business Case (FBC) has been prepared to enable officers and members to consider whether to approve the preferred accommodation option and start construction of new offices in Colindale.

Recommendations

- 1. That the Committee acknowledge and note the contents of the Full Business Case (FBC);**
- 2. That the Committee approves the preferred option for Barnet Council’s office accommodation to start construction of a new build development at Colindale;**
- 3. That the Committee authorises the entering into a Design and Build Contract with Galliford Try Construction for the Colindale Office and agrees to delegate to the Director of Resources authority to sign the contract;**
- 4. That the Committee approve the elements of the IT and IM strategy that are the main enablers to the Colindale programme as set out in para 1.4.6-12;**

5. That the Committee authorises the procurement of a supplier to operate the café on the ground floor of the new Colindale Offices as set out in paragraph 1.4.19 and agrees to delegate to the Director of Resources authority to enter a contract and lease (or other document permitting use of premises) for the same, with such organisation.

1. WHY THIS REPORT IS NEEDED

1.1 Introduction and purpose

1.1.1 The Council is committed to providing its staff and service users with office accommodation that provides a flexible working environment in line with modern working practices; and to the regeneration of the borough, and in particular within the Colindale area.

1.1.2 In September 2015, the Council reduced its overall office accommodation from 262,000 to 175,000 sq ft by re-locating staff from North London Business Park (NLBP) Unit 4 to Barnet House and NLBP Unit 2.

1.1.3 This initial consolidation was the first short-term part of a two stage approach to revising the office accommodation set out within an Outline Business Case (OBC) that was approved by the Council's Assets, Regeneration & Growth Committee on 1 June 2015.

1.1.4 The OBC also assessed medium term options (beyond 2017) and identified a preferred way forward – to build new office accommodation at the Grahame Park Site, Colindale. ARG approved that this preferred option was to proceed to Full Business Case (FBC), which is now submitted to ARG for final approval.

1.1.5 The enclosed FBC sets out the two medium term options available to the Council from 2017 onwards. These are:

- **Baseline position:** Continuing with status quo accommodation setup. Leases in both NLBP sites and Barnet House;
- **Preferred Option:** Develop new, specialist accommodation at Grahame Park in Colindale to move into in September 2018. Exit NLBP Unit 4 in September 2018, NLBP Unit 2 in June 2020 and Barnet House in September 2032.

1.1.6 The FBC has been completed in accordance with HM Treasury's Green Book 'five-case' business case principles and therefore includes the following:

- **Strategic Case** – setting out the context for the Council's office accommodation, current arrangements and the case for change, constraints and investment objectives
- **Economic Case** – appraising the options for office accommodation for Barnet, and the preferred way forward
- **Commercial Case** – indicating the commercial implications of the preferred way forward

- **Financial Case** – indicating how the preferred way forward could be funded
- **Management Case** – outlining the initial plans for delivery to manage the way forward.

1.1.7 The FBC has been prepared to enable officers and members to consider whether to approve the preferred accommodation option. Subject to approval of the FBC, the scheme will move to start construction of new offices in Colindale.

1.2 **LBB's strategic objectives**

1.2.1 The Council's ambition is to move to a more 'agile working' organisation and it is committed to providing a more flexible working environment. Even after the changes in September 2015, the current office accommodation can be further consolidated, alongside the introduction of flexible and agile working.

1.2.2 This consolidation will support LBB's medium term financial challenge of achieving savings of £81.1m between 2016 and 2020, with around £6m of that being targeted through the existing estate.

1.2.3 The Council also has a number of regeneration objectives, in particular within the Colindale area of the borough. New offices will support the regeneration of this area.

1.3 **Existing Portfolio**

1.3.1 The current 'civic buildings' portfolio comprises four buildings situated at Units 2 and 4 North London Business Park (NLBP), Barnet House and Hendon Town Hall.

1.3.2 The future end to existing leases for NLBP Unit 4, NLBP Unit 2 and Barnet House in October 2017¹, June 2020, and September 2032 respectively, enables the Council to restructure the Civic Estate. The Council's previous ability to break the occupational lease in NLBP Unit 4 in October 2015 also enabled a two stage approach of reducing use of NLBP Unit 4 in the short term while exploring other options in the medium term (beyond 2017).

1.4 **Recommendation**

1.4.1 The FBC shows that, in comparison to the baseline position of continuing leases in both NLBP sites and Barnet House, developing new offices in Colindale best meets the Council's objectives of reducing running costs, supporting regeneration objectives, improving environmental responsibility and increasing agile working. This move will also deliver savings, over and above £4.5m per annum already delivered, of £700k-£1m to running costs. Additionally, the scheme would benefit LBB's regeneration plans in Colindale,

¹ It is proposed, under the preferred option to negotiate an extension to the lease for NLBP Unit 4 to August 2018.

bringing council offices closer to the community as well as new jobs and support to local businesses.

1.4.2 One-off costs are higher for the preferred option than for the baseline position of maintaining the current Civic Estate. Capital build costs of £40.8m, over 50 years and other attributable costs (e.g. fit out, furniture, audio visual, etc.) of £10.5m will be funded through borrowing. Revenue requirements will be contained within existing budgets. The higher build cost, compared to the baseline, makes this a higher risk option.

1.4.3 Even when considering these one-off costs, the preferred option does represent value for money for the council, with £29.7m net present value savings over 50 years when compared against the baseline position. In terms of cash flow, following the move to Colindale in September 2018 and as NLBP Unit 2 and 4 leases expire, the preferred option begins to provide running cost savings against the baseline position from 2019/20.

Office Build

1.4.4 In accordance with the approved recommendation within the Outline Business Case, and with the Council's Constitution and Contract Procurement Rules, the Director of Commercial & Customer Services authorised the appointment of Galliford Try Construction under a pre-construction services agreement to develop RIBA Stage 4 Technical Designs through a Delegated Powers Report on 6 August 2015. These RIBA Stage 4 Design have now been developed through ongoing consultation with the Council and their appointed consultants, and the Contractor has undertaken a tender exercise and market evaluation to develop both a Tender Sum Analysis and Final Contract Sum. The final contract sum will not exceed £29.6m.

1.4.5 The development of the new offices and the changes all staff will need to make to the way we work will be governed in accordance with the Council's Project Management Toolkit methodology, and using the Capital Programme Gateway method at set gateways. Progress will be evaluated at key stages of the Programme. This will include assurance from the Customer and Support Group subject matter experts, Re and Commissioning Group client teams.

Information Technology (IT) and Information Management (IM) Strategy

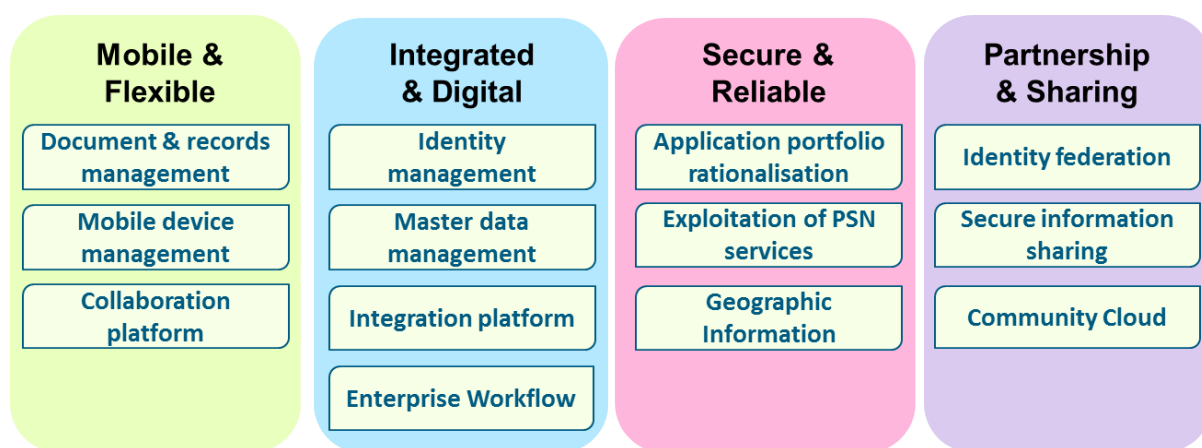
1.4.6 The Council's IT and IM Strategies are a key enabler for the Colindale and Smarter Working Programme, implementing flexible, and mobile working technology, processes and procedures.

1.4.7 The IT strategy 2015-20 is based on four strategic themes:

- *Mobile and Flexible*: staff are mobile and less dependent on offices while remaining connected with their teams, systems and information;
- *Integrated and Digital*: systems are integrated allowing enabling data to be stored, shared and consumed digitally and securely, to drive reliable, consistent and efficient processes;

- *Secure and Reliable*: a reliable and secure service that leverages existing investment, reduces duplication, and delivers what the business needs;
- *Partnership and Sharing*: platforms are shared and accessible through a variety of channels, enabling collaboration with residents, local businesses, partners and third parties.

1.4.8 In order to deliver the drivers and outcomes there are a number of specific core ICT components that need to be established either through adapting and enhancing existing applications within the LBB landscape or introducing new ones. The core components are:



1.4.9 It is particularly the *Mobile and Flexible* component which is an enabler for Colindale and Smarter Working, as it is in this component that the projects to implement collaboration technology, a “bring your own device” policy and document management will be introduced. The high-level roadmap for this work is as follows:

	Q1 16-17	Q2 16-17	Q3 16-17	Q4 16-17
Collaboration technology				
Document management business case				
Mobile device management				

1.4.10 The IM Strategy 2016-2020 (currently in draft) supersedes the IM Strategy 2013-2016 and is driven by five framework elements:

- *Assurance and Management*: provision of advice , consultancy and assurance to commissioning, commissioned services, partnerships and delivery units on information management;
- *Commissioning Support*: provision of a “value added” service to Commissioning, enabling the provision of good quality information, stored appropriately and accessed when required to support effective decision making;

- *Information Architecture*: creation, implementation and enforcement of an information architecture methodology to ensure that a) information is classified in such a way that it is clear where it should be stored; b) information is labelled in such a way that it can be found; and c) information is structured in such a way that it can be effectively search for;
- *Proportionate Risk*: promotion of a proportionate, risk based approach to information security, information management and information rights;
- *Transparency and Open Data*: continue to be seen as a leader in local government transparency.

1.4.11 It is particularly the *Information Architecture* component which is an enabler for Colindale and Smarter Working, as it is this component which drives the implementation of document management (including the processes, procedures and management practices for the effective support of this technology) and the further reduction of paper (and other physical media) storage within the Council. The high-level roadmap for this work is as follows:

	Q3 16-17	Q4 16-17	Q1 17-18	Q2 17-18	Q3 17-18	Q4 17-18
Document management implementation (including processes & procedures & dealing with legacy info stores)						
Retention and disposal implementation						
Off-site archive management & on-going approach						
Digital and paper continuity plan						

1.4.12 Business cases for Document & Records Management, Mobile Device Management and Collaboration platform will be brought to the relevant committee for approval ahead of investment.

Parking

1.4.13 The proposed new building is a 5-7 minute walk from Colindale Station, a 15 minute bus journey from Mill Hill Broadway Station or an 11 minute bus journey from Hendon Town Hall. The offices are also serviced by the following bus routes: 186, 204, 303, 632, 642 and N5, which all stop outside the building.

1.4.14 The proposed new building would make provision for drop-off areas, on-site parking for 5 disabled spaces, cycle parking and refuse/recycling facilities.

1.4.15 There will be 92 car parking spaces made available off-site in a location nearby at the RAF Museum further north along Grahame Park Way.

1.4.16 In addition to this, there will be another 100 spaces made available in a location of similar proximity. These spaces will be kept under review and are intended to be reduced on an annual basis if take up and utilisation is low.

Community provision

1.4.17 The new building will include substantial meeting room facilities with a large proportion of the fourth floor devoted to different size meeting rooms. These rooms are intended to be used by community groups outside of core working hours.

1.4.18 In addition there is a publicly accessible area on the first floor, which will include conference space that can be used by the Council, our partners and community groups.

1.4.19 The café on the ground floor will be accessible by staff and members of the public. In 2017, the council intends to run a procurement process to secure an organisation to run the café. The organisation will need to demonstrate compliance with the council's aspiration of getting more adults with learning disabilities into employment. The organisation will also need to demonstrate that they will meet other critical success factors including reduced waiting times, value for money and quality of food and drinks.

1.4.20 There is a dedicated Business Hub section of the new office block which will provide physical space - such as hot-desks and meeting rooms - and services - such as business advice and mentoring - to encourage small businesses to start up, incubate and grow in Barnet.

1.4.21 This community space is in addition to the community facilities that are identified within the Grahame Park Supplementary Planning Document (SPD). The Grahame Park SPD identifies three new Neighbourhood Hubs:

- At the southern end of Lanacre Avenue, which is nearing completion;
- As part of the concourse re-development, which is subject to detailed design work;
- A new concourse hub re-providing the existing children, health and community centre facilities, which will be demolished as part of the re-development.

2. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

2.1 The Baseline Position represents the current status quo, and continues to lease office space at the current sites. This does not deliver savings, nor does it contribute to the Council's regeneration aims. The economic analysis

contained within the FBC demonstrates that this option offers lower public value for money than the preferred option.

3. POST DECISION IMPLEMENTATION

- 3.1 If the recommendation is approved by the Committee, the next step will be to commence development of the new offices in Colindale.
- 3.2 If the recommendation is approved, procurement strategy will be developed to procure an organisation to run the café in the office block.

4. IMPLICATIONS OF DECISION

4.1 Corporate Priorities and Performance

- 4.1.1 This decision will support the delivery of the Council's medium term financial challenge of achieving savings around £81.1m between 2016 and 2020, with around £6m of that being targeted through the existing estate.
- 4.1.2 The Council has committed to regeneration of the borough, and in particular within the Colindale area as set out within the Colindale Area Action Plan (CAAP).² Co-locating an office on the regeneration site will likely bring additional employment opportunities, improvements in local infrastructure and support local businesses.
- 4.1.3 The Council is further committed to providing staff and service users with office accommodation that provides a flexible working environment in line with modern working practices. This includes taking opportunities to improve community cohesion and cross-public sector integration such as the one presented by the development of new offices in Colindale where front line staff will be closer to service users and other agencies.
- 4.1.4 The new building will also include community space which will be in addition to the community facilities that are identified within the Grahame Park Supplementary Planning Document which was released for public consultation in February 2016.

4.2 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)

- 4.2.1 The basis of and approach to funding the proposed scheme at Colindale is set out in detail in the FBC. The preferred option delivers £29.7m net present value savings over 50 years when compared against the baseline position. The move will contribute to the Council's medium term financial plan, delivering on going savings to running costs, in addition to the £4.5m already delivered, of £700k-£1m.
- 4.2.2 The preferred option requires build costs (total of £40.8m, including

² <https://www.barnet.gov.uk/citizen-home/planning-conservation-and-building-control/planning-policies-and-further-information/colindale-aap/colindale-area-action-plan.html>

compensation for land, over 50 years) and other associated costs (fit out, furniture, audio visual, etc.) of £10.5m to be funded through borrowing whilst ongoing revenue requirements will be contained within existing budgets.

4.2.3 There is a capital budget of £50.3m in the capital programme, which expenditure will be incurred against.

4.2.4 Costs to exit NLBP 2, NLBP 4 and Barnet House have been estimated and factored into the FBC. However the FBC does not include potential revenue income from alternative tenants at Barnet House.

4.3 Legal and Constitutional References

4.3.1 The Council Constitution under Responsibility for Functions sets out the terms of reference for the Assets, Regeneration and Growth Committee which includes:

- Develop strategies which maximise the financial opportunities of growth
- Asset Management – all matters relating to land and buildings owned, rented or proposed to be acquired or disposed of by the Council
- To approve any non-statutory plan or strategy within the remit of the Committee that is not reserved to Full Council or Policy and Resources.
- Ensuring that any procurement activity complies with the Law, these Contract Procedure Rules, Council policy and the procurement rules laid out in the Council Constitution.

4.4 Risk Management

4.4.1 Key risks to the Colindale scheme are:

Implementation risks:

- The construction programme overruns and target savings are not achieved
- Site constraints affect storage, parking, site accommodation and welfare facilities
- Delays in internal decision making processes results in the accommodation not being available for occupation by September 2018

Business risks:

- New accommodation being less attractive to staff or impeding their working arrangements
- Resistance to cultural changes as the smarter working and encouraged use of public transport initiatives are instigated

4.4.2 All risks and issues will be managed in accordance with the Council's Risk Management Framework and Project Management Methodology and Toolkits. Assessments will be carried out as early as possible and will be monitored and explored by the following programme arrangements which will report to the Colindale & Smarter Working Board and, ultimately, to the Delivery Unit Board:

- **The way we work programme** is responsible for focussing on how the organisation will change and adapt, opting new working practices and using new flexible tools and approaches to best meet customer needs, aligned with a new office base in 2018;
- **Delivering Colindale programme** is responsible for the delivery of the move to new office accommodation in 2018.

4.5 Equalities and Diversity

- 4.5.1 Equality and diversity issues are a mandatory consideration in the decision-making of the Council. This requires elected Members to satisfy themselves that equality considerations are integrated into day to day business and that all proposals have properly taken into consideration what impact, if any, there is on any protected group and what mitigating factors can be put in place.
- 4.5.2 An assessment has been carried out on the impact of these proposals on both staff and service users within the Equality Impact Assessments contained within appendices to the FBC. These demonstrate that the proposals set out in the FBC are designed to ensure fair and equitable treatment of all Barnet's communities and its staff in relation to their access to The Civic Estate.

5. BACKGROUND PAPERS

- 5.1 Accommodation Office Review Strategic Outline Case submitted to ARG in June 2015 –
<https://barnet.moderngov.co.uk/documents/s23439/Appendix%20A%20-%20Options%20Review%20Outline%20Business%20Case.pdf>
- 5.2 Accommodation Office Review Strategic Outline Case submitted to ARG in March 2015 –
<https://barnet.moderngov.co.uk/documents/s21973/Barnet%20Accommodation%20Business%20Case%20SOC.pdf>

London Borough of Barnet

Accommodation Options Review

Full Business Case (FBC)

July 2016

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1. Executive Summary

This document is the Full Business Case (FBC) for London Borough of Barnet's (LBB) accommodation review. It follows a Strategic Outline Case (SOC) and more recently an Outline Business Case (OBC) which was approved at the Assets, Regeneration and Growth (ARG) Committee in June 2015. The purpose of this document is to approve the preferred option for the scheme and move to the next stage in the process i.e. construction of the building.

Since the OBC, LBB has delivered a consolidation of its estate by reducing occupancy of the North London Business Park (NLBP) Unit 4 by ~84% in September 2015. During 2015, the displaced NLBP Unit 4 staff were relocated to Barnet House and NLBP Unit 2. The result of the consolidation move saw overall LBB accommodation sq ft fall from 262,000 to 175,000. The current arrangements are summarised below:

- NLBP Unit 2: 70,000 sq ft
 - NLBP Unit 4: 29,000 sq ft
 - Barnet House: 76,000 sq ft
- Total: 175,000 sq ft

The forecast savings realised from undertaking the estate consolidation, at a net present value, amount to some £85.1m over the next 54 years, as outlined in Appendix C: Detailed economic analysis and make a contribution towards the Council's Medium Term Financial Strategy (MTFS). As is described in detail below, this FBC compares a Baseline position representative of the setup today with an alternative forward-looking option. As such, the historic consolidation related savings are not taken into account in this business case.

LBB currently has an estimated office based staff requirement amounting to ~2,115 staff¹ - based at both the NLBP in the east of the Borough and Barnet House in Totteridge and Whetstone. LBB's ambition is to move towards true agile working and it is committed to providing a more flexible working environment. With the introduction of flexible and agile working, it is believed that LBB could occupy a much smaller footprint in the future. The Council also has a number of regeneration objectives, in particular within the Colindale area of the borough and as such, the Council has investigated the potential benefits of relocating its office based staff to this area.

This business case therefore appraises two options, commencing in October 2015:

- **Baseline (Post Consolidation):** Continuing with status quo accommodation setup. Leases in both NLBP sites and Barnet House
- **Option 1:** Develop new office accommodation at Grahame Park in Colindale to move into in September 2018. Exit NLBP Unit 4 in September 2018, NLBP Unit 2 in June 2020 and Barnet House in September 2032

¹ In terms of full time equivalents (FTEs); the Locality Strategy submitted alongside this Full Business Case refers to 2,466 staff. This is a different number because it includes staff operating from buildings other than in NLBP and Barnet House

The Baseline (Post Consolidation) option commenced in October 2015, and as previously mentioned does not therefore take into account savings accrued from the September 2015 consolidation move. As such, Baseline (Post Consolidation) does not deliver savings. Moreover, the estate will remain situated over a number of sites, not contributing to the Council's regeneration aims. Over an economic analysis period of 54 years (October 2015 to 2069 - 50 years from the potential Colindale move in date), Baseline (Post Consolidation) has a Net Present Value (NPV) of - £123.0m.

Option 1 will increase utilisation further, and allow an end to all existing lease arrangements (NLBP from 2018² to 2020 and Barnet House from 2032), consolidating the majority of council operations in one site. Smarter Working will be achieved and services will be co-located to support integrated working. Locality working, or the provision of working spaces for our staff within the community, will ensure that front line staff are close to the people they support. Additionally, the scheme would benefit LBB's regeneration plans in Colindale, bringing council offices closer to the community as well as new jobs and support to local businesses. Capital build costs (total of £48.3m, amortised over 50 years) will be funded through borrowing and revenue requirements will be contained within existing budgets. Over a 10 year period to 2026, Option 1 will deliver cumulative running cost savings of £3.0m. In terms of cash flow, following the move to Colindale in September 2018 and as NLBP Unit 2 and 4 leases expire, Option 1 begins to provide running cost savings against the Baseline (Post Consolidation) from 2019/20.

The economic analysis in this business case (Economic Case) has shown that Option 1 represents value for money for the council, with £29.7m NPV savings over 50 years when compared against current status quo - Baseline (Post Consolidation).

As such, and taking into account the qualitative analysis above, Option 1 remains the preferred option for LBB's accommodation review as per the recommendation at OBC stage.

In setting out the benefits of Option 1, any potential future benefits derived from opportunities to reduce the Barnet House cost have been excluded from the analysis because it is not yet known whether those opportunities can be realised.

The Colindale and Smarter Working Programme will be governed in accordance with the Council's Project Management Toolkit methodology, and using the Capital Programme Gateway method at set gateways. Progress will be evaluated at key stages of the Programme. This will include assurance from the Customer and Support Group subject matter experts, Re and Commissioning Group client teams.

It is therefore recommended that the Council moves to begin construction of the Colindale scheme.

² Assuming agreement to extend the existing lease for NLBP Unit 4 from October 2017 to August 2018.

2. Introduction

Following the Strategic Outline Case (SOC), an Outline Business Case (OBC) was signed off at the Assets, Regeneration and Growth (ARG) Committee in June 2015. At this time it was recommended that a Full Business Case (FBC) be developed for consideration at ARG in July 2016.

This FBC has been completed in accordance with HM Treasury's Green Book 'five-case' business case principles and therefore includes the following:

- Strategic Case – setting out the context for the Council's office accommodation, current arrangements and the case for change, constraints and investment objectives
- Economic Case – appraising the status quo and the preferred option
- Commercial Case – indicating the commercial implications of the preferred option
- Financial Case – indicating how the preferred option could be funded
- Management Case – outlining the initial plans for delivery to manage the way forward

3. Strategic Case

This section details the strategic context and case for change for London Borough of Barnet's accommodation options. It also sets out the risks, constraints and dependencies in which the business need will be taken forward alongside the investment objectives.

3.1. Strategic Context

Organisational overview

LBB has an estimated office-based staff requirement amounting to ~2,115 individuals, with staff split across the NLBP in the east of the Borough and Barnet House in Totteridge and Whetstone.

Strategic drivers³

The Council, like others nationally, has gone through major organisational change in recent years, and has implemented a 'Commissioning Council' approach. As a Commissioning Council, LBB sets the strategic priorities of the borough, in the context of the available resources, to agree a set of outcomes which reflect the needs of residents and which the full range of local partners work together to achieve. Services are then bought or commissioned from a diverse mix of providers within the market (in-house and from the wider public sector, private and third sectors) to deliver these outcomes. The vision is that, by 2020, services will be commissioned jointly for the borough by pooling resources and expertise from across the Council, NHS, Jobcentre, police, education providers and other partners from the public, private and voluntary sectors to create truly integrated services. For residents, this will mean more intuitive services and, for the Council and its partners, saving money and reducing bureaucracy.

Demand on local services is continuing to rise, driven by a growing population, particularly young and older residents. This is a particular issue for Barnet, which in 2015 became London's most populous borough, with an estimated 393,000 residents. Also, expectations of the Council and local services are increasing, driven by advances in customer service across the private sector – including greater flexibility to transact online with residents expecting better services and more prompt responses from the Council. This will have implications for the Council's estate, and LBB is currently exploring how the estate can enable improved community cohesion and cross-public sector integration, in part through increasing locality working as set out within the Council's new Locality Strategy, submitted alongside this Full Business Case.

In addition, LBB has made a commitment to regeneration of the borough, and in particular within the Colindale area. Specifically, the Colindale Area Action Plan (CAAP)⁴ sets out the framework for future development and change in the local area. The CAAP was prepared in partnership with key stakeholders and local communities in the area and represents the outcome of an intensive period of public consultation covering an area of approximately 200ha. It includes an additional 10,000 new homes and a mix of retail, office and other land uses. The vision is that by 2021, Colindale 'will be a vibrant, successful and diverse neighbourhood where people will want to live, work and visit. It will

³ LBB Corporate Plan 2015 – 2020, April 2015

⁴ <https://www.barnet.gov.uk/citizen-home/planning-conservation-and-building-control/planning-policies-and-further-information/colindale-aap/colindale-area-action-plan.html>

accommodate high quality sustainable developments within four ‘Corridors of Change’ and a new neighbourhood centre. Colindale will become a successful suburb in North London, providing existing and new communities with high quality local services, improved transport and access to enhanced green space and leisure facilities.⁵ Co-locating an office on the site would likely bring additional employment opportunities, improvements in local infrastructure and support local businesses.

LBB is committed to providing their staff and service users with office accommodation that provides a flexible working environment in line with modern working practices. In February 2014, LBB established a Smarter Working Group to assess accommodation needs in the future. An agile working survey was undertaken in March 2014 to review the then existing occupational arrangements to inform the development of a future strategy based on agile working principles. The Vision for Smarter Working was developed in December 2014 and set out the following aspirations:

- **Accommodation that is the right size**, in the right place and is flexible enough to respond to changing needs
- **An attractive place to work**, with working culture and practices supporting the delivery of our vision for Barnet
- **Staff in the right locations** and able to dedicate more time delivering frontline services face to face and to respond to changing needs and demands
- **Staff with access to the information they need** to fulfil their role effectively via efficient information systems and devices that are secure when required
- **Effective partnership working**, facilitated by systems and environments, increasingly including co-location, data sharing and collaboration

3.2. Case for Change

Previous accommodation setup

Prior to October 2015, Barnet’s principal office accommodation was across three buildings. For the purpose of this report, this setup is referred to as Baseline (Pre Consolidation):

• NLBP Unit 2:	43,000 sq ft
• NLBP Unit 4:	178,000 sq ft
• Barnet House:	41,000 sq ft
 Total:	 262,000 sq ft Net Internal Area ⁶

In addition, the Council’s accommodation estate also includes Hendon Town Hall, the democratic heart of the Council used for Civic Meetings and Ceremonial space, but which has been excluded for the purposes of this accommodation review.

⁵ Colindale Area Action Plan, <https://www.barnet.gov.uk/citizen-home/planning-conservation-and-building-control/planning-policies-and-further-information/colindale-aap/colindale-area-action-plan.html>

⁶ Net internal area (NIA); for office space only. NIA is the usable area within a building measured to the face of the internal finish of perimeter or party walls ignoring skirting boards and taking each floor into account. Gross internal area (GIA) is the whole enclosed area of a building within the external walls taking each floor into account and excluding the thickness of the external walls.

It was recognised that the office accommodation setup included a significant amount of unused space and it was considered that alongside the introduction of flexible and agile working, LBB could occupy a much smaller footprint in the future. It was estimated that an appropriate revised estate footprint for the core civic accommodation could be in the region of 90,000 sq ft from 2018 onwards. As such, a review of the accommodation options was initiated.

Current arrangements

LBB exercised the right to activate a break clause for NLBP Unit 4 in late 2014 and subsequently Customer Services Group (CSG) signed a new rental agreement in October 2015 for an initial 24 months to remain in NLBP 4 with a ~84% reduction in floor area. During 2015, the displaced NLBP Unit 4 staff were relocated to Barnet House and NLBP Unit 2. In advance of the move to accommodate the relocating staff, LBB leased an additional floor of NLBP Unit 2 and commissioned partial refurbishment of both Barnet House and NLBP Unit 2 to ensure the working environment was fit for purpose for the new increased occupancy. The result of the consolidation move saw overall LBB accommodation sq ft fall from 262,000 to 175,000. The current arrangements, referred to as Baseline (Post Consolidation) are summarised below:

• NLBP Unit 2:	70,000 sq ft
• NLBP Unit 4:	29,000 sq ft
• Barnet House:	76,000 sq ft
 Total:	 175,000 sq ft Net Internal Area

The lease on NLBP Unit 4 is due to expire in October 2017, Unit 2 in July 2020 and Barnet House in September 2032.

Future business needs

An Agile Working Survey in 2014 established working practices at LBB, and the extent to which teams might adapt to a future agile shared desk policy. All office-based staff members (989) were invited to participate in the survey, with a 41% completion rate. In addition to the survey, additional interviews were undertaken with service delivery team leaders and other staff members.

The outcome of the Agile Working Study was a recommended desk ratio for office based staff of 69%, equivalent to a 7:10 ratio. This is based on average office occupancy for all work style types including a buffer allowance to absorb variations in work patterns. It is estimated that the recent reduction in floor area occupied in NLBP Unit 4 has delivered a desk to staff ratio in the region of 7:10. It is envisaged that this ratio or lower will be applied when estimating desk requirements in a potential move to Colindale, particularly through changes to the way we work through improvements to IT, working & management practices, travel and HR policies. A further office utilisation study will be commissioned shortly to review the current utilisation of the recently reduced floor area to test the appropriate target ratio of desks per staff within the new Colindale offices.

As a result of the Agile Working Study, the Smarter Working Programme approved an overall optimum office footprint of 90,000 sq ft (NIA), with appropriate parking and catering arrangements to be incorporated (additional to 90,000 sq ft).

Moreover, where possible LBB has a strategic desire to regenerate the western side of the borough where a greater number of LBB service users are located. Within the CAAP area, a western Barnet location, there is a potential site – at Grahame Park – for a multi-storey scheme, incorporating offices, community use and public space.

3.3. Investment objectives

The core investment objectives for LBB accommodation are as follows:

- Deliver office accommodation savings over an initial 10 year period to 2026;
- Provide modern, flexible office accommodation of 90,000 sq ft;
- To use the Civic Estate as a regeneration tool;
- To maximise the occupational use of the Civic Estate through smart working;
- To focus the Council’s facilities in a location which is accessible to the majority of users.

3.4. Constraints

There are a number of constraints for LBB to consider in its approach to office accommodation:

- September 2018 is the earliest date for delivery of Colindale office accommodation arising from new build works;
- LBB offices need to remain within the Borough and be accessible to service users;
- Funding for any proposed changes would need to be within the parameters of the LBB Capital programme and existing resource budgets;
- Any new office provision needs to remain attractive and convenient for staff, including access to public transport and appropriate parking provisions.

3.5. Dependencies

The project has the following dependencies:

- The accommodation requirement being signed off and agreed by the Colindale and Smarter Working Programme Board;
- If necessary, negotiations with the owners of NLBP Unit 4 will be required for any possible short-term extension to the lease end date;
- Negotiations with tenants will be required to define tenancy requirements;
- Changes are made to the way we work to allow more flexible and agile working.

3.6. Risks

The strategic risks for LBB to manage and mitigate as it considers its accommodation options are:

- Potential cost and time overruns resulting in new accommodation not being available on time and budgetary pressures;
- New accommodation being less attractive to staff or impeding their working arrangements;
- Resistance to cultural changes as the smarter working and encouraged use of public transport initiatives are instigated;
- Delays in the internal decision making processes results in the accommodation not being available for occupation by September 2018.

Detailed risk analysis, with mitigations is found in Section 8, Management Case.

3.7. Conclusion

This section has outlined the strategic context and case for change for LBB's office accommodation and the investment objectives for any potential option.

In the following section, the Economic Case will set out and appraise the options for meeting these investment objectives.

4. Economic Case

The Strategic Case set out the rationale, context and constraints for office accommodation for The London Borough of Barnet. The Economic Case sets out the Critical Success Factors (CSFs) for the decision, appraising the short-listed options to indicate the preferred option.

4.1. Critical Success Factors

Based on the strategic drivers, business needs and constraints, the following Critical Success Factors (CSFs) have been established for LBB's approach to office accommodation:

- **CSF1:** Delivers required **efficiency** savings and affordable to implement
- **CSF2:** Alignment with Smarter Working Group approach to **desired working arrangements**
- **CSF3:** Alignment with the wider **strategic aims** of LBB
- **CSF4:** **Deliverability** within appropriate timescales and with minimal disruption to service delivery

4.2. Introduction to options

At the SOC stage, we reviewed a long list of options (see Appendix A: Long list of options) and developed a shortlist for appraisal. The shortlist developed at SOC and OBC stage was as follows:

- **Do Nothing:** As a Baseline – continuing with leases in both the NLBP sites and Barnet House
- **Do Minimum:** Exit from NLBP Unit 4 and consolidate into NLBP Unit 2 and Barnet House
- **Do Maximum:** Having consolidated as per the Do Minimum option beforehand, develop new office accommodation at Grahame Park in Colindale to move into in 2017.

Since the OBC was signed off in June 2015, the Council has effectively delivered the OBC Do Minimum option through significantly reducing its commitment in NLBP Unit 4 and decanting to NLBP Unit 2 and Barnet House. The nominal floor area occupied at NLBP Unit 4 is for the sole use of Capita and as such the costs are paid by Capita. As a result, the above OBC Do Nothing option is no longer relevant and the OBC Do Minimum option - updated with refreshed costs, represents the new baseline. For the purposes of this report, the revised baseline will be referred to as Baseline (Post Consolidation) and will represent the current status quo – commencing October 2015 and continuing with leases in both NLBP sites (Unit 2: 70,000 sq ft and Unit 4: 29,000 sq ft) and Barnet House (76,000 sq ft). The OBC Do Maximum will be renamed Option 1.

The FBC considers the following options commencing in October 2015 in further detail to recommend a preferred option:

- **Baseline (Post Consolidation):** Continuing with the status quo accommodation setup. Leases at both NLBP sites and Barnet House
- **Option 1:** Develop new, specialist accommodation at Grahame Park in Collingdale to move into in September 2018. Exit NLBP Unit 4 in September 2018, NLBP Unit 2 in June 2020 and Barnet House in September 2032

4.3. Baseline (Post Consolidation) appraisal

Commencing in October 2015, the Baseline (Post Consolidation) option represents:

- Continuing with the status quo accommodation setup. Leases in both NLBP sites and Barnet House. This can be summarised as:
 - NLBP Unit 2: 70,000 sq ft
 - NLBP Unit 4: 29,000 sq ft
 - Barnet House: 76,000 sq ft

Qualitative appraisal

The Baseline (Post Consolidation) option involves simply maintaining the status quo and therefore does not provide savings but does have lower one-off costs than Option 1. The estate will remain over a number of sites and this option does not contribute to the regeneration aspirations of the Council.

Critical Success Factor	Benefits	Risks	RAG Rating
CSF1: Delivers required efficiency savings and affordable to implement	<ul style="list-style-type: none"> • One-off costs are lower than for Option 1 	<ul style="list-style-type: none"> • Will not deliver any additional savings, leaving a significant budget gap • Does not reduce current estates operating costs 	
CSF2: Alignment with Smarter Working Group approach to desired working arrangements		<ul style="list-style-type: none"> • Remains partially within an inefficient estate (several sites) 	
CSF3: Alignment with the wider strategic aims of LBB		<ul style="list-style-type: none"> • Does not meet regeneration plans set out in the Colindale Area Action Plan 	
CSF4: Deliverability within appropriate timescales and with minimal disruption to service delivery	<ul style="list-style-type: none"> • Already delivered 		

Quantitative appraisal

The Baseline (Post Consolidation) option has a NPV of £-123.0m over a 54 year period. This is explained by the fact that no additional savings are delivered from the Baseline (Post Consolidation) option. A detailed breakdown of the costs, income and assumptions made is at

Appendix C: Detailed economic analysis.

4.4. Option 1 appraisal

Commencing in October 2015, Option 1 represents:

- Opportunity to reduce the accommodation footprint to 90,000 sq ft from 175,000 today through relocating office based staff to a new site, Grahame Park in Colindale, in September 2018
- Introduction of smarter, agile working practices for staff
- Exit existing leases upon expiry – NLBP Unit 4 in September 2018, Unit 2 in June 2020 and Barnet House in September 2032

Figure 1: Artist impression of the proposed new offices at Grahame Park



Qualitative appraisal

Option 1 would provide savings against today’s baseline, would increase office space utilisation and allow an end to all NLBP lease arrangements from 2020, Barnet House from 2032 and consolidate all Council operations across the new site.

The Colindale offices development proposal details the erection of a 9 storey office building which would provide approximately 90,000 sq ft in total accommodation, excluding a café at the ground floor with associated access, landscaping and car parking. Provision would also be made for substantial additional car parking off-site at the RAF Museum nearby. As part of the Grahame Park Estate master plan, the proposed office block would form one of a number of mixed use new buildings around the emerging Southern Square key gateway. The development will make provision

for new employment space, enhance the public realm and complement the major development opportunities and longer term change taking place in Colindale. This site would be at the heart of a new community in Barnet, a key differentiator.

Integral to the plans is smarter, agile working. Under the plans, LBB would provide staff and service users with office accommodation that provides a flexible working environment in line with modern working practices. Locality working, or the provision of working spaces for our staff within the communities that need our services and support the most, will ensure that front line staff are close to the people they support and that the new Colindale offices provide sufficient space for our staff. It is envisaged that moving to this approach will place staff in the right locations, creating more dedicated time to delivering frontline services face to face. Additionally, staff would have instant access to the information they need to fulfil their roles effectively and respond to the changing needs and demands.

Critical Success Factor	Benefits	Risks	RAG Rating
CSF1: Delivers required efficiency savings and affordable to implement	<ul style="list-style-type: none"> Delivers savings against Baseline (Post Consolidation) Will deliver improved estate utilisation Allows LBB to end all lease arrangements at NLBP (2020) and Barnet House (2032) 	<ul style="list-style-type: none"> One-off costs are higher than the Baseline (Post Consolidation) 	
CSF2: Alignment with Smarter Working Group approach to desired working arrangements	<ul style="list-style-type: none"> Delivers the planned changes under Smarter Working Many LBB services will be collocated, supporting more integrated working, and a more efficient estate 		
CSF3: Alignment with the wider strategic aims of LBB	<ul style="list-style-type: none"> Meets regeneration plans set out in the Colindale Area Action Plan 		
CSF4: Deliverability within appropriate timescales and with minimal disruption to service delivery	<ul style="list-style-type: none"> Achievable within planned timescales 	<ul style="list-style-type: none"> Requires robust planning and delivery given that a September 2018 move-in date is fast approaching Requires first an accommodation move in 2018 and a second move, in 2020 - creating more disruption to staff, partners and customers than the other option A higher risk option in terms of complexity of delivery Requires full planning permission approval 	

Quantitative appraisal

Option 1 has a Net Present Value of £29.7m over the life of the investment (54 years) compared to the Baseline (Post Consolidation). A detailed breakdown of the costs, income and assumptions made is at

Appendix C: Detailed economic analysis.

Barnet House upside potential

In setting out the benefits of Option 1, a worst case scenario approach has been taken. Any potential future benefits derived from reducing the Barnet House liability have been excluded from the analysis.

4.5. Conclusion

The analysis in this business case shows that Option 1 represents the greatest value for money (see table below). Although it is a higher risk option than Baseline (Post Consolidation), and there will be more disruption, it is the only option that meets all of LBB’s strategic objectives. The figures below show the Net Present Value of each option (discounted at 3.5%).

Table 1: Economic analysis comparing both options

Analysis overs 54 years (Oct 2015 to 2069)	Baseline (Post Consolidation)	Option 1
One-off capital costs	- 7.5 m	- 10.5 m
Estates running costs (net of rental income)	- 259.3 m	- 127.1 m
Net total costs / income of Baseline (Post Consolidation)	- 266.8 m	
Net discounted total costs / income of Baseline (Post Consolidation)	- 123.0 m	
Running cost savings against Baseline (Post Consolidation)		259.3 m
Net total costs / savings against Baseline (Post Consolidation)		121.7 m
Net discounted total costs / savings against Baseline (Post Consolidation)		29.7 m

5. Commercial Case

The Economic Case sets out the preferred option for Barnet's office accommodation. This Commercial Case details the agreed deal with the preferred contractor, including the method of selection used as well as a summary of the services to be delivered.

5.1. Existing arrangements

Option 1 assumes the following lease arrangements:

- Extending the current NLBP 4 (Ground Floor) lease from October 2017 to August 2018
- Exiting the lease upon expiry at NLBP 2 in June 2020
- Exiting the lease upon expiry at Barnet House in September 2032

5.2. Procurement approach

Design and build of the new offices

The OBC was developed and presented to the Assets, Regeneration and Growth Committee (ARG) in June 2015 with a recommendation delegated to the LBB Commercial & Customer Services Director to enter into a Pre-Construction agreement.

Re, in association with the LBB procurement team and in line with EU public procurement regulations and The Public Contracts Regulations 2015 conducted a review of procurement options for the proposed Colindale office development. Following the RIBA (Royal Institute of British Architects) 7 stage work plan, a two stage Design & Build Southern Construction Framework was used to source a supplier. The procurement programme comprised:

- Mini-competition 1 - June 2015 (RIBA Stage 3 design)
- Mini-competition 2 - July 2015 (RIBA Stage 4 design)
- Pre-construction contractor appointment – 10th August 2015

Four Contractors were initially shortlisted. The evaluation of the 2 stage tender followed the evaluation methodology and weighting between technical and commercial criteria used in the evaluation of the 2014 OJEU contract procurement. The individual technical and commercial questions were weighted according to the project specific requirements.

Following assessment by the Client Team, approval was sought to proceed with Galliford Try Construction with a winning overall score of 94%. The Director of Commercial & Customer Services authorized the appointment of Galliford Try Construction under a pre-construction services agreement to develop RIBA Stage 4 Technical Designs through a Delegated Powers Report on 6 August 2015. In using the Southern Construction Framework contract procedure rules have been adhered to. This decision has been taken in accordance with the Council's Constitution and 22 Contract Procurement Rules Appendix 1 Table A.

Following appointment of Galliford Try Construction, the RIBA Stage 4 Design have been developed through ongoing consultation with the Council and their appointed consultants. The Contractor has undertaken a tender exercise and market evaluation to develop both a Tender Sum Analysis and Final Contract Sum.

The Outline Business Case included a build provision of £26.6m. The Final Contract Sum for approval is £29.6m. The main items of variance include the addition of a sprinkler fire protection system, a revised heating and cooling specification and basement construction.

5.3. Planning permission

On 1st October 2015, planning permission was granted in principle by Barnet's Planning Committee for the new Colindale Offices. Through on-going engagement with stakeholders the design of the Colindale Offices scheme was enhanced resulting in updates to both elevation treatments and floor plans, which generated space and operational efficiencies. As a result, updated designs were submitted to the Local Planning Authority for consideration as an amendment to the original planning application. These amendments were approved by the Planning Committee on the 31st March 2016.

A copy of the proposed planning conditions is attached as Appendix I: Planning permission

5.4. Agreed services

Development support services

Through the LBB and Re partnership, Re has already delivered preparation of Stage 3 design and a supporting submissions for Full Planning. Re will provide the following development support services for the Colindale programme, under existing contractual arrangements with LBB:

- Cost consultancy
- Project management
- Development management

Furniture, Fixtures & Equipment

An inventory study has been conducted for the existing furniture at Barnet House and NLBP. It is intended that this inventory will be incorporated into the proposed Colindale development. Upon completion of the indicative floor layouts, a furniture, fixtures and equipment requirements exercise will be undertaken, with procurement planned for early 2017.

Building services and facilities management

Facilities Management of the Civic Estate is the responsibility of the Customer Support Group (CSG) Partnership. Capita is required to deliver building services and facilities management services as per Schedule 1 of the CSG Contract. The duties will revert to the Council on expiry of the Contract.

A copy of the FM Cost Review Report including Life-Cycle Plan is attached as Appendix D: Building services and facilities management which identifies the cost profile for the operational cost of running the building together with the long term sink fund required to cover the building life-cycle costs over the 50 year building life.

5.5. Tenancy agreements

LBB will hold the freehold for the building and may sub-lease to a number of tenants in the building, which are likely to be third sector and other public sector partners. Tenancy Agreements are being

drafted for the Council's external partners and all partners will be required to pay rent and service charge in accordance with their contractual commitments.

5.6. Risk allocation

LBB has undertaken due diligence with regards to the preferred supplier, Galliford Try PLC and Company Watch financial check reports of Galliford Try Construction (UK) Ltd and their parent company Galliford Try PLC have been produced. The health profile for the subsidiary company Galliford Try Construction (UK) Ltd is below the industry average, but above the warning threshold. The financial analysis undertaken on this health check has deemed this as a risk. As such, Re on behalf of the Authority has incorporated a Parent Company Guarantee and bond as part of the main contract.

Commercial implications

The procurement risks of agreeing a Pre-Construction agreement in advance of the Full Business Case have been minimised through utilising the existing Capita / LBB contract alongside the Council's internal procurement team. The commercial implications are minimised through Capita's extensive experience in development management which will ensure that all commercial negotiations will be concluded to the maximum possible benefit of LBB council.

5.7. Note on the Principal Development Agreement to Genesis Housing Association⁷

In 2007 the Council entered into a Principal Development Agreement (PDA) with Choices for Grahame Park (CFGP) a special delivery vehicle created by Genesis Housing Association (GHA) for the construction of approximately 2,900 new homes.

The Council's decision to develop plot 8 for new office facilities required both parties to agree to an amendment to the PDA. A draft document has been prepared which amends the plan so that plot 8 remains in the Council's ownership and confirms that a sum of £2.5m will be transferred to GHA in July 2016 to offset the potential loss of profit generated by the site.

The Council has entered into a loan agreement with GHA for Grahame Park for £5m to assist with the infrastructure costs of Lanacre Avenue. A variation to the loan agreement has been drafted which will immediately write off £3.5m of the loan repayment.

In November 2015, the Assets, Regeneration and Growth (ARG) Committee agreed a £6m package of measures (i.e. £2.5m and £3.5m) to buy out GHA contractual interests in the site. All legal documentation has been agreed between the Council and GHA with signing conditional on FBC being approval by the Council.

5.8. Personnel implications

The Re joint venture is for a term of ten years which will ensure continuity of approach and personnel throughout the development period enabling the scheme to be completed in a timely manner for occupation by 2017. There are no TUPE requirements in relation to this project.

⁷ Grahame Park Regeneration Update, Assets, Regeneration and Growth Committee, September 2014

5.9. Conclusion and next steps

This Commercial Case has indicated the procurement approach that Barnet has followed for the preferred option. The next step is for the contractor to submit a final tender and for LBB to enter into a final contract agreement.

6. Financial Case

The Economic Case indicated the preferred option for LBB’s office accommodation. This Financial Case indicates the budgetary, financial and affordability considerations of this approach.

6.1. Funding requirements

The preferred option identified in the Economic Case requires estimated build costs and capitalisable costs to total £48.3m, which will be amortised over 50 years. This will be funded through borrowing whilst revenue requirements will be contained within existing budgets. This business case assumes a 50 year loan to be repaid upon maturity, with an interest rate of 3.34%. The Council’s ‘Minimum Revenue Provision’⁸ has been calculated, in line with the Council’s policy, over the life of the asset (50 years).

Table 2: Funding requirements

Financial implications £ million	2015/16 – 2068/69 ⁹	Notes
One-off costs	- 10.5 m	Project costs, service charges associated with ending leases, transition costs, equipment costs and cost of risk (see Appendix C: Detailed economic analysis for full detail)
Estates running costs (net of rental income and including capital borrowing)	- £127.1 m	Capital build and borrowing costs, facilities management, rent and rates (see Appendix C: Detailed economic analysis for full detail)

Costs exclude VAT, as LBB recovers VAT. Costs include inflation¹⁰ which is excluded from the Economic Case (with the exception of inflation as part of rental agreements). Note that the costs above are not discounted, versus the Economic Case where figures are discounted at 3.5%, as per HM Treasury guidance.

6.2. Note on capital and one-off costs

The cost estimates in this appraisal are as provided by Re for the new build construction, to Stage 3¹¹ design, and implementation. These include contingency/ optimism bias of 2.5%.

6.3. Cost control in construction¹²

The cost management team will be tasked with producing a monthly cost report and cash flow, the format of which is to be agreed by Re. Cost information produced by LBB, Re and Galliford Try will be incorporated in summary into a report.

This monthly cost report will be used as a monitoring and reporting tool against which actual project costs and forecast expenditure will be compared. It will be included within the Monthly Status Report and tabled for information and discussion at Monthly Meetings with LBB.

⁸ Statute requires the authority to set money aside each year for the repayment of loans originally taken out to finance capital expenditure. This is called the minimum revenue provision (MRP). Under capital accounting arrangements, the council’s services are charged depreciation to reflect the consumption of capital assets used. The depreciation charge is treated as the council’s revenue provision and any variation from the statutory minimum is transferred between the capital adjustment account and the income and expenditure account.

⁹ September 2013 to August 2022, as per the Capita contract

¹⁰ Inflated in line with RICS PUBSEC Tender Price Index of Public Sector Building Non-Housing #903 Updated 16 Sept 2014

¹¹ RIBA Plan of Work 2013 (<http://www.ribaplanoofwork.com/About/Concept.aspx>)

¹² <http://www.designingbuildings.co.uk>

Re will be reporting on costs in accordance with the management approach detailed in Section 8 of this business case.

As the scheme progresses through the design phases, the following actions will be taken:

- Establishing that all decisions taken during design and construction are based on a forecast of the cost implications of the alternatives being considered, and that no decisions are taken whose cost implications would cause the total budget to be exceeded.
- Regularly updating and reissuing the cost plan and variation orders causing any alterations to the brief.
- Adjusting the cash flow plan to reflect alterations in the target cost.
- Developing the cost plan in liaison with the project team as design and construction progress.
- Reviewing contingency and risk allowances at intervals and reporting the assessments is an essential part of risk management procedures. Developing the cost plan should not involve increasing the total cost.
- Checking that the agreed change management process is strictly followed at all stages of the project.
- Submitting regular, up-to-date and accurate cost reports to keep the client well informed of the current budgetary and cost situation.
- Ensuring that the project costs are always reported back against the original approved budget. Any subsequent variations to the budget must be clearly indicated in the cost reports.
- Plotting actual expenditure against predicted to give an indication of the project's progress.

6.4. Projected income and expenditure account implications

Capital build costs (total of £51.3m, over 50 years) will be funded through borrowing and revenue requirements will be contained within existing budgets.

6.5. Projected balance sheet

The preferred option will include an additional freehold asset on the LBB balance sheet. In accordance with existing accounting policies, it is intended that this building asset will be depreciated over 50 years, and the MRP will be calculated based on these timescales. It is feasible that the asset will be revalued over its life, and could have a material residual value for LBB. The MRP is therefore being calculated on a highly prudent basis.

In so far as new borrowing is required to fund the capital costs of the asset, this will increase the liability on the balance sheet.

6.6. Affordability considerations

Over a 10 year period to 2026, Option 1 will deliver cumulative running cost savings of £3.0m. In terms of cash flow, following the move to Colindale in September 2018 and as NLBP Unit 2 and 4 leases expire, Option 1 begins to provide running cost savings against the Baseline (Post Consolidation) from 2019/20.

Table 3: Option 1 savings comparison to Baseline (Post Consolidation)

Financial implications from 2015/16 to 2025/26	Baseline (Post Consolidation)	Option 1
One-off costs	- 7.5 m	- 10.5 m
Recurrent net costs (including capital borrowing)	- 49.3 m	- 46.4 m
Net recurrent saving against Baseline (Post Consolidation)		3.0 m

The figures above are without any discounting applied, and include Minimum Revenue Provision (MRP) considerations.

6.7. Conclusion

This section has outlined the funding requirements and demonstrated that the scheme contributes to Medium Term Financial Savings when compared against the Baseline (Post Consolidation).

8. Management Case

The Economic, Commercial and Financial Cases have indicated the preferred option for Barnet's office accommodation approach. This Management Case provides the outline plans for programme management, governance, risk management and benefits realisation that will be required to ensure successful delivery.

8.1. Consolidation of estate undertaken

As previously mentioned, a consolidation of the estate was successfully delivered in October 2015. In total ~2,200 members of staff and service partners underwent office moves; decanting from NLBP Unit 4 (First and Second Floor) and moving into NLBP Unit 2 and Barnet House. In advance of the move, refurbishment of office space at Barnet House and NLBP Unit 4 took place which maximised the use of existing floor space. A mixture of new and existing furniture was utilised to fit out the buildings. Ultimately, delivering the consolidation programme enabled LBB to return 87,000 sq ft of floor space back to the landlord of NLPB.

A number of initiatives were introduced as part of the consolidation work to enable the reduction in office footprint, these included:

- Implementing a **hot desking ratio of 7:10**, supported by touchdown spaces for short periods of time and fixed desks where needed. Docking stations have been removed from all desks to offer greater flexibility. A further office utilisation study will be commissioned shortly to review the current utilisation of the recently reduced floor area to test the appropriate ratio of desks to staff within the new Colindale offices.
- Significantly **reducing the amount of storage** available in the building through running campaigns to reduce clutter. LBB has procured an offsite storage facility to hold the majority of Council files with the option of a 3 hour emergency retrieval service.
- **Maximising the use of meeting space** by increasing the number of break out spaces, reducing the number of meeting rooms and introducing a booking system for all rooms. This is intended to actively promote using space more efficiently by matching the right space with the right type and size of meeting.
- Ensuring **all staff understand existing policies** that are central to a flexible working environment
- **Encouraging sustainable travel** to work. Following completion of the consolidation programme, the Council entered into a temporary agreement to pay for an additional 108 spaces at NLBP. In total, this equates to a ratio of 1 space to 4 members staff. The current parking setup provides 240 parking spaces at NLBP as well as 298 spaces at Barnet House which includes 55 spaces at Athenaeum Road - an off-site location.

8.2. Colindale and Smarter Working Programme Board

Colindale and Smarter Working Programme Boards were set up in 2014 with strong representation from the Council services delivery units. Following feedback from the Smarter Working Board

members, a Smarter Working vision statement was agreed at the Smarter Working Board on 9th of December 2014.

Colindale and Smarter Working Programme Vision:

- **Accommodation that is the right size**, in the right place and is flexible enough to respond to changing needs;
- **An attractive place to work**, with working culture and practices supporting the delivery of our vision for Barnet;
- **Staff in the right locations** and able to dedicate more time delivering frontline services face to face and to respond to changing needs and demands;
- **Staff with access to the information they need** to fulfil their role effectively via efficient information systems and devices that are secure when required;
- **Effective partnership working**, facilitated by systems and environments, increasingly including co location, data sharing and collaboration

In 2015, overall governance across the Colindale and the Smarter Working Programme was tightened up with the creation of a single Colindale and Smarter Working Programme Board, which reports into the existing monthly Delivery Board, sponsored by the LBB Chief Operating Officer. In turn, the Delivery Board reports monthly to the Strategic Commissioning Board.

The programme structure is shown in the diagram below.

Figure 4: Colindale and Smarter Working Programme Structure

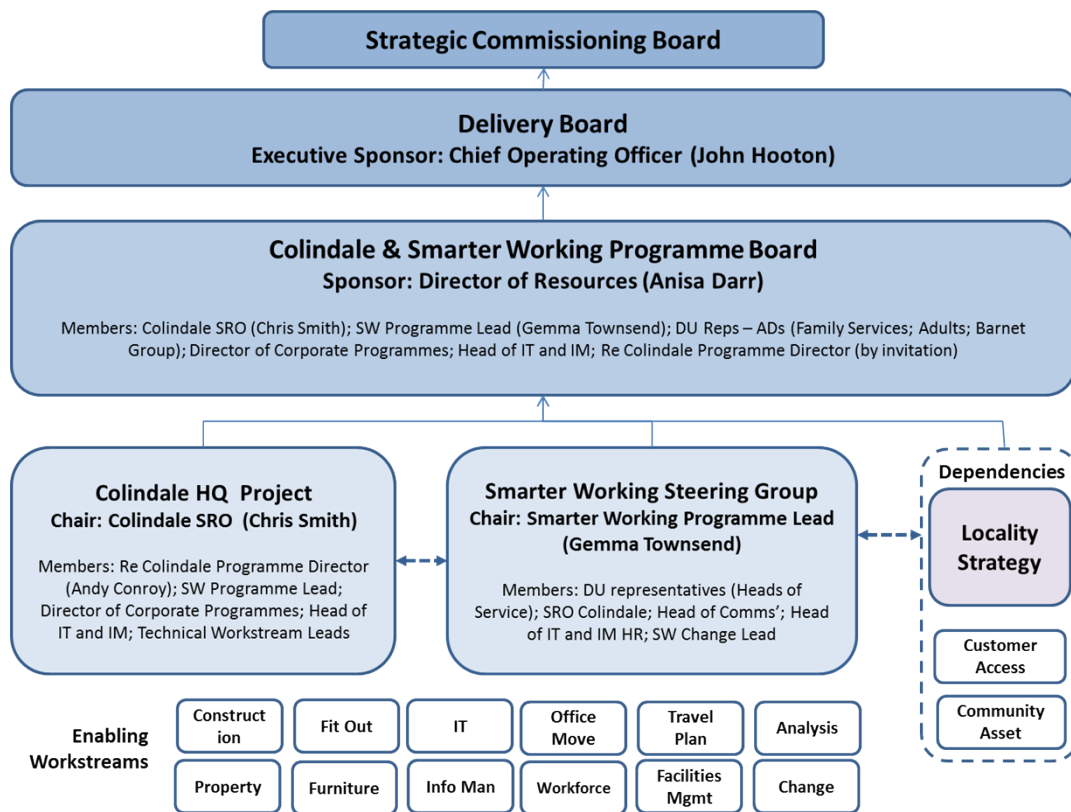


Table 6: Colindale and Smarter Working Programme Board

The membership of the Colindale and Smarter Working Programme Board is detailed below:

Name	Job title	Delivery Unit
Anisa Darr (Chair)	Director of Resources	Commissioning Group
James Mass	Assistant Director for Community and Wellbeing,	Adults and Communities
Troy Henshall	Chief Executive	Barnet Group
Clair Green	Assurance Assistant Director	Assurance
James Wills-Fleming	Director of Corporate Programmes	CSG
Chris Smith	Head of Estates	Commissioning Group
Katie Mayers	Head of Communications	Commissioning Group
Jenny Obee	Head of IT and Information Management	Commissioning Group
Elaine Tuck	Head of Service Commissioning and Business Improvement	Family Services
Gareth Newton-Williams	Programme Officer	CSG

In order to successfully deliver the Council’s vision for the Colindale and Smarter Working Programme, the following Critical Success Factors (CSFs) must be achieved.

Table 7: Colindale and Smarter Working Programme Critical Success Factors

Themes	Critical success factors
Efficiency	<ul style="list-style-type: none"> Delivers savings as outlined in FBC (due to be approved at Assets, Regeneration and Growth Committee in June 2016) Delivers non-financial benefits (as set out in the benefits section further in the document)
Deliverability	<ul style="list-style-type: none"> Delivered in agreed timescales, with minimal disruption to service delivery
Building	<ul style="list-style-type: none"> New building meets specification, time and budget commitments, within agreed tolerances
Ways of working	<ul style="list-style-type: none"> Delivers new ways of working as determined by the Smarter Working Steering Group Delivers key technology and Information Management changes required to enable Smarter Working Delivers effective change programme Supports delivery of non-financial benefits
Future proofing	<ul style="list-style-type: none"> Building designed to be adaptable, changes can be made at a later date to accommodate changes in working arrangements and building use
Locality working	<ul style="list-style-type: none"> Aligned with the Council’s Locality Strategy, new building in Colindale provides core office location Provides sufficient accommodation for staff
Customer Access	<ul style="list-style-type: none"> Aligned with the Council’s Customer Access Strategy, the new building in Colindale provides adequate customer access
Wider policies	<ul style="list-style-type: none"> Alignment with the Council’s corporate and strategic commitments

8.3. Locality Strategy

As a dependency of the Colindale and Smarter Working Programme, the Locality Strategy is defined as a workstream to recommend which services currently housed in Barnet House, NLBP Units 2 and 4 should move to Colindale, and which would be better located closer to the communities they serve.

These buildings used for locality working must:

- Put the Customer at the centre:** be in suitable locations in our communities, within a short distance of the customers we serve.
- Ensure that service requirements are met & staff preferences considered:** be sufficient and suitable for all the Council’s staff as well as our partners where possible, considering the new Colindale offices and additional premises.
- Aligns with Smarter Working:** aligns with agile/flexible working arrangements by providing choice over where we work while we reduce the costs of our estate.

Work has taken place to identify and assess options for locality working in Barnet which is summarised in the Locality Strategy submitted alongside this Full Business Case

8.4. Information Technology and Information Management Strategy

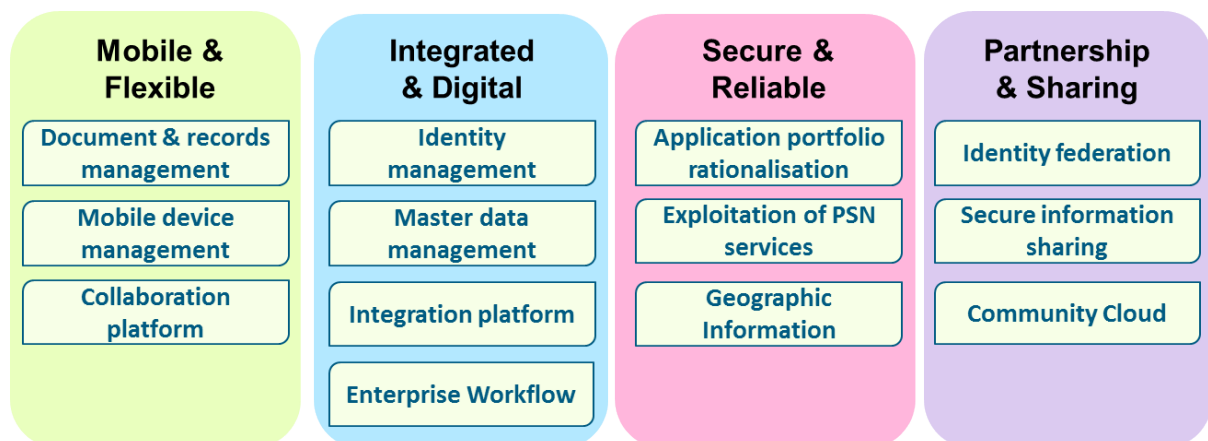
IT and Information Management are related disciplines. Information Management (IM) is concerned with supporting the delivery of information to the organisation to be used for business purposes, and with working with others to ensure this delivery – Information Technology (IT) is one of these partners, providing the technical environment for the provision of information to residents, Members and staff. This technical environment includes where information is stored, and how information is accessed, such as through laptops, tablets and phone devices.

The Council’s IT and IM Strategies are a key enabler for the Colindale and Smarter Working Programme, implementing flexible, and mobile working technology, processes and procedures.

The IT Strategy 2015-2020 is based on four strategic themes:

- *Mobile and Flexible*: staff are mobile and less dependent on offices while remaining connected with their teams, systems and information.
- *Integrated and Digital*: systems are integrated allowing enabling data to be stored, shared and consumed digitally and securely, to drive reliable, consistent and efficient processes.
- *Secure and Reliable*: a reliable and secure service that leverages existing investment, reduces duplication, and delivers what the business needs.
- *Partnership and Sharing*: platforms are shared and accessible through a variety of channels, enabling collaboration with residents, local businesses, partners and third parties.

In order to deliver the drivers and outcomes there are a number of specific core ICT components that need to be established either through adapting and enhancing existing applications within the LBB landscape or introducing new ones. The core components are:



It is particularly the *Mobile and Flexible* component which is an enabler for Colindale and Smarter Working, as it is in this component that the projects to implement collaboration technology, a “bring your own device” policy and document management will be introduced. The high-level roadmap for this work is as follows:

	Q1 16-17	Q2 16-17	Q3 16-17	Q4 16-17	
Collaboration technology					
Document management business case					
Mobile device management					

The IM Strategy 2016-2020 (currently in draft) supersedes the IM Strategy 2013-2016 and is driven by five framework elements:

- *Assurance and Management*: provision of advice, consultancy and assurance to commissioning, commissioned services, partnerships and delivery units on information management
- *Commissioning Support*: provision of a “value added” service to Commissioning, enabling the provision of good quality information, stored appropriately and accessed when required to support effective decision making
- *Information Architecture*: creation, implementation and enforcement of an information architecture methodology to ensure that a) information is classified in such a way that it is clear where it should be stored; b) information is labelled in such a way that it can be found; and c) information is structured in such a way that it can be effectively search for.
- *Proportionate Risk*: promotion of a proportionate, risk based approach to information security, information management and information rights
- *Transparency and Open Data*: continue to be seen as a leader in local government transparency

It is particularly the *Information Architecture* component which is an enabler for Colindale and Smarter Working, as it is this component which drives the implementation of document management (including the processes, procedures and management practices for the effective support of this technology) and the further reduction of paper (and other physical media) storage within the Council. The high-level roadmap for this work is as follows:

	Q3 16-17	Q4 16-17	Q1 17-18	Q2 17-18	Q3 17-18	Q4 17-18
Document management implementation (including processes & procedures & dealing with legacy info stores)						
Retention and						

disposal implementation						
Off-site archive management & on-going approach						
Digital and paper continuity plan						

8.5. Out of Scope

Technically, the scope of this programme only includes staff currently based at NLBP Unit 2, 4 and Barnet House. There are therefore a number of Council officers out of scope for this programme, these include staff based at depots, libraries, youth centres and schools. As the Locality Strategy progresses it is highly likely that some of the previously mentioned groups may need to be brought into the Colindale and Smarter Working Programme scope - as well as new workstreams to deliver on commitments that come out of the strategy itself. However, any changes to scope will be agreed by the Colindale and Smarter Working Programme Board. These will be managed in a consistent and controlled way, taking account of any impact on programme constraints.

8.6. Constraints

The success of the programme is dependent upon the management of key constraints through the formal programme governance. The perceived constraints for the Colindale and Smarter Working Programme are:

Time – some financial benefits may be unachievable if not delivered within the relevant timescales, for example exiting an existing leases. Work to progress individual strands will support in establishing key time constraints, which will then be reflected in the programme plan.

Cost and resources – the ability to deliver a fully functioning flexible workforce that is ready to adopt Smarter Working ways of working will be highly dependent on costs and resources allocated to many of the key workstreams. In particular technology and information management through the IT Strategy budget and any budget associated with commitments made in the Information Management Strategy 2016-2020, which is currently being developed.

Building capacities – the Colindale Office capacity is limited, to 1,200 staff working onsite. Other sites that may be used following the outcome of the Locality strategy will also be constrained by size and capacity.

Organisational culture and willingness to adapt – the extent to which Smarter Working procedures can be implemented will come down to the buy-in from senior management and an effective change model and communication strategy.

8.7. Dependencies

The Colindale and Smarter Working Programme is dependent upon the management of key processes and services within and outside the control of the Council.

The programme manager will manage programme dependencies and inter-dependencies, escalating concerns as appropriate through the Colindale and Smarter Working Programme Board. Key project dependencies will be monitored on a monthly basis via each project highlight report and any risks or issues that relate to a dependency will be escalated via the project and programme highlight reports. Programme dependencies will be recorded in a programme wide dependency log, programme inter-dependencies will also be monitored via the inter-dependency log and both will be reported in the programme highlight report. Project-specific dependencies and specific programme interdependencies (with RAG ratings indicating status) will be recorded and monitored in the project and programme logs.

8.8. Milestone Plan

The below sets out the initial programme milestones to deliver the Colindale and Smarter Working Programme. At this stage, these milestones are indicative of the planned delivery dates for the range of workstreams. The plan will be iteratively reviewed by the programme board as work progresses.

Figure 2: Colindale and Smarter Working Programme milestones plan

Project	Key Programme Milestones	Planned Date
Programme Governance	DUB agree programme structure	2015 Completed
	Smarter Working Steering Group kick off	2016 Completed
	Colindale Project Board kick off (re-formed under new governance)	2016 Completed
	Colindale and Smarter Working Programme Board kick off	2016 Completed
	Finalise FBC	2016 Completed
	FBC to go to SCB and ACB	June 2016
	FBC to go to ARG for approval	July 2016
Analysis of business requirements	Agile Working Survey and vision setting	2014 Completed
	Building design scoping	2015 Completed
	Review of AIP implementation with staff	July 2016
	Service requirements engagement with DU	Started Jan 2016
	Deliver Locality Strategy	July 2016
	Develop locality plans	Dec 2016
	Implement locality plans	March 2018
Detailed review of user requirements	Dec 2016 – Jul 2018	
Construction	Designs Completed (Stage 3 / part Stage 4)	w/c 26th Feb 2016
	Revised Planning Application	2016 Completed
	LBB-GTC JCT D&B Contract Signed	30th June 2016
	Commence Site Works	29 th July 2016

Project	Key Programme Milestones	Planned Date
	Completion of Site Works (incl Cat A works)	July 2018
Property	Land (Deed of Variations) Signed	27th July 2016
Fit Out	Fit –out (Cat B Works) / IT / Final Commissioning	February – August 2018
Furniture	Furniture requirement defined	Dec 2017
IT	Hardwire/Wi-Fi requirements defined	Feb 16
	IT requirements clearly defined	Aug 2016
	IT phased roll out begins	Jan 2017
Info. management	Information management Strategy 2016-2020 agreed	Sept 2016
Office move	Move dates announced to staff	Jan 2018
	Commence Decant & Move Phase	September 2018
Workforce	HR strand kicked off	2016 Completed
	HR strategy agreed	Dec 2016
	Training programmes/materials begin	Oct 2017
	Smarter Working policies phased roll out to staff	Feb 2018
Travel planning	Travel planning kicked off	2016 Completed
	Travel plans communicated to staff	Jan 2017
FM	FM strand kicked off	July 2016
	FM requirements defined	Dec 2016
	Procurement of new arrangement commences	Jan 2017
Change management	Change and Communications Strategy	2016 Completed
	Staff communication begins	2016 Completed
	Targeted DU change plans agreed with DU	Nov 2016

8.9. Risks and issues

Risks and issues concerning the Colindale Delivery and Smarter Working Programmes are monitored and reported monthly at the Colindale and Smarter Working Programme Board. All risks and issues will be managed in accordance with the Council’s Risk Management Framework and Project Management Methodology and Toolkits.

Risk - assessments will be carried out as early as possible in the life cycle of the Colindale and Smarter Working Programme. The initial exercise will also confirm risk tolerances for escalation, to be agreed by the Colindale and Smarter Working Programme Board. The risk register will be shared as appropriate and signed off by the relevant board. Medium to high risks will be reported monthly at the Colindale and Smarter Working Programme Board and the board will agree any risks that require further escalation.

Issues - will be recorded using the Council’s Project Management Toolkit Issues Log. The Issues Log will be included in programme and project documentation and reported at the relevant board monthly. A detailed breakdown of the risks and issues log is made at Appendix G: Sample Smarter Working and Colindale risk log

8.10. Benefits realisation approach

The key benefits from this business case are as follows:

1. Deliver civic accommodation savings over the next 10 years to 2026
2. Provide modern, flexible office accommodation of 90,000 sq ft
3. To use the Civic Estate as a regeneration tool
4. To maximise the occupational use of the Civic Estate through smart working
5. To focus the Council’s facilities in a location which is accessible to the majority of users

A benefits register will be reviewed monthly and the results reported to the ACB throughout the development period. A recent high level benefits register is shown below.

Table 4: Benefits register

Benefit	Measure	Baseline Performance	Target	Measure Frequency
Realise significant savings in the cost of running the council estate, year on year until 2023.	Projected savings met year on year, until 2023.	Use existing estate running projected costs outlined in the FBC.	Deliver civic accommodation savings over the next 10 years to 2026	Monthly, during lifespan of programme and then quarterly
Better accommodation for staff that supports efficient use of the estate and promotes Smarter Working	Accommodation delivered, which meets design specifications. Desking ratio targets. Accommodation footprint (total size).	Current accommodation across Barnet House, NLBP2 and 4. Barnet House recently undergone necessary modernisation, but many aspects still outdated and non-flexible. Office accommodation across existing sites, provides some flexibility. Many (not all) teams 7:10 ratio after initial introduction of Smarter Working	Provide modern, flexible office accommodation of 90,000 sq ft in Colindale Provide technology solutions within the building to support Smarter Working. Provide a range of workstation set-ups and meeting spaces. Maximum 7:10 desk ratio across the whole estate Reduction in overall footprint	Monthly until programme delivered.

Benefit	Measure	Baseline Performance	Target	Measure Frequency
		practises. An office utilisation study will baseline the current ratios and test the appropriate target ratio for Colindale.		
Staff able to spend more time on front-line services through introduction of Smarter Working practises and locality working	Resident satisfaction surveys. Service specific user satisfaction surveys. Staff satisfaction in staff survey. Caseload data by service. Service specific KPIs.	Use existing: Resident and service user satisfaction surveys. Staff survey. Caseload data. Service specific KPIs.	Users are happier with the service provided. Staff report that their workloads are manageable. More clients are met and cases dealt with.	Quarterly in lead up to changes and beyond. (Some measures are recorded annually)
Staff feel happy working for Barnet Council and partners, positive impact on recruitment and service delivery	Staff satisfaction in staff survey. Number of applications per post advertised, in hard to fill posts Service delivery KPIs	Engagement Index score in staff survey 2015 – 49% Feedback from staff user groups. Exit interview data. Data on hard to recruit groups such as Social Workers	Improvements in the Engagement Index score Increased recruitment and retention of hard to reach staff.	Quarterly in lead up to changes and beyond. (Some measures are recorded annually)
Increase partnership working, resulting in better outcomes for residents and specific users	Number of co-located teams. KPIs where teams are co-located.	Outline of existing partnership and arrangements and co-located teams and enabling factors to support ways to working. Existing KPIs by service area	Increases Partnership working and co-location across all sectors Number of enabling factors introduced to support co-location and partnership working	Quarterly in lead up to changes and beyond.
New site in Colindale supports in the	Building usage measures put in place to measure access to services	No existing baseline	Building is well used by local community both in terms of	Quarterly following opening of new site

Benefit	Measure	Baseline Performance	Target	Measure Frequency
regeneration of the area	and use of building by community		accessing available services and using the building for community based activities	

8.11. Change management and communications approach

Reducing the estate footprint by 49% and moving to Colindale will require a major shift in staff behaviour, supported by new workforce arrangements and supporting IT. It is recognised that the ‘people’ element of the Smarter Working Programme is a key factor in achieving this vision set out above.

The communication plan will be led by the Smarter Working Change Lead, who will work closely with the Council’s corporate communications team, using their established channels. The Change Lead will also work with an established set Change Managers and Change Champions (currently being established) to deliver targeted messaging within Delivery Units. Some resource will focus on external audiences, and will primarily be designed to inform the stakeholders.

All programme communications will be approved by the appointed Change Manager, relevant Project Manager and signed-off by the Programme Lead and/or Programme Sponsor. The programme will use existing processes for sign-off and dissemination, namely the Council’s corporate sign-off protocols and dissemination practises.

Channels for internal communication and engagement:

- written briefings, verbal briefings, 1:1 meetings
- status reports and progress updates e.g. SCB, project, committee
- project meetings
- emails and messages in email signatures
- open days and events management / team meetings
- management and team meetings
- intranet, intranet news, feature page
- First Team newsletter, Smarter Working Newsletter, CSG and Re staff bulletins
- desktop promotion, Atrium plasma screens
- posters, leaflets, displays, banners
- face-to-face (drops in sessions, training, information stall in entrances, staff forums)
- FAQs, surveys, focus groups

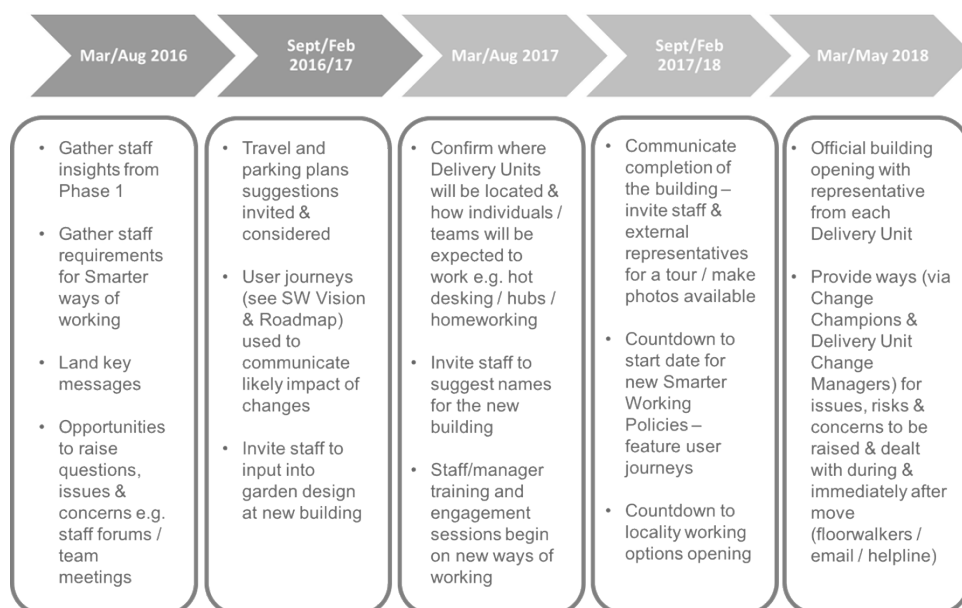
Channels for external communication and engagement:

- Leaflets
- posters, including Barnet owned 6 sheet sites and bus stops sites around the borough

- press - advertising / press releases in local press and newsletters
- internet - including Barnet Online and partner organisation's websites
- Barnet First magazine
- partner organisations newsletters and magazines
- pull up display banners / leaflets
- events / conferences

The below figure summarises the proposed staff engagement plan.

Figure 3: Staff engagement plan



8.12. Post project evaluation approach

The Programme will be governed in accordance with Council's Project Management Toolkit methodology, and using the Capital Programme Gateway method.

Progress will be evaluated at key stages e.g. post full planning permission and pre construction. This will include assurance from the Customer and Support Group subject matter experts and Commissioning Group client teams. We will engage a third party to conduct reviews at set gateways for external challenge. Areas for review include:

- The effectiveness of the project management of the scheme – viewed internally and externally (i.e. was it managed to budget and time)
- The effectiveness of the development partner's project management of the scheme – viewed internally and externally
- Communications and involvement during construction
- The effectiveness of the joint working arrangements across project teams
- Effective resource management and supplier management
- The support provided during this stage from other stakeholder organisations

8.13. Conclusion

This Management Case has proposed the implementation, governance and risk management arrangements that will be in place to enable successful delivery of the preferred way for Barnet's office accommodation.

9. Appendix A: Long list of options considered in the SOC

In accordance with HM Treasury Business Case best practice, at the Strategic Outline Case (SOC) stage, the long list included a wide range of potential options, including those which could be discounted through the appraisal process by considering them against the CSFs listed in Section 4.1. It is therefore an appraisal of the ways in which LBB ‘could’ have approached the office accommodation challenge rather than how they ‘would’. At the conclusion of the long list appraisal, the emerging short list represented the most realistic potential options worthy of full consideration.

The ‘long-list’ of potential options for Barnet’s office accommodation, considered at the SOC stage is:

1. **Do Nothing:**
The status quo option. No change and LBB continue in occupation of both Units 2 and 4 North London Business Park and Barnet House. Break clause is not operated.
2. **Consolidate into Barnet House and NLBP Unit 2:**
Trigger the break clause on Unit 4 North London Business Park to determine occupation from October 2014 and consolidate into Barnet House and Unit 2, NLBP.
3. **Alternative rental accommodation:**
This option provides a number of alternative approaches including either relocating back office staff to a cost effective out of borough location or severing all existing leases and identifying an alternative site.
4. **Consolidate with another local authority / public body:**
Consider amalgamating with another public body along the lines of the ‘Tri-Borough’ arrangement which Westminster Council, the Royal Borough of Kensington and Chelsea and the London Borough of Hammersmith and Fulham have entered into.
5. **Retain Barnet House and build another:**
This option assumes that LBB exit both North London Business Park buildings on or before 2020 and construct a smaller bespoke development for their own occupation whilst retaining Barnet House until 2032.
6. **New office accommodation on the Grahame Park site in Colindale:**
This option assumes that LBB occupy either as leaseholder or freeholder, a new bespoke development on the Grahame Park site in Colindale from 2017 onwards.
7. **Build new office accommodation elsewhere:**
As above, but look for an alternative location other than the Colindale site.
8. **Debt and asset sale:**
This option is based on a model undertaken by a number of other bodies whereby all of the existing civic accommodation alongside other surplus properties would be sold to an institution / fund / investor (e.g. MARS and PEARS group) who would take over the liabilities usually subject to a balancing in payment. This would enable the council to effectively start again in terms of the civic accommodation with a clean sheet.
9. **Consider a full ‘commissioning’ model;**
This option assumes that all of LBB’s office accommodation would be provided through a service contract.
10. **Consolidate into all current LBB surplus accommodation:**

Use surplus accommodation throughout the portfolio to accommodate users which cannot fit readily into the reduced estate.

11. A full ‘hub and spoke’ operation:

Reconsider the current ‘central HQ’ model and move to a full ‘hub and spoke’ operation with a number of smaller offices based around the Borough.

This long list of options is appraised against the CSFs identified above and in the following table;

- **Green** assessment indicates fully meets;
- **Amber** assessment indicates partly meets; and
- **Red** assessment indicates does not meet.

Option	CSF1: Efficiency	CSF2: Desired Working Arrangements	CSF3: Strategic Aims	CSF4: Deliverability
Do Nothing	Will not deliver the required savings, leaving a significant budget gap	Adequate space but would represent a missed opportunity	A neutral impact – no negative consequences but a missed opportunity	No significant change required
Consolidate into Barnet House and NLBP Unit 2	Delivers savings in the period up to 2017 but no further savings from that period onwards	Opportunity to deliver planned changes	A neutral impact – no negative consequences but a missed opportunity	Achievable within planned timescales, but requires efficient planning and delivery given October 2015 break date is looming
Alternative rental accommodation	Potential to deliver savings	Opportunity to deliver planned changes, but potential disruption for staff	Dependent on location and nature of accommodation, could potentially facilitate greater access to LBB services	Would require an ‘interim’ solution whilst new accommodation is investigated and procured
‘Out of borough’	Potential to deliver savings	Opportunity to adapt working arrangements, but not in alignment with Smarter Working Group approach and vision	LBB does not a strategic aim of moving staff and operations out of borough for efficiency purposes	Very challenging within required timescales
Consolidate with another local authority	Potential to deliver savings	Opportunity to adapt working arrangements, but not in alignment with Smarter Working Group approach and vision	LBB does not have a strategic aim of moving to a Tri-Borough style of operation	Very challenging within required timescales

Option	CSF1: Efficiency	CSF2: Desired Working Arrangements	CSF3: Strategic Aims	CSF4: Deliverability
Retain Barnet House and build another	Potential to deliver savings. Would require up-front investment from LBB, which would require inclusion in the Capital Programme and retention of two sites would limit efficiency gains	Opportunity to deliver planned changes	Dependent on location and nature of accommodation, could potentially facilitate greater access to LBB services	Would require an 'interim' solution whilst new accommodation is developed
New office accommodation on the Grahame Park site in Colindale	Potential to deliver savings. Would require up-front investment from LBB, which would require inclusion in the Capital Programme	Opportunity to deliver planned changes	Meets strategic regeneration aims	Would require an 'interim' solution whilst new accommodation is developed
Build new office accommodation elsewhere	Potential to deliver savings. Would require up-front investment from LBB, which would require inclusion in the Capital Programme	Opportunity to deliver planned changes	Dependent on location and nature of accommodation, could potentially facilitate greater access to LBB services	Would require an 'interim' solution whilst new accommodation is developed and the identification of suitable premises may delay timescales further
Debt and asset sale	Potential to deliver savings. Scale and scope very unpredictable without further investigation	Opportunity to deliver planned changes, but potential disruption for staff	LBB does not have a strategic aim to proceed on this basis	Very challenging within required timescales
Operate a full 'commissioning' model	Potential to deliver savings. Scale and scope very unpredictable without further investigation	Opportunity to deliver planned changes, but potential disruption for staff	LBB does not have a strategic aim to proceed on this basis	Very challenging within required timescales
Consolidate into all current surplus accommodation	Unlikely to achieve savings, and would require significant investment into customising existing estate for accommodation. Not assessed as financially feasible	Does not align with the Smarter Working Group plans for accommodation. Less scope for flexible working within a highly geographically diverse workforce.	Dependent on location and nature of accommodation, could potentially facilitate greater access to LBB services	Very challenging within required timescales
'Hub and spoke'	Unlikely to achieve savings, and would require significant investment into new premises with an appropriate size / scale and geographical footprint	Does not align with the Smarter Working Group plans for accommodation. Less scope for flexible working within a highly geographically diverse workforce.	Dependent on location and nature of accommodation, could potentially facilitate greater access to LBB services	Very challenging within required timescales

From this long list appraisal, the following conclusions can be drawn:

- Considering new office accommodation on the Grahame Park site in Colindale has a number of advantages. It could deliver savings (pending further investigation in the short list appraisal), meets a primary regeneration objective of LBB and can be designed around optimal working arrangements. It would, however, entail potential disruption for staff and does require an 'interim' solution whilst the site is developed. It is a preferable option to others which involve the building of new accommodation as it is in an ideal location for regeneration (and is easier to make firm cost estimates for the short list appraisal);
- Consolidation into Barnet House and NLBP is a suitable 'Do Minimum' option that should continue to the shortlist. It is preferable to seeking alternative rental accommodation as it is both a potential interim solution that can be delivered relatively quickly and it involves less disruption for staff;
- 'Do nothing' is not a desirable option as it does not deliver the savings required against LBB's budget baseline. It should, however, be retained for the short list appraisal as a comparator option to test others against; and
- A number of long list options are not suitable for further consideration on the shortlist as they are either (or both) not strategically aligned to LBB's directions or are not deemed financially deliverable within the required timescales. This include 'out of borough', sharing with other local authorities or public bodies, a debt and asset sale, a 'commissioning' model for accommodation, using all surplus accommodation or a hub and spoke approach.

10. Appendix B: Site location and access¹³

The proposed development site comprises a vacant 0.4 ha plot situated within Grahame Park in the Colindale Ward of the London Borough of Barnet. It is located along a re-aligned Lanacre Avenue approximately 50 metres to the north of its junction with Grahame Park Way. The site falls within the Grahame Park Masterplan, which was granted planning consent in 2007. The proposed new Council office building (Class B1) will be on land known as Plot 8, Lanacre Avenue and was approved for planning permission in October 2015.



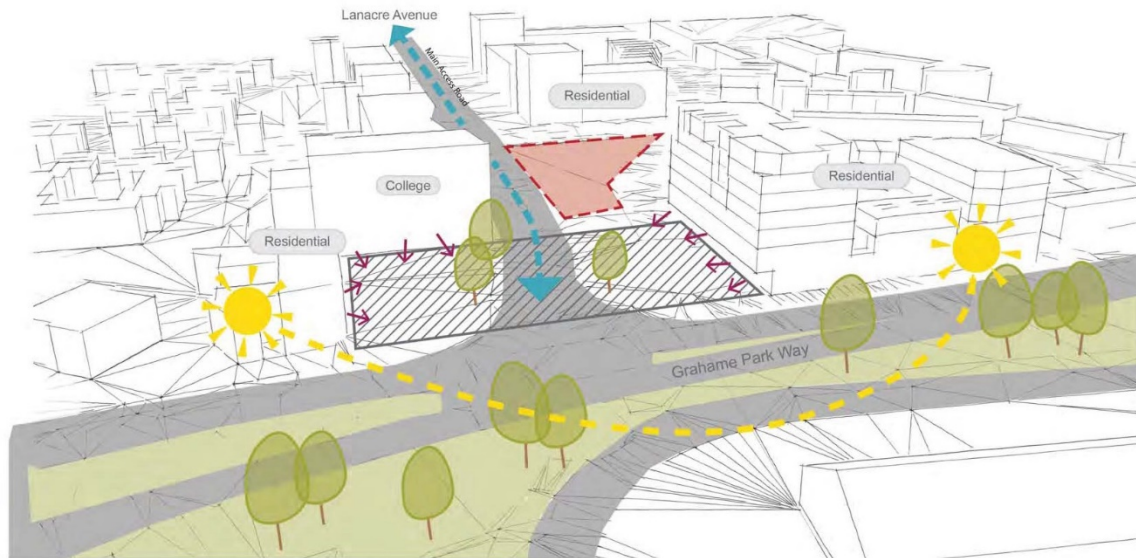
As part of the Grahame Park Estate masterplan the proposed office block would form one of a number of mixed use new buildings around the emerging 'Southern Square' key gateway. It would occupy a tight and prominent site between the new Southern Square adjacent to the new College and large residential/ commercial block with residential uses to the rear. The proposed building would make provision for drop-off areas, on-site parking for 5 disabled spaces, cycle parking and refuse/recycling facilities. Given the space constraints on-site provision would be made for approximately 192 car parking spaces off-site in a location nearby at the RAF Museum further north along Grahame Park Way.

The site sits on Southern Square, Plot A1 of the previously approved Graham Park Masterplan. Plot A1 is located in Phase 1B of the Masterplan development. The site is bounded by Grahame Park Way to the east and south and by Lanacre Avenue to the west. The site extends as far as Hundred Acre to the northwest and Lower Strand to the northeast. The application site for Phase 1B is bounded by residential properties to the west, (including Arran Court and Deal Court), Grahame Park Way to the

¹³ Stage 3 Report, Re

south and east and Little Strand to the north. The site is at the gateway to Grahame Park from the south and is close to Colindale Tube Station.

The proposed development is well located within short walking distance of several large areas of greenspace.



-  Proposed Development Site
-  Public Square
-  Main Access Route
-  Active Frontage

10.1. Access and Transport Network

Colindale will experience a significant increase in resident population and travel demand over the AAP (Area Action Planning) period. The proposals for transport and movement aim to encourage use of sustainable travel modes through the provision of better and safer pedestrian and cycle permeability, connections and facilities; opening up the area for more frequent bus services reaching more destinations, and using travel plans for developments to encourage use of more sustainable modes. The AAP therefore proposes a balanced provision across all modes of transport to ensure that future travel demands can be catered for and that real travel choice is provided within a sustainable transport framework. The proposals establish:

- How new and existing routes within the Colindale area integrate with the existing infrastructure;
- The provision made for all forms of movement, but in particular walking, cycling and public transport;
- How the proposed development can benefit Colindale as a whole, including existing areas, by improving connections such as providing new bus routes and more direct and safe pedestrian and cycle routes to, from and between the Corridors of Change and particularly the new neighbourhood centre;

- How movement will be provided for during each phase of the proposed development.

Existing Public Transport

An off-site car park will be provided on Grahame Park Way to the north of the RAF Museum building and to the south of Avion Crescent that includes the construction of a new access on Grahame Park Way. Once complete the off-site car park will accommodate 192 spaces. This will be allocated to pool cars, car sharers and those whose journey is not able to be made by sustainable transport mode due to accessibility or a carer or have an electric vehicle. The planning application didn't include the provision of the off-site car park and the delivery of this will be secured via planning condition for the proposed office. It is proposed that 5 on site car parking spaces for disabled use are provided for the B1 Office use.

A Cycle Environment Review System (CERS) audit has been undertaken for this development. The findings were generally neutral, with 17 of the 67 items being classified as 'green' (positive overall), 50 items were allocated an 'amber' (average overall). An overall strategy for signage, measures to improve cycle priority and effective width and inclusion of cycle parking will improve the cycle environment. The proposed development will provide secure parking for approximately 85 cycles and 11 short term cycle spaces which exceeds the London Plan 2015 cycle parking requirements.

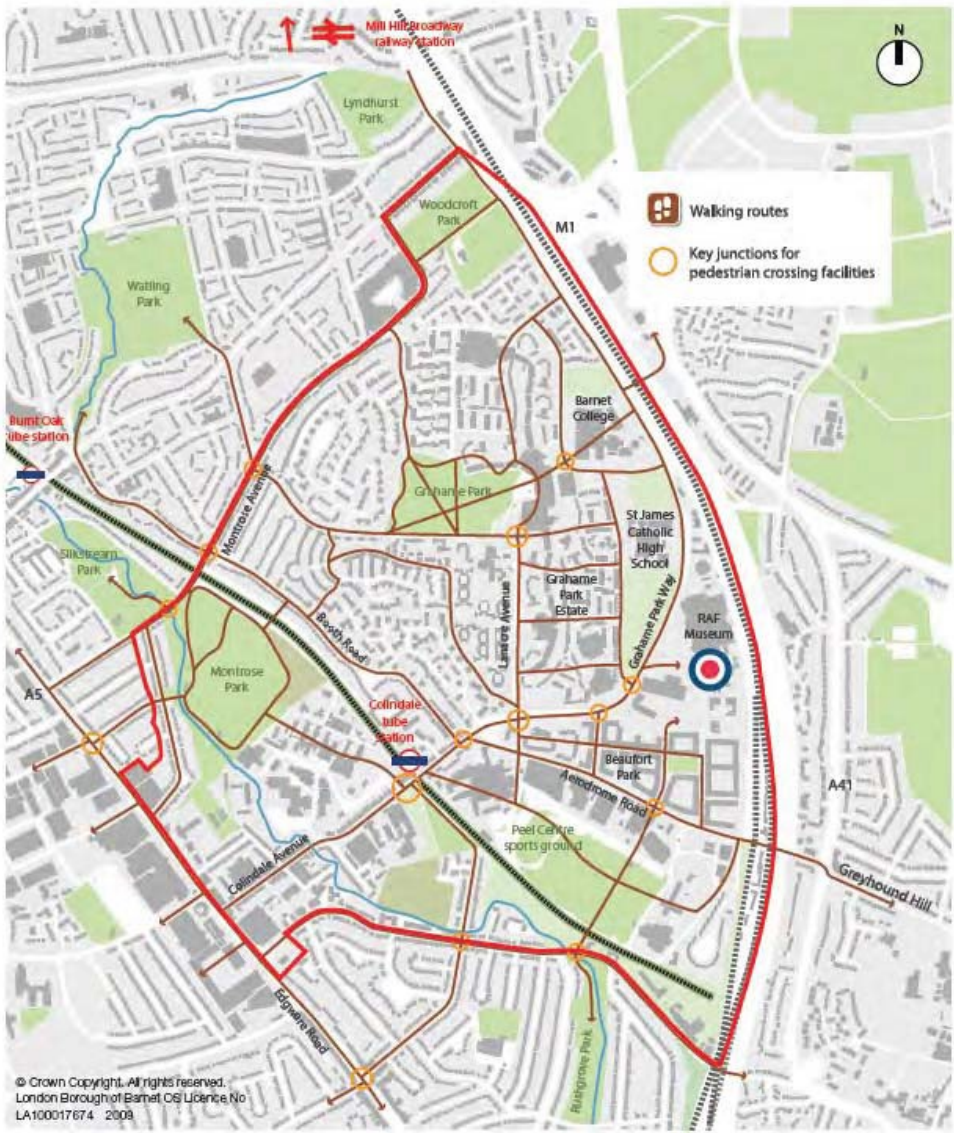
The Public Transport Accessibility Level (PTAL) was downloaded from TfL's PTAL website. Based on this system, the proposed development site has an AI of 13.19 and a rating of 3, 'moderate'. The Public Transport Accessibility Levels (PTAL) is graded from 1 for poor accessibility to 5/6 for excellent accessibility.

The site is served by London Underground and London Bus services. The nearest mainline railway station 2.5km away served by local buses. A summary of the local public transport services follows.

The nearest underground station is Colindale Station, with this located approximately 400 metres from the site. Colindale Station, in Travelcard Zone 4, is serviced by the Northern Line (Edgware Branch) which provides connections to Burnt Oak and Edgware to the north and Brent Cross, Golders Green and then onto Central London to the south. Typical destinations within easy reach to the south include Camden Town (20 minutes), Oxford Street (29 minutes) Trafalgar Square (31 minutes) and the South Bank (34 minutes). The Northern Line also provides direct access to Waterloo and Kings Cross St. Pancras stations which provide connections to both national and international rail networks

The development is served by bus routes 113, 186, 204, 303, 324, and N5 with bus stops located in the close vicinity.

The proposed development is situated almost mid-way between two mainline railway stations, Mill Hill Broadway to the north, which is approximately 2.5kms away and Hendon, approximately 2.9kms away. Both Stations provide direction connections to London St. Pancras every 15 minutes. Services in a northerly direction connect to Luton, Bedford and beyond. Both stations can be accessed via the local bus network using bus 186 for Mill Hill Broadway and, buses 204 and 183 for Hendon with services providing connections to those wishing to travel by train.



11. Appendix C: Detailed economic analysis

11.1. Appraisal methodology and notes

Both option appraisals assume the following:

- Costs exclude VAT;
- All one-off costs for estate consolidation are assumed to be incurred in 2015/16 and one-off costs for Colindale are assumed to be incurred in 2017/18, with ongoing Smarter and Agile Working project costs in 2016/17;
- The options considered have been appraised over 54 years (2015/16 – 2068/69) with costs / savings discounted over those periods at 3.5%;
- Contingency for build risk is included at 2.5% within capital build estimates provided by Re;
- All values are stated at current prices.
- Current income levels remain constant after the Colindale move

11.2. Estate consolidation review

As previously mentioned, a consolidation of the estate has already been delivered - after June 2015 and consequently the most up-to-date costs and benefits associated with the consolidation were not captured in the OBC report. In order to retrospectively review the costs and benefits of delivering the consolidation programme the Baseline (Post Consolidation) is compared against Baseline (Pre Consolidation). This is summarised below.

- **Baseline (Pre Consolidation):** Commencing September 2013, leases at both NLBP sites and Barnet House totalling 262,000 sq ft
 - NLBP Unit 2: 178,000 sq ft
 - NLBP Unit 4: 43,000 sq ft
 - Barnet House: 41,000 sq ft
- **Baseline (Post Consolidation):** Commencing October 2015, continuing with today's status quo setup. Leases at both NLBP sites and Barnet House totalling 175,000 sq ft
 - NLBP Unit 2: 70,000 sq ft
 - NLBP Unit 4: 29,000 sq ft
 - Barnet House: 76,000 sq ft

Qualitative appraisal

Through implementing the Baseline (Post Consolidation) option in October 2015, the Council has reduced its accommodation footprint by 33%, delivered savings towards the MTFs, increased utilisation, made initial steps towards Smarter Working and supported integrated working through the collocating of services. However, the estate still remains split over a number of sites and this programme of work did not contribute to the Council's regeneration plans.

Quantitative appraisal

In delivering the Baseline (Post Consolidation), £7.3m has been spent to date in delivery costs, in addition to £8.9m future one-off refurbishment and dilapidation costs. This option represents an £85.1m NPV saving against the Baseline (Pre Consolidation) over the next 54 years.

Analysis over 54 years (Sep 2013 to 2067)	Baseline (Pre Consolidation)	Baseline (Post Consolidation)
One-off capital costs	- 16.2 m	- 7.5 m
Estates running costs (net of rental income)	- 450.5 m	- 259.3 m
Net total costs / savings of Baseline (Pre Consolidation)	- 466.7 m	
Net discounted total costs / savings of Baseline (Pre Consolidation)	- 219.0 m	
Running costs savings against Baseline (Pre Consolidation)		450.5 m
Net total costs / savings against Baseline (Pre Consolidation)		183.7 m
Net discounted total costs / savings against Baseline (Pre Consolidation)		85.1 m

11.3. Baseline (Post Consolidation) appraisal

Total one-off costs are as follows:

- Barnet House:
 - Required refurbishment: £5.5m
 - End of lease dilapidation: £1.2m
- NLBP Unit 2:
 - Required refurbishment: £0.0m
 - End of lease dilapidation: £0.5m
- NLBP Unit 4:
 - Required refurbishment: £0.0m
 - End of lease dilapidation: £0.2m

10 year annual recurrent costs are as follows:

Option:	Baseline Post Consolidation										
	Year Year end	2015/16 Mar-16	2016/17 Mar-17	2017/18 Mar-18	2018/19 Mar-19	2019/20 Mar-20	2020/21 Mar-21	2021/22 Mar-22	2022/23 Mar-23	2023/24 Mar-24	2024/25 Mar-25
Length of analysis (years):	54										
Barnet House - from Oct-15 (Post Consolidation)											
Rent	- 372,500	- 745,000	- 745,000	- 745,000	- 745,000	- 745,000	- 745,000	- 745,000	- 745,000	- 745,000	- 745,000
Service charge	-	-	-	-	-	-	-	-	-	-	-
Business rates	- 178,210	- 356,420	- 356,420	- 356,420	- 356,420	- 356,420	- 356,420	- 356,420	- 356,420	- 356,420	- 356,420
FM running costs	- 279,806	- 559,612	- 559,612	- 559,612	- 559,612	- 559,612	- 559,612	- 559,612	- 559,612	- 559,612	- 559,612
Additional FM costs due to increased occupancy	- 144,217	- 288,435	- 288,435	- 288,435	- 288,435	- 288,435	- 288,435	- 288,435	- 288,435	- 288,435	- 288,435
NLBP 2 - from Oct 2015 (Post Consolidation)											
Rent	- 359,140	- 718,279	- 924,600	- 1,308,420	- 1,308,420	- 1,308,420	- 1,308,420	- 1,308,420	- 1,308,420	- 1,308,420	- 1,308,420
Service charge	- 127,536	- 255,071	- 334,814	- 414,558	- 414,558	- 414,558	- 414,558	- 414,558	- 414,558	- 414,558	- 414,558
Business rates	- 141,815	- 283,630	- 346,129	- 408,628	- 408,628	- 408,628	- 408,628	- 408,628	- 408,628	- 408,628	- 408,628
FM running costs	- 255,691	- 511,381	- 671,255	- 831,129	- 831,129	- 831,129	- 831,129	- 831,129	- 831,129	- 831,129	- 831,129
NLBP car parking	- 63,000	- 63,000	- 63,000	- 63,000	- 63,000	- 63,000	- 63,000	- 63,000	- 63,000	- 63,000	- 63,000
NLBP 4 - from Oct-15 (Post Consolidation)											
Rent	- 342,500	- 685,000	- 685,000	- 685,000	- 685,000	- 685,000	- 685,000	- 685,000	- 685,000	- 685,000	- 685,000
Service charge	- 91,122	- 182,244	- 182,244	- 182,244	- 182,244	- 182,244	- 182,244	- 182,244	- 182,244	- 182,244	- 182,244
Business rates	- 82,468	- 164,937	- 164,937	- 164,937	- 164,937	- 164,937	- 164,937	- 164,937	- 164,937	- 164,937	- 164,937
FM running costs	- 98,931	- 197,862	- 197,862	- 197,862	- 197,862	- 197,862	- 197,862	- 197,862	- 197,862	- 197,862	- 197,862
Post Consolidation income											
Barnet Council (including any sub-lease or licence arrangements with 3rd party)	10,200	20,400	20,400	20,400	20,400	20,400	20,400	20,400	20,400	20,400	20,400
Customer & Support Group	-	-	-	-	-	-	-	-	-	-	-
Re	252,564	505,128	505,128	505,128	505,128	505,128	505,128	505,128	505,128	505,128	505,128
Barnet Homes - Rent	115,475	230,950	230,950	230,950	230,950	230,950	230,950	230,950	230,950	230,950	230,950
Barnet Homes - Service Charge	167,509	335,018	335,018	335,018	335,018	335,018	335,018	335,018	335,018	335,018	335,018
CCG	91,390	182,780	182,780	182,780	182,780	182,780	182,780	182,780	182,780	182,780	182,780
Total Buildings Related Running Costs	-	259,269,306	- 1,899,798	- 3,736,595	- 4,245,032	- 4,930,968	- 4,930,968	- 4,930,968	- 4,930,968	- 4,930,968	- 4,930,968

11.4. Option 1

Total one-off costs are as follows:

Total: £10.5m

- Barnet House:
 - Required refurbishment: £5.5m
- Colindale Fit-Out costs:
 - Cat B Fit-Out costs: £3.0m
 - Cat B Fit-Out feeds: £0.3m
- Colindale Equipment costs:
 - IT equipment: £0.9m
 - AV equipment: £0.3m
 - Additional furniture: £0.2m
- Transition costs:
 - Move management: £0.2m
 - Decant & move: £0.1m

10 year annual recurrent costs are as follows:

Option:	Option 1												
	Length of analysis (years):	Year end	Start: Oct-15			Colindale Jul-18							
			2015/16 Mar-16	2016/17 Mar-17	2017/18 Mar-18	2018/19 Mar-19	2019/20 Mar-20	2020/21 Mar-21	2021/22 Mar-22	2022/23 Mar-23	2023/24 Mar-24	2024/25 Mar-25	
	54	1	2	3	4	5	6	7	8	9	10		
NLBP 2 - from Oct 2015 (Option 1)													
Rent		- 359,140	- 718,279	- 924,600	- 1,308,420	- 436,140	-	-	-	-	-		
Service charge		- 127,536	- 255,071	- 334,814	- 414,558	- 138,186	-	-	-	-	-		
Business rates		- 141,815	- 283,630	- 346,129	- 408,628	- 136,209	-	-	-	-	-		
FM running costs		- 255,691	- 511,381	- 671,255	- 831,129	- 277,043	-	-	-	-	-		
NLBP car parking		- 63,000	- 63,000	- 63,000	- 47,250	-	-	-	-	-	-		
NLBP 4 - from Oct-15 (Option 1)													
Rent		- 91,122	- 182,244	- 182,244	- 379,209								
Service charge		- 82,468	- 164,937	- 164,937	- 335,838								
Business rates		- 98,931	- 197,862	- 197,862	- 411,708								
FM running costs													
Colindale (Option 1)													
Capital build cost + interest		-	- 338,081	- 843,644	- 2,008,319	- 2,008,319	- 2,122,337	- 2,110,554	- 2,083,300	- 2,056,046	- 2,028,792		
Lifecycle costs		-	-	-	-	- 37,500	- 50,000	- 50,000	- 50,000	- 50,000	- 50,000		
Business rates		-	-	-	-	- 423,619	- 564,825	- 564,825	- 564,825	- 564,825	- 564,825		
FM running costs		-	-	-	-	- 493,500	- 658,000	- 658,000	- 658,000	- 658,000	- 658,000		
Car Parking		-	-	-	-	- 184,000	- 184,000	- 184,000	- 184,000	- 184,000	- 184,000		
Option 1 income													
Barnet Council (including any sub-lease or licence arrangements with 3rd party Customer & Support Group)		10,200	20,400	20,400	20,400	20,400	20,400	20,400	20,400	20,400	20,400		
Re		252,564	505,128	505,128	505,128	505,128	505,128	505,128	505,128	505,128	505,128		
Barnet Homes - Rent		115,475	230,950	230,950	230,950	230,950	230,950	230,950	230,950	230,950	230,950		
Barnet Homes - Service Charge		167,509	335,018	335,018	335,018	335,018	335,018	335,018	335,018	335,018	335,018		
CCG		91,390	182,780	182,780	182,780	182,780	182,780	182,780	182,780	182,780	182,780		
Total Buildings Related Running Costs		-	127,122,819	- 1,557,298	- 3,389,676	- 4,403,676	- 6,820,251	- 4,809,708	- 4,254,354	- 4,242,571	- 4,215,317	- 4,188,063	- 4,160,809

12. Appendix D: Building services and facilities management

Capita is required to deliver building services and facilities management services as per Schedule 1 of the CSG Contract¹⁴.

Building services:

- Planned Preventative Maintenance;
- Undertake Statutory Testing and Inspection;
- Provide emergency/reactive repairs maintenance;
- Building Surveying Services;
- Energy and Utilities;
- Help desk;
- Cemeteries and war memorials;
- Traded Services; and
- Provide building adaptations and temporary accommodation units.

Facilities management:

- Compliance documentation;
- Security services – vetting;
- Security services – static;
- CCTV;
- Control of access;
- Porterage and courier service;
- Goods in;
- Fire Management;
- Equipment & systems;
- Statutory testing and inspection;
- Reactive repairs and maintenance;
- Waste Management;
- Recyclable waste;
- Cleaning;
- Office space;
- Office moves;
- Corporate room bookings;
- Reception;
- Energy & Utilities;
- Car parking;
- Liaison with landlords;
- Managing tenants;
- Mayoral & civic events;
- Signage;

¹⁴ <https://www.barnet.gov.uk/citizen-home/council-and-democracy/one-barnet-transformation-programme/customer-and-support-group-csg/customer-and-support-group-csg-formerly-nscso-contract/schedule-1---output-specifications.html>

- Mobile phones;
- Archiving;
- Clocks;
- Vending machines; and
- Unmanned operations sites.

13. Appendix E: Stage 4 design

13.1. Building design

The proposals for the site have been developed by the client and design team to promote a cohesive sense of place and reinforce local identity. The proposals for the site have been developed in relation to the Graham Park Masterplan and national, regional and local planning policies and more specific sustainability and accessibility guidance including:

- Colindale Area Action Plan
- Barnet's Local Plan (Core Strategy) Development Plan Document, September 2012
- Barnet's Local Plan (Development Management Policies), Development Plan Document, September 2012
- 'One Barnet' Sustainable Community Strategy 2010-20a
- National Planning Policy Framework
- The London Plan 2011 - Sustainable Design and Construction (Supplementary Guidance) 2014

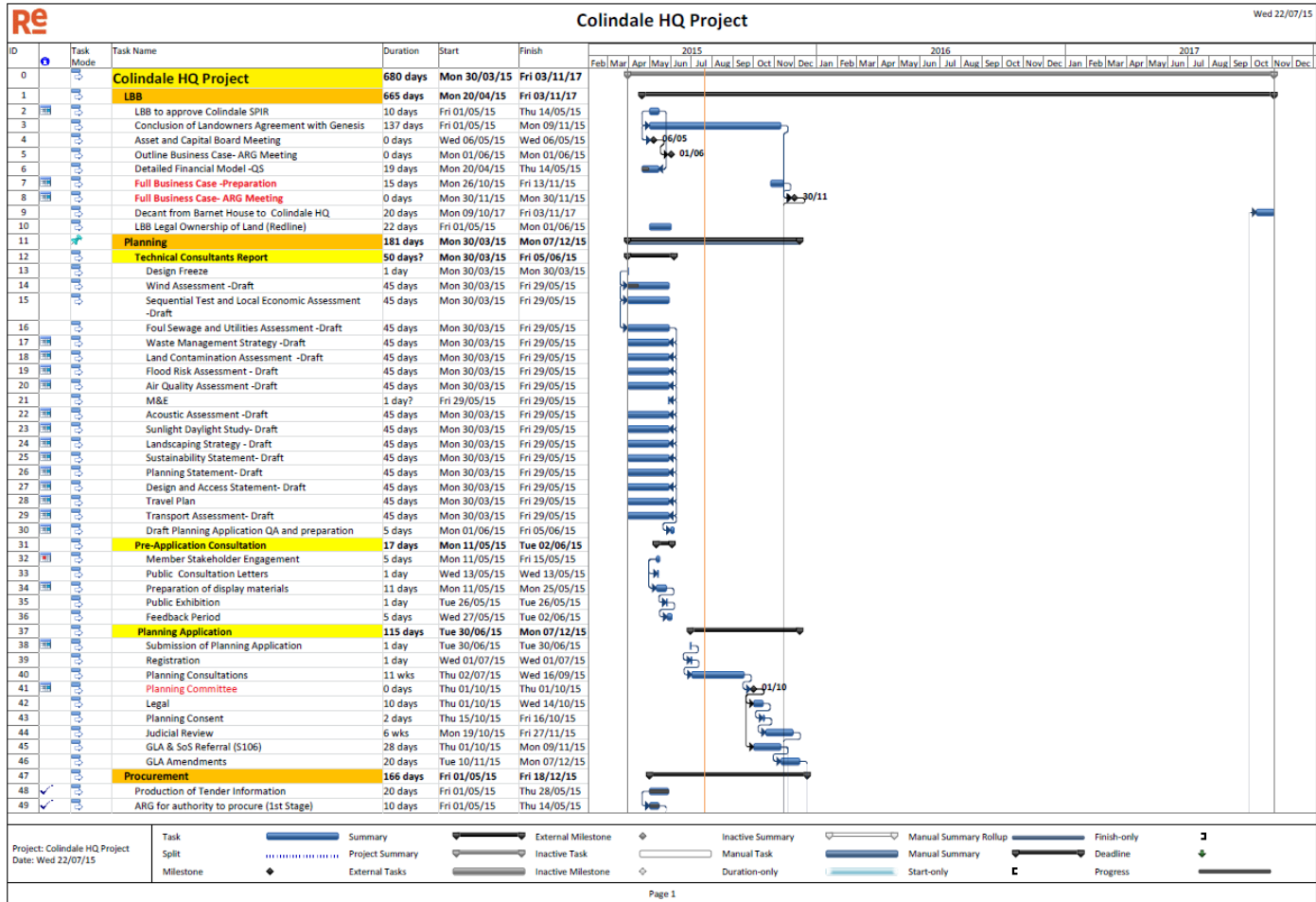
13.2. Environmental impact

The building fabric and building services, has been developed to comply with the requirements of Part 'L2A' 2013 of the Building Regulations and the GLA – London Plan 2015. The approach of the development is to embed sustainability into the heart of the design from the outset and it also takes into account the relevant LBB policies and strategies.

The development will seek to consider all aspects of sustainable development, including social and economic impacts. The development will minimise impacts on the environment through a range of measures such as:

- energy efficient design
- low water consuming sanitary ware
- provision of recyclable waste storage
- minimised waste during construction
- protection of site ecology and enhanced habitats
- Improved access to public transport
- provision of trickle charge points for electric vehicles
- sustainable surface water attenuation
- the use of low embodied impact materials

14. Appendix F: Colindale programme plan



15. Appendix G: Sample Smarter Working and Colindale risk log

Ref	Risk Type	Risk Description	Date Raised	Action	Current Status	Cost Impact	Closure Date	Closing Authority
Re-021	Project management	Site constraints affect storage, parking, site accommodation and welfare facilities	May 2015	Main contractor (MC) may need to seek additional off site facilities for their use. An option would be for the MC to enter into an early agreement directly with the RAF to use the proposed car park for LBB. The RAF have agreed that their site can be used as a holding area, however, they are asking excessive licence fees from the MC.	Open	TBC		

16. Appendix H: Benefits realisation templates

Benefit	Measure	Baseline performance	Target	Measure Frequency	Owner
Better accommodation for staff that supports efficient use of the estate and promotes Smarter Working	<p>Accommodation delivered, which meets design specifications.</p> <p>Desking ratio targets.</p> <p>Accommodation footprint (total size).</p> <p>Staff survey results.</p> <p>Fewer reports of problems to FM.</p> <p>Feedback from staff on how engaged they felt in the design of the building.</p>	<p>Current accommodation across Barnet House, NLBP2 and 4.</p> <p>Barnet House recently undergone necessary modernisation, but many aspects still outdated and non-flexible.</p> <p>Office accommodation across existing sites, provides some flexibility.</p> <p>Many (not all) teams 7:10 ratio after initial introduction of Smarter Working practises. An office utilisation study will baseline the actual current</p>	<p>Provide modern, flexible office accommodation of 90,000 sq ft in Colindale</p> <p>Provide technology solutions within the building to support Smarter Working.</p> <p>Provide a range of workstation set-ups and meeting spaces.</p> <p>Maximum 7:10 desk ratio across the whole estate</p> <p>Reduction in overall footprint.</p> <p>Exposure to daylight in meeting spaces.</p> <p>Climate control.</p> <p>Better quality provision of toilet and wash facilities.</p> <p>More reliable building.</p> <p>Places to eat and socialise.</p>	Monthly until programme delivered.	Chris Smith

Benefit	Measure	Baseline performance	Target	Measure Frequency	Owner
		ratios and test the target ratio for Colindale.	Welcoming environment. Outsides spaces used regularly by staff.		
Staff able to spend more time on front-line services through introduction of Smarter Working practises and locality working	Resident satisfaction surveys. Service specific user satisfaction surveys. Staff satisfaction in staff survey. Caseload data by service. Service specific KPIs.	Use existing: Resident and service user satisfaction surveys. Staff survey. Caseload data. Service specific KPIs.	Users are happier with the service provided. Staff report that their workloads are manageable. In some specific services more clients are met and cases dealt with. Enhanced quality of work.	Quarterly in lead up to changes and beyond. (Some measures are recorded annually)	Jamie Masraff
Staff feel happy working for Barnet Council and partners, positive impact on recruitment and service delivery	Staff satisfaction in staff survey. Number of applications per post advertised, in hard to fill posts. Service delivery KPIs. Increased proportion of staff recruited from	Engagement Index score in staff survey 2015 – 49% Feedback from staff user groups. Exit interview data. Data on hard to recruit groups such as Social	Improvements in the Engagement Index score Increased recruitment and retention of hard to reach staff. Enhanced skill base in the area (e.g. residents working for the council).	Quarterly in lead up to changes and beyond. (Some measures are recorded annually)	Liz Hammond

Benefit	Measure	Baseline performance	Target	Measure Frequency	Owner
	within the borough.	Workers			
Increased partnership working, resulting in better outcomes for residents and specific users	<p>Number of co-located teams.</p> <p>KPIs where teams are co-located.</p>	<p>Outline of existing partnership and arrangements and co-located teams and enabling factors to support ways to working.</p> <p>Existing KPIs by service area.</p>	<p>Increases Partnership working and co-location across all sectors.</p> <p>Number of enabling factors introduced to support co-location and partnership working.</p>	Quarterly in lead up to changes and beyond.	Anisa Darr

17. Appendix I: Planning permission

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Development Management & Building Control Service
Barnet House, 1255 High Road, Whetstone, N20 0EJ
Contact Number: 0208 359 4729

Melanie Pullen

Application Number: **15/04039/FUL**

Regional Enterprise Ltd (RE)

Registered Date: 30 June 2015

Building 4

North London Business Park

Oakleigh Road North

London

N11 1NP

TOWN AND COUNTRY PLANNING ACT 1990

GRANT OF PLANNING PERMISSION

TAKE NOTICE that the Barnet London Borough Council, in exercise of its powers as Local Planning Authority under the above Act, hereby:

GRANTS PLANNING PERMISSION for:

Construction of a new council office building between 4 and 9 storeys in height providing 11,146 sqm of floorspace comprising 10,646 sqm of (B1) office space and 170sqm of (A3) cafe and ancillary space on ground floor and basement. Provision of landscaping and public realm improvements, car and cycle parking and refuse and recycling stores. Amended Plans showing alterations to design of proposed council office building.

At: Plot 8, Lanacre Avenue, Colindale, NW9

as referred to in your application and shown on the accompanying plan(s):

Subject to the following condition(s):

- 1 This development must be begun within three years from the date of this permission

Reason: To comply with Section 51 of the Planning and Compulsory Purchase Act 2004.

- 2 The development hereby permitted shall be carried out in accordance with the following approved plans:

ALL DRAWING NUMBERS BELOW FROM 910 000 TO 083 001 ARE PREFIXED
BY: CO_079166 OPT90K_SQFT WIP 21 - SHEET

910 000 - LOCATION PLAN;
910 001 - EXISTING SITE PLAN
910 002 - PROPOSED SITE PLAN;
061 001 - GROUND FLOOR - LOW LEVEL GENERAL ARRANGEMENT
061 002 - FIRST FLOOR GENERAL ARRANGEMENT
061 003 - SECOND FLOOR GENERAL ARRANGEMENT
061 004 - THIRD FLOOR GENERAL ARRANGEMENT
061 005 - FOURTH FLOOR GENERAL ARRANGEMENT
061 006 - FIFTH FLOOR GENERAL ARRANGEMENT;
061 007 - SIXTH FLOOR GENERAL ARRANGEMENT
061 008 - SEVENTH FLOOR GENERAL ARRANGEMENT
061 009 - EIGHTH FLOOR GENERAL ARRANGEMENT
061 010 - ROOF PLAN GENERAL ARRANGEMENT
061 011 - ROOF PLAN PVS GENERAL ARRANGEMENT
062 003 - SOUTH ELEVATION
062 004 - NORTH ELEVATION
062 005 - EAST ELEVATION
062 006 - WEST ELEVATION
083 001 - NETT LETTABLE AREAS

CO-CP-ZZ-ZZZ-DVF-AR-060-001_BUILDING 3D VIEWS
CO-CP-ZZ-ZZZ-DEL-AR-062-001_ELEVATIONS A AND B
CO-CP-ZZ-ZZZ-DEL-AR-062-002_SITE ELEVATIONS C AND D
CO-CP-ZZ-ZZZ-DSC-AR-063-001_SITE SECTION 1
CO-CP-ZZ-ZZZ-DEL-AR-063-002_SITE SECTIONS 2 AND 3
CO-CP-ZZ-ZZZ-DEL-AR-062-125_ELEVATION AND SECTION

COMPLETED APPLICATION FORM AND CERTIFICATE
LOCATION PLAN
PLANNING STATEMENT
STATEMENT OF COMMUNITY INVOLVEMENT
DESIGN AND ACCESS STATEMENT (INCLUDING LANDSCAPING STRATEGY)
HIGHWAY DESIGN & ACCESS STATEMENT
ECOLOGICAL ASSESSMENT
SEQUENTIAL TEST & LOCAL ECONOMIC IMPACT ANALYSIS
DRAINAGE STRATEGY
TRANSPORT ASSESSMENT
PERS ASSESSMENT
CERS ASSESSMENT
TRAVEL PLAN
DAYLIGHT ASSESSMENT REPORT
DAYLIGHT STUDY
GEO-TECHNICAL DESKTOP STUDY
ACOUSTIC SURVEY
AIR QUALITY ASSESSMENT
CONTAMINATED LAND DESKTOP STUDY
ENERGY AND SUSTAINABILITY STATEMENT
BREEAM PRELIMINARY ASSESSMENT
WASTE STRATEGY
FLOOD RISK ASSESSMENT

UTILITIES REPORT
STRUCTURAL ENGINEERING REPORT
FIRE STRATEGY - STAGE 3 RIBA
PRE-CONSTRUCTION INFORMATION
TRANSPORT ASSESSMENT PART 1
TRANSPORT ASSESSMENT PART 2
TRANSPORT ASSESSMENT PART 3

Reason: For the avoidance of doubt and in the interests of proper planning and so as to ensure that the development is carried out fully in accordance with the plans as assessed in accordance with Policies CS NPPF and CS1 of the Local Plan Core Strategy (adopted September 2012) and Policy DM01 of the Development Management Policies DPD (adopted September 2012).

- 3 a) No development other than works up to ground level shall take place until details of the materials to be used for the external surfaces of the building(s) and hard surfaced areas hereby approved have been submitted to and approved in writing by the Local Planning Authority.
- b) The development shall thereafter be implemented in accordance with the materials as approved under this condition.

Reason: To safeguard the character and visual amenities of the site and wider area and to ensure that the building is constructed in accordance with Policies CS NPPF and CS1 of the Local Plan Core Strategy (adopted September 2012), Policy DM01 of the Development Management Policies DPD (adopted September 2012) and Policies 1.1, 7.4, 7.5 and 7.6 of the London Plan 2011.

- 4 a) No development shall take place until details of the levels of the building(s), road(s) and footpath(s) in relation to the adjoining land and highway(s) and any other changes proposed in the levels of the site have been submitted to and approved in writing by the Local Planning Authority.
- b) The development shall thereafter be implemented in accordance with the details as approved under this condition and retained as such thereafter.

Reason: To ensure that the development is carried out at suitable levels in relation to the highway and adjoining land having regard to drainage, gradient of access, the safety and amenities of users of the site, the amenities of the area and the health of any trees or vegetation in accordance with policies CS NPPF, CS1, CS5 and CS7 of the Local Plan Core Strategy (adopted September 2012), Policies DM01, DM04 and DM17 of the Development Management Policies DPD (adopted September 2012), and Policies 7.4, 7.5, 7.6 and 7.21 of the London Plan 2011.

- 5 a) No development other than works up to ground level shall take place until a scheme indicating the provision to be made for disabled people to gain access to the development has been submitted to and approved in writing by the Local Planning Authority.
- b) The scheme approved under this condition shall be implemented in its entirety before the first occupation of the development or commencement of the use and retained as such thereafter.

Reason: To ensure adequate access levels within the development in accordance with Policy DM03 of the Development Management Policies DPD (adopted September 2012), the Sustainable Design and Construction SPD (adopted April 2013) and Policy 7.2 of the London Plan 2011.

- 6 The five disabled parking spaces shown on the drawings hereby approved shall be provided prior to the first occupation of the building. The disabled parking bays shall be appropriately line-marked and thereafter kept available for the parking of vehicles at all times. The development shall be carried out strictly in accordance with the details so approved and shall be maintained as such thereafter.

Reason: In the interest of securing the provision of an appropriate number and standard of disabled parking spaces

- 7 The development shall be designed and implemented in accordance with the principles of Inclusive Design. To achieve this:
 - a) At least one accessible WC measuring at least 1500x2200mm and fitted with outward opening doors shall be provided at ground and all upper floors;
 - b) The lifts shall be provided as shown on the plans hereby approved and installed and operational prior to the first occupation of the building;
 - c) A manoeuvring space of at least 1500x1500mm shall be provided in front of all lift entrances;
 - d) Level thresholds shall be provided to all external terraces.

The development shall be carried out strictly in accordance with the details so approved, shall be maintained as such thereafter and no change there from shall take place without the prior written consent of the Local Planning Authority.

Reason: In order to facilitate and promote inclusive and sustainable communities

- 8 A landscaping scheme for the development, including each of the proposed terraces, shall be submitted to, and approved in writing by the Local Planning Authority, and completed prior to occupation or such other date for implementation as agreed in the approval.

The landscaping scheme shall include the following details:

- a) an updated Access Statement detailing routes through the landscape and the facilities it provides;
- b) a biodiversity statement detailing how the landscaping scheme maximises biodiversity (including the provision of bats and bird nest boxes);
- c) proposed trees and associated planters: their location, species and size;
- d) soft plantings: including grass and turf areas, shrub and herbaceous areas;
- e) enclosures: including types, dimensions and treatments of walls, fences, screen walls, barriers, rails and hedges;
- f) hard landscaping: including ground surfaces, kerbs, edges, ridge and flexible pavings, unit paving, furniture, steps and if applicable synthetic surfaces;
- g) any other landscaping feature(s) forming part of the scheme.

All landscaping in accordance with the approved scheme shall be completed/planted during the first planting season following practical completion of the development hereby approved. The landscaping and tree planting shall have a two year maintenance/watering provision following planting and any existing tree shown to be retained or trees or shrubs to be planted as part of the approved landscaping scheme which are removed, die, become severely damaged or diseased within five years of completion of the development shall be replaced with the same species or an approved alternative to the satisfaction of the Local Planning Authority within the next planting season. The development shall be carried out strictly in accordance with the details so approved and shall be maintained as such thereafter

Reason: To ensure a satisfactory appearance to the development in accordance with Policies CS5 and CS7 of the Local Plan Core Strategy DPD (adopted September 2012), Policy DM01 of the Development Management Policies DPD (adopted September 2012), the Sustainable Design and Construction SPD (adopted April 2013) and 7.21 of the London Plan 201

- 9 a) No development other than works up to ground level, unless another date is agreed in writing, until details of the proposed green roof have been submitted to and approved in writing by the Local Planning Authority. The structural design of the building shall take account of the load requirements of the green roof elements.
- b) The green roof shall be implemented in accordance with the details approved this condition prior to the commencement of the use or first occupation of the development and retained as such thereafter. Should part of the approved green roof be removed, die, become severely damaged or diseased within five years of the completion of development, it shall be replaced in accordance with the details approved by this condition.

Reason: To ensure that the proposed development does not prejudice the enjoyment of the occupiers of their homes in accordance with Policies DM04 of the Development Management Policies DPD (adopted September 2012) and 7.15 of the London Plan 2011

- 10 a) Occupation of the building shall not take place until a scheme of hard and soft landscaping to the front forecourt area, including details of existing trees to be retained and size, species, planting heights, densities and positions of any soft landscaping, has been submitted to and agreed in writing by the Local Planning Authority, and completed in accordance with that approval..
- b) The proposed planting of the trees on public highway must be subject to detailed site investigation. Prior to commencement of the development hereby approved, the species, size and siting of the proposed trees on public highway including the removal of the existing trees, shall be clearly shown on a drawing to be submitted to and agreed in writing by the Local Planning Authority.
- c) All work comprised in the approved scheme of landscaping shall be carried out before the end of the first planting and seeding season following occupation of any part of the buildings or completion of the development, whichever is sooner, or commencement of the use.

d) Any existing tree shown to be retained or trees or shrubs to be planted as part of the approved landscaping scheme which are removed, die, become severely damaged or diseased within five years of the completion of development shall be replaced with trees or shrubs of appropriate size and species in the next planting season.

Reason: To ensure a satisfactory appearance to the development in accordance with Policies CS5 and CS7 of the Local Plan Core Strategy DPD (adopted September 2012), Policy DM01 of the Development Management Policies DPD (adopted September 2012), the Sustainable Design and Construction SPD (adopted April 2013) and 7.21 of the London Plan 2011.

11 a) No site works (including any temporary enabling works, site clearance and demolition) or development shall be commenced. The building shall not be occupied until details of a Landscape Management Plan for all landscaped areas for a minimum period of 25 years have been submitted to and approved in writing by the Local Planning Authority.

b) The Landscape Management Plan shall include details of long term design objectives, management responsibilities, maintenance schedules and replacement planting provisions for existing retained trees and any new soft landscaping to be planted as part of the approved landscaping scheme.

c) The approved Landscape Management Plan shall be implemented in full in accordance with details approved under this condition.

Reason: To ensure a satisfactory appearance to the development in accordance with Policy DM01 of the Development Management Policies DPD (adopted September 2012), Policies CS5 and CS7 of the Local Plan Core Strategy (adopted September 2012) and Policy 7.21 of the London Plan 2011.

12 No development shall proceed above ground level unless and until a detailed implementation, maintenance and management plan of the approved sustainable drainage scheme has been submitted to and approved in writing by the Local Planning Authority.

Those details shall include:

- I. a timetable for its implementation, and
- II. a management and maintenance plan for the lifetime of the development which shall include the arrangements to secure the operation of the sustainable drainage scheme throughout its lifetime.

No building hereby approved shall be occupied unless and until the approved sustainable drainage scheme for the site has been installed /completed strictly in accordance with the approved details.

The scheme shall thereafter be managed and maintained in accordance with the approved details.

Reason: To ensure that sustainable management of water and minimise the potential for surface level flooding.

- 13 a) No development or site works shall take place on site until a 'Demolition & Construction Method Statement' has been submitted to and approved in writing by, the Local Planning Authority.

The Statement shall provide for: access to the site; the parking of vehicles for site operatives and visitors; hours of construction, including deliveries, loading and unloading of plant and materials; the storage of plant and materials used in the construction of the development; the erection of any means of temporary enclosure or security hoarding and measures to prevent mud and debris being carried on to the public highway and ways to minimise pollution.

b) The development shall thereafter be implemented in accordance with the measures detailed within the statement.

Reason: In the interests of highway safety and good air quality in accordance with Policies DM04 and DM17 of the Development Management Policies DPD (adopted September 2012), the Sustainable Design and Construction SPD (adopted April 2013) and Policy 5.21 of the London Plan (2011).

- 14 No construction work resulting from the planning permission shall be carried out on the premises at any time on Sundays, Bank or Public Holidays, before 8.00 am or after 1.00 pm on Saturdays, or before 8.00 am or after 6.00pm pm on other days.

Reason: To ensure that the proposed development does not prejudice the amenities of occupiers of adjoining residential properties in accordance with policy DM04 of the Development Management Policies DPD (adopted September 2012).

- 15 Provisions shall be made within the site to ensure that all vehicles associated with the construction of the development hereby approved are properly washed and cleaned to prevent the passage of mud and dirt onto the adjoining highway.

Reason: To ensure that the development does not cause danger and inconvenience to users of the adjoining pavement and highway.

- 16 a) Notwithstanding the details submitted with the application and otherwise hereby approved, the building shall not be occupied until no development other than demolition works shall take place until details of (i) A Refuse and Recycling Collection Strategy, which includes details of the collection arrangements and whether or not refuse and recycling collections would be carried out by the Council or an alternative service provider, (ii) Details of the enclosures, screened facilities and internal areas of the proposed building to be used for the storage of recycling containers, wheeled refuse bins and any other refuse storage containers where applicable, and (iii) Plans showing satisfactory points of collection for refuse and recycling, have been submitted to and approved in writing by the Local Planning Authority.

b) The development shall be implemented and the refuse and recycling facilities provided in full accordance with the information approved under this condition before the development is first occupied and the development shall be managed in accordance with the information approved under this condition in perpetuity once occupation of the site has commenced.

Reason: To ensure a satisfactory appearance for the development and satisfactory accessibility; and to protect the amenities of the area in accordance with Policy CS14 of the Local Plan Core Strategy (adopted September 2012), Policy DM01 of the Development Management Policies DPD (adopted September 2012) and the Sustainable Design and Construction SPD (adopted April 2013).

- 17 a) No development shall take place above ground level details of all extraction and ventilation equipment to be installed as part of the development have been submitted to and approved in writing by the Local Planning Authority. The report shall include all calculations and baseline data, and be set out so that the Local Planning Authority can fully audit the report and critically analyse the content and recommendations.

b) The development shall be implemented in accordance with details approved under this condition before first occupation or the use is commenced and retained as such thereafter.

- 18 a) No development shall take place above ground level until a report has been carried out by a competent acoustic consultant that assesses the likely noise impacts from the development of the ventilation/extraction plant, and mitigation measures for the development to reduce these noise impacts to acceptable levels, and has been submitted to and approved in writing by the Local Planning Authority.

The report shall include all calculations and baseline data, and be set out so that the Local Planning Authority can fully audit the report and critically analyse the content and recommendations.

b) The measures approved under this condition shall be implemented in their entirety prior to the commencement of the use/first occupation of the development and retained as such thereafter.

Reason: To ensure that the proposed development does not prejudice the amenities of occupiers of neighbouring properties in accordance with Policy DM04 of the Development Management Policies DPD (adopted September 2012), the Sustainable Design and Construction SPD (adopted April 2013) and Policy 7.15 of the London Plan 2011.

- 19 A scheme of proposed air pollution mitigation measures shall be submitted to and approved in writing by the Local Planning Authority and the approved mitigation scheme shall be implemented in its entirety in accordance with details approved under this condition before any of the development is first occupied or the use commences and retained as such thereafter.

Reason: To ensure that the amenities of occupiers are protected from the poor air quality in the vicinity in accordance with Policy DM04 of the Development Management Policies DPD (adopted September 2012), the Sustainable Design and Construction SPD (adopted April 2013) and Policy 5.3 of the London Plan 2011.

- 20 a) The non-residential development is required to meet the BREEAM VERY GOOD level.

b) Before the development is first occupied the developer shall submit certification of the selected generic environmental standard.

Reason: To ensure that the development is sustainable and complies with Strategic and Local Policies in accordance with Policy DM02 of the Development Management Policies DPD (adopted September 2012), the Sustainable Design and Construction SPD (adopted April 2013) and Policies 5.2 and 5.3 of the London Plan (2011).

21 a) Before the development hereby permitted is first occupied or the use first commences, parking spaces, cycle parking and turning spaces as shown on Drawing 061 001 ; shall be provided and marked out within the site.

b) The parking spaces shall be used only in accordance with the scheme approved as part of this condition and not be used for any purpose other than the parking and turning of vehicles in connection with the approved development.

Reason: To ensure that parking and associated works are provided in accordance with the council's standards in the interests of pedestrian and highway safety and the free flow of traffic in accordance with Policy DM17 of the Development Management Policies DPD (adopted September 2012) and Policies 6.1, 6.2 and 6.3 of the London Plan 2011.

22 Notwithstanding the provisions of any development order made under Section 59 of the Town and Country Planning Act 1990 (or any Order revoking and re-enacting that Order) no installation of any structures or apparatus for purposes relating to telecommunications shall be installed on any part the roof of the building(s) hereby approved, including any structures or development otherwise permitted under Part 24 and Part 25 of Schedule 2 of the Town and Country Planning (General Permitted Development) Order 1995 (as amended) or any equivalent Order revoking and re-enacting that Order.

Reason: To ensure that the development does not impact adversely on the townscape and character of the area and to ensure the Local Planning Authority can control the development in the area so that it accords with Policies DM01 and DM18 of the Development Management Policies DPD (adopted September 2012).

23 No development shall take place unless and until a Construction Logistics Plan (CLP) has been submitted to and approved in writing by the Local Planning Authority. The approved CLP shall be adhered to throughout the construction period. The CLP shall provide details of:

1. the parking of vehicles of site operatives and visitors
2. loading and unloading of plant and materials
3. storage of plant and materials used in constructing the development
4. the erection and maintenance of security hoarding including decorative displays and facilities for public viewing, where appropriate
5. wheel washing facilities
6. measures to control the emission of dust and dirt during construction
7. a scheme for recycling/disposing of waste resulting from demolition and construction works

The report shall assess the impacts during the construction phases of the development on surrounding roads, nearby residential amenity and other occupiers together with means of mitigating any identified impacts. The

development shall be carried out strictly in accordance with the details so approved and no change therefrom shall take place without the prior written consent of the Local Planning Authority.

Reason: In order to secure highway safety and free flow of traffic on adjoining roads, local residential amenity and mitigate the impacts of the development.

- 24 A delivery and service management plan shall be submitted to and approved in writing by the Local Planning Authority prior to the first occupation of the development. The plan shall include details of all servicing and delivery requirements of the site, including waste and recycling collection and details of how safe access to and from the disabled parking bay shall be provided and managed. The development shall be carried out strictly in accordance with the details so approved and no change therefrom shall take place without the prior written consent of the Local Planning Authority.

Reason: In order to secure highway safety and free flow of traffic on adjoining roads, local residential amenity and mitigate the impacts of the development.

- 25 The development authorised by this permission shall not begin until the local planning authority has approved in writing the proposed arrangements, including the obtaining of planning permission for the proposed use; for the provision of staff car parking which will be:

- (i) within the the RAF Museum car park , Grahame Park Way, Colindale
- (ii) available to the Council and any subsequent occupier for the purposes of staff car parking;
- (iii) available for the life of the building;

The occupation of the development shall not begin until those works have been completed in accordance with the local planning authority's approval and have been certified in writing as complete by or on behalf of the local planning authority.

Reason: To ensure that adequate and satisfactory provision is made for the parking of vehicles in the interests of pedestrian and highway safety and the free flow of traffic in accordance with London Borough of Barnet's Local Plan Policy CS9 of Core Strategy (Adopted) September 2012 and Policy DM17 of Development Management Policies (Adopted) September 2012.

- 26 Before the development hereby permitted commences a Car Parking Management Plan shall be submitted to and agreed in writing by the Local Planning Authority. The Car Park Management Plan should ensure that parking provision will be managed and allocations enforced to ensure that there is no detrimental impact on public highway due to any overspill parking and that there are no adverse impacts on parking in the area. The Car Park Management Plan should also ensure that adequate disabled parking levels are provided and that travel/parking demands are managed via a Travel Plan.

Reason: To ensure that adequate and satisfactory provision is made for the parking of vehicles in the interests of pedestrian and highway safety and the free flow of traffic in accordance with London Borough of Barnet's Local Plan Policy CS9 of

Core Strategy (Adopted) September 2012 and Policy DM17 of Development Management Policies (Adopted) September 2012.

- 27 Before the development hereby permitted is occupied, pedestrian enhancements must be submitted to and approved by the Local Planning Authority on routes from the proposed development to both the Colindale LU Station and the proposed off-site car parking at the RAF museum to encourage more people to use public transport links.

Reason: To ensure that adequate and satisfactory provision is made for pedestrian connectivity in the interests of pedestrian and highway safety in accordance with London Borough of Barnet's Local Plan Policy CS9 of Core Strategy (Adopted) September 2012 and Policy DM17 of Development Management Policies (Adopted) September 2012.

- 28 Before the development hereby permitted is occupied a Full Travel Plan shall be submitted to and approved in writing by the Local Planning Authority. The Full Travel Plan shall meet the criteria in the 2013 Transport for London Travel Plan guidance and be ATTrBuTE and TRICS/SAM compliant. The life span of the Travel Plan shall be for at least 5 years with the Travel Plan to be submitted at least 3 months prior to occupation and then within 6 months containing all survey data and then in years 1,3, and 5. A Travel Plan Champion should be in place for the life of the Travel Plan.

Reason: To encourage the use of sustainable forms of transport to the site in accordance with London Borough of Barnet's Local Plan Policy CS9 of Core Strategy (Adopted) September 2012 and Policy DM17 of Development Management Policies (Adopted) September 2012.

- 29 Before the development hereby permitted is occupied a full Delivery and Servicing Plan (DSP) shall be submitted to and agreed by the Local Planning Authority.

Reason: In the interest of highway safety in accordance with London Borough of Barnet's Local Plan Policy CS9 of Core Strategy (Adopted) September 2012 and Policy DM17 of Development Management Policies (Adopted) September 2012.

- 30 Before the development hereby permitted is occupied full details of the electric vehicle charging points to be installed in the development shall be submitted to the Local Planning Authority and approved in writing. These details shall include for the provision of 20% active and 10% passive parking spaces with electric vehicle charging facilities. The development shall be implemented in full accordance with the approved details prior to first occupation and maintained thereafter.

Reason: To ensure that the development makes adequate provision for electric vehicle charging points to encourage the use of electric vehicles in accordance with policy 6.13 of the London Plan.

- 31 A Construction Management Plan must be submitted to and approved by the Local Planning Authority. This document shall include all relevant details including hours of delivery and routes. This document following approval must be complied with unless previously agreed in writing by the Local Planning Authority.

Reason: In the interest of highway safety in accordance with London Borough of Barnet's Local Plan Policy CS9 of Core Strategy (Adopted) September 2012 and Policy DM17 of Development Management Policies (Adopted) September 2012.

- 32 Before the development hereby permitted commences details of the refuse collection arrangements shall be submitted to and agreed by the Local Planning Authority.

Reason: In the interest of highway safety in accordance with London Borough of Barnet's Local Plan Policy CS9 of Core Strategy (Adopted) September 2012 and Policy DM17 of Development Management Policies (Adopted) September 2012.

- 33 Prior to the commencement of the development hereby approved, details of any public or private land fronting the development used by public for access will require to be stopped up under Section 247 of the Town and Country Planning Act to facilitate the development and shall be submitted to and agreed with the Local Planning Authority.

Reason: To ensure that adequate public access is provided throughout the development.

- 34 The development shall not proceed above ground level until the local planning authority has approved in writing details of the revisions to the external appearance and ground floor layout which adequately reflect the illustrative drawings (reference) which were submitted to the Council on the 14 September 2015.

The occupation of the development shall not begin until those works have been completed in accordance with the local planning authority's approval and have been certified in writing as complete by or on behalf of the local planning authority.

Reason: To safeguard the character and visual amenities of the site and wider area and to ensure that the building is constructed in accordance with Policies CS NPPF and CS1 of the Local Plan Core Strategy (adopted September 2012), Policy DM01 of the Development Management Policies DPD (adopted September 2012) and Policies 1.1, 7.4, 7.5 and 7.6 of the London Plan 2011.

- 35 The development authorised by this planning permission shall not begin until the Local Planning Authority has approved in writing a scheme for the arrangements to secure the following:

The delivery of Public realm improvements;
The delivery of improvements to bus services serving the site;
A mechanism to ensure that traffic generated by the development is within the capacity of the parking and other provisions to serve the development and avoids any adverse impacts on the local highway network;

And the development may not be occupied otherwise than in accordance with the approved scheme.

Reason: To ensure the proper functioning of the development in relation to highways and transport considerations

36 Part 1

Before development commences other than for investigative work:

A desktop study (Preliminary Risk Assessment) shall be carried out which shall include the identification of previous uses, potential contaminants that might be expected, given those uses, and other relevant information. Using this information, a diagrammatical representation (Conceptual Model) for the site of all potential contaminant sources, pathways and receptors shall be produced. The desktop study (Preliminary Risk Assessment) and Conceptual Model shall be submitted to the Local Planning Authority. If the desktop study and Conceptual Model indicate no risk of harm, development shall not commence until approved in writing by the Local Planning Authority.

If the desktop study and Conceptual Model indicate any risk of harm, a site investigation shall be designed for the site using information obtained from the desktop study and Conceptual Model. This shall be submitted to, and approved in writing by, the Local Planning Authority prior to that investigation being carried out on site. The investigation must be comprehensive enough to enable:

- a risk assessment to be undertaken,
 - refinement of the Conceptual Model, and
 - the development of a Method Statement detailing the remediation requirements.
- The risk assessment and refined Conceptual Model shall be submitted, along with the site investigation report, to the Local Planning Authority.

If the risk assessment and refined Conceptual Model indicate any risk of harm, a Method Statement detailing the remediation requirements, using the information obtained from the site investigation, and also detailing any post remedial monitoring shall be submitted to, and approved in writing by, the Local Planning Authority prior to that remediation being carried out on site.

Part 2

Where remediation of contamination on the site is required completion of the remediation detailed in the method statement shall be carried out and a report that provides verification that the required works have been carried out, shall be submitted to, and approved in writing by the Local Planning Authority before the development is occupied.

Reason: To ensure the development can be implemented and occupied with adequate regard for environmental and public safety in accordance with Policy CS NPPF of the Local Plan Core Strategy DPD (adopted September 2012), DM04 of the Development Management Policies DPD (adopted September 2012), the Sustainable Design and Construction SPD (adopted April 2013) and 5.21 of the London Plan 2011.

- 37 The development authorised by this permission shall not begin until the local planning authority has approved in writing the proposed arrangements, including the

obtaining of planning permission for the proposed use; for the provision of additional staff car parking which will be:

- (i) In addition to the permanent car parking proposed under Condition 25 at the RAF Museum car park , Grahame Park Way, Colindale.
 - (ii) Shall provide for a minimum of 100 car parking spaces.
 - (iii) Be located within a reasonable walking distance from the proposed offices at Lanacre Avenue, in a location to be agreed in writing by the Local Planning Authority
 - (iv) available to the Council and any subsequent occupier for the purposes of staff car parking;
 - (v) available for a time period of at least five years;
 - (vi) any reductions in the quantity of car parking identified as appropriate in any annual review shall be agreed in writing by the Local Planning Authority.
- The occupation of the development shall not begin until those works have been completed in accordance with the local planning authority's approval and have been certified in writing as complete by or on behalf of the local planning authority.

Reason: To ensure that adequate and satisfactory provision is made for the parking of vehicles in the interests of pedestrian and highway safety and the free flow of traffic in accordance with London Borough of Barnet's Local Plan Policy CS9 of Core Strategy (Adopted) September 2012 and Policy DM17 of Development Management Policies (Adopted) September 2012.

INFORMATIVE(S):

- 1 In accordance with paragraphs 186 and 187 of the NPPF, the Local Planning Authority (LPA) takes a positive and proactive approach to development proposals, focused on solutions. The LPA has produced planning policies and written guidance to assist applicants when submitting applications. These are all available on the Council's website. A pre-application advice service is also offered and the Applicant engaged with this prior to the submissions of this application. The LPA has negotiated with the applicant/agent where necessary during the application process to ensure that the proposed development is in accordance with the Development Plan.
- 2 The Community Infrastructure Levy (CIL) applies to all 'chargeable development'. This is defined as development of one or more additional units, and / or an increase to existing floor space of more than 100 sq m. Details of how the calculations work are provided in guidance documents on the Planning Portal at www.planningportal.gov.uk/cil.

The Mayor of London adopted a CIL charge on 1st April 2012 setting a rate of £35 per sq m on all forms of development in Barnet except for education and health developments which are exempt from this charge.

The London Borough of Barnet adopted a CIL charge on 1st May 2013 setting a rate of £135 per sq m on residential and retail development in its area of authority. All other uses and ancillary car parking are exempt from this charge.

Please note that Indexation will be added in line with Regulation 40 of Community Infrastructure Levy.

Liability for CIL will be recorded to the register of Local Land Charges as a legal charge upon your site payable should you commence development. Receipts of the Mayoral CIL charge are collected by the London Borough of Barnet on behalf of the Mayor of London; receipts are passed across to Transport for London to support Crossrail, London's highest infrastructure priority.

You will be sent a 'Liability Notice' that provides full details of the charge and to whom it has been apportioned for payment. If you wish to identify named parties other than the applicant for this permission as the liable party for paying this levy, please submit to the Council an 'Assumption of Liability' notice, which is also available from the Planning Portal website.

The CIL becomes payable upon commencement of development. You are required to submit a 'Notice of Commencement' to the Council's CIL Team prior to commencing on site, and failure to provide such information at the due date will incur both surcharges and penalty interest. There are various other charges and surcharges that may apply if you fail to meet other statutory requirements relating to CIL, such requirements will all be set out in the Liability Notice you will receive. You may wish to seek professional planning advice to ensure that you comply fully with the requirements of CIL Regulations.

If you have a specific question or matter you need to discuss with the CIL team, or you fail to receive a 'Liability Notice' from the Council within 1 month of this grant of planning permission, please email us at: cil@barnet.gov.uk.

Relief or Exemption from CIL:

If social housing or charitable relief applies to your development or your development falls within one of the following categories then this may reduce the final amount you are required to pay; such relief must be applied for prior to commencement of development using the 'Claiming Exemption or Relief' form available from the Planning Portal website: www.planningportal.gov.uk/cil.

You can apply for relief or exemption under the following categories:

1. Charity: If you are a charity, intend to use the development for social housing or feel that there are exception circumstances affecting your development, you may be eligible for a reduction (partial or entire) in this CIL Liability. Please see the documentation published by the Department for Communities and Local Government at https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/6314/19021101.pdf
2. Residential Annexes or Extensions: You can apply for exemption or relief to the collecting authority in accordance with Regulation 42(B) of Community Infrastructure Levy Regulations (2010), as amended before commencement of the chargeable development.

3. Self Build: Application can be made to the collecting authority provided you comply with the regulation as detailed in the legislation.gov.uk

Please visit

<http://www.planningportal.gov.uk/planning/applications/howtoapply/whattosubmit/cil> for further details on exemption and relief.

Date of Decision: 5 April 2016

Signed:



Joe Henry

Assistant Director - Development Management & Building Control

NOTE(S):

1. Your attention is drawn to the attached Schedule which sets out the rights of an applicant who is aggrieved by a decision of the Local Planning Authority.
2. This Notice relates solely to a planning decision and does not purport to convey any approval or consent which may be required under the Building Regulations or any other statutory purpose.

For more information about making a Building Regulations application, please contact the Barnet Council Building Control team by email (building.control@barnet.gov.uk), telephone (0208 359 4500), or see our website at www.barnet.gov.uk/building-control

3. For information on Construction Site Guidelines for Householders and Developers, please visit <https://www.barnet.gov.uk/citizen-home/environmental-health/pollution/construction-information.html>
4. For details relating to Street naming and numbering, please visit <https://www.barnet.gov.uk/citizen-home/planning-conservation-and-building-control/building-control/street-naming-and-numbering.html>

APPEAL GUIDANCE:

Should you (an applicant or agent) feel aggrieved by the decision of the Council to either refuse permission or to grant permission subject to conditions, you can appeal to the Secretary of State for the Department of Communities and Local Government – Sections 78 and 195 of the Town and Country Planning Act 1990 / Sections 20 and 21 of the Planning (Listed Buildings and Conservation Areas) Act 1990. Any such appeal must be made within the relevant timescale for the application types noted below, beginning with the date of the decision notice (unless an extended period has been agreed in writing with the Council):

- Six months: Full (excluding householder and minor commercial applications), listed building (including Certificate of Lawfulness in relation to a listed building), Section 73 'variation/removal', Section 73 'minor material amendment', extension of time and prior approval applications.
- 12 weeks: Householder planning, householder prior approval and minor commercial applications.
- 8 weeks: Advertisement consent applications
- No timescale: Certificate of lawful development (existing/proposed) applications.

Where an enforcement notice has been issued, the appeal period may be significantly reduced, subject to the following criteria:

- Where the development proposed by your application is the same or substantially the same as development that is the subject of an enforcement notice served within the last two years you must appeal within 28 days of the date of the application decision
- Where an enforcement notice is served on or after the decision date on your application relating to the same or substantially the same land and development as in your application and if you want to appeal against the Council's decision you are advised to appeal against the Enforcement Notice and to do so before the Effective date stated on the Enforcement Notice.

Appeals must be made using the prescribed form(s) of The Planning Inspectorate (PINS) obtained from www.planning-inspectorate.gov.uk or by contacting 03034445000. A copy of any appeal should be sent both to PINS and the Council.

The Secretary of State can allow a longer period for giving notice of an appeal, but will not normally be prepared to use this power unless there are exceptional special circumstances. The Secretary of State can refuse to consider an appeal if the Council could not have granted planning permission for the proposed development or could not have granted without the conditions it imposed, having regard to the statutory requirements and provision of the Development Order and to any direction given under the Order. In practice it is uncommon for the Secretary of State to refuse to consider appeals solely because the Council based its decision on a direction given by the Secretary of State.

PURCHASE NOTICES:

If either the Local Planning Authority or the First Secretary of State refuses permission to develop land or grants it subject to conditions, the owner may claim that he/she can neither put the land to a reasonably beneficial use in its existing state nor can he/she render that land capable of a reasonable beneficial use by carrying out of any development which has been or would be permitted. In these circumstances, the owner may serve a Purchase Notice on the District Council in whose area the land is situated. This notice will require the Council to purchase his interest in the land in accordance with the provisions of Part VI of the Town and Country Planning Act 1990.

