

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Livewell Strategy and formal action plan.	30/03/2025		Q4 24/25 - This mitigation action has been closed due to it being superseded by a new action to develop a strategic approach and formal action plan through One Maldon District Partnership.
5	Failure to maintain a 5 year housing land supply	5	Review the 5YHLS Methodology with the Planning Policy Working Group to ensure it remains robust for the local planning authority's use in the Maldon District.	30/07/2025	On track	Q4 24/25 - Agree as new mitigation action to be tracked from Q1
6	Failure to meet the affordable housing need	6	Review the Local Housing Needs Assessment and Economic Viability Assessment to determine local needs of size and type of residential dwellings and how viable affordable housing secured through the planning system is in the District.	30/08/2025	On track	Q4 24/25 - Agree as new mitigation action to be tracked from Q1

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8	Unable to recruit and retain staff with specific skills sets in specialist areas to meet the demands of the service	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 	31/10/2025	On track	<p>Q4 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. Via EPOA we have also met MHCLG to discuss the findings of national Planning Skills Survey. Our retention model has changed to recognise the value of training and learning whilst working in a planning job, including two Apprenticeships in Development Management and one further role in Planning Enforcement/ Planning Policy for later 2025, which enable 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, however these being limited corporately to 15% feels too low and does not offer us much of an edge; in discussions with another Essex authority they do not have a limit and this means their negotiating power is stronger. Work has advanced with ECC to fulfil a longer term secondment arrangement for Principal/Senior, more experienced planners via a Workforce Supply Agreement. We remain engaged with Local Authority Building Control to seek national and regional action on the shortage of qualified and registered Buildings Inspectors; however MDC has already lost two junior Inspectors following qualification and many Essex Councils report similar stories. We will review arrangements with neighbouring Councils to see if there are things we can do together to provide greater resilience to each other.</p>

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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	11	Develop strategic approach and formal action plan through One Maldon District Partnership.	30/03/2026	On track	Q4 24/25 - Agree as new mitigation action to be tracked from Q1