

Mitigating Actions

Risk ID	Risk	ActionID	Action	Completion Date	Status	Recent Update
2	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	1	Develop Livewell Strategy and formal action plan.	30/03/2025	On track	Q3 - 24/25 - Strong partnership working continues with OMD partners. UKSPF funding being used to deliver projects against OMDP 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.
8	Unable to recruit and retain staff with specific skills sets in specialist areas to meet the demands of the service(i.e) Planners	2	<ul style="list-style-type: none"> - LGA Essex Town Planning Workforce Capacity Review Project - Participation & delivery of Essex Planning Officer Association Recruitment and Retention project - Introduce a Graduate level programme at MDC linked to day release study - Consider retention payments or Market Supplements for more sought after roles, or where there is failure to recruit repeatedly - Consider alternative professional skills supply models to move away from routine agency supply 	30/03/2025	At risk	Q3 24/25 - 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 and work is ongoing in this area. 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. We remain engaged with Local Authority Building Control to seek national and regional action on the shortage of qualified and registered Buildings Inspectors.