

Corporate Risk Mitigating Actions

Associated Risk	Mitigating action	Status	Q2 2024/2025 Updates	Completion date
R14 - Unable to recruit and retain staff with specific skills sets in specialist areas to meet the demands of the service(i.e.) Planners	<p>LGA Essex Town Planning Workforce Capacity Review Project</p> <p>Participation & delivery of Essex Planning Officer Association Recruitment and Retention project</p> <p>Introduce a Graduate level programme at MDC linked to day release study</p> <p>Consider retention payments or Market Supplements for more sought after roles, or where there is failure to recruit repeatedly</p> <p>Consider alternative professional skills supply models to move away from routine agency supply</p>	At Risk	<p>The mitigation remains multi-faceted with further tweaks to the Planning & Implementation department's structure being undertaken to provide a solid basis for recruitment of new and retention of existing staff. MDC is one of five Essex Local Planning Authorities that is part of the Essex Planning Officers Association's (EPOA) Recruitment and Retention Task & Finish Group. Our model is changing to recognise the value of training and learning whilst in a planning job, including day release to university to undertake Apprenticeship/ traditional degrees, this includes introducing a rotational scheme for the junior planning officers to ensure they get better level of professional development across the planning disciplines. We consider offering retention payments or market supplements for harder to fill positions and keep these under review as we are competing with an agency sector which achieves greater salary levels, as well as neighbouring councils that have a broader pay grades. We continue to be in discussions with another Essex council as to whether we can fulfil a longer term secondment arrangement for Principal/Senior, more experienced planners.</p>	March 2025
R2 - Failure to target services and influence partners with the aim of having an effective outcome on the identified health and wellbeing needs of the vulnerable population	Develop Livewell Strategy and formal action plan.	On Track	<p>Strong partnership working continues with OMD partners. OMD partners have attended a Thriving Places workshop and agreed priority outcomes to target: accessibility, mental health, community cohesion, community safety and usage of green spaces. UKSPF funding being used to deliver projects against these priorities between October 24 and March 25 for vulnerable residents in our communities. Outcomes from this work will inform future tranches of Thriving Places work.</p>	March 2025

Report End

Acronym Table

Acronym	Term
ASB	Anti-Social Behaviour
ECC	Essex County Council
ESAB	Essex Safeguarding Adults Board
LDP	Local Development Plan
MDC	Maldon District Council
OMD	One Maldon District
RP	Registered Provider
UKSPF	UK Shared Prosperity Fund
YHLS	Year Housing Land Supply