

Mitigating actions Q2 2025/26

APPENDIX B

| Risk ID | Risk | ActionID | Action | Completion Date | Status | Recent Update |
|---------|---|----------|--|-----------------|----------|--|
| 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 | Complete | <p>Q2 25/26 -- Retention of key staff - the Transforming Together programme will create appropriate structures and reporting lines. The outcome of Phase 1 of Transforming Together will be implemented in October 2025. The Council will move onto Phase 2. The process of regular 1:1s, annual and mid years SMART Reviews, actively investing in people's careers through personal development plans, and opportunities for career development are all key parts of retaining and strong and resilient workforce.</p> <p>Recruitment – a new Director of Place, Planning & Growth has been appointed. This creates an opportunity for a fresh look at the recruitment process, the advertising campaigns and look at new and innovative ways to 'sell' the virtues of working for Maldon District Council.</p> <p>Where there are issues of capacity, whether this is vacancies, sickness, or a spike in workload, then different options are considered to cover the workloads, which include offer of overtime, use of consultants or the use of contractors.</p> |
| 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. | 29/09/2025 | Complete | Q2 25/26 - The 5yhls has been review by the planning policy working group. (Footnote: the Planning Policy Working Group in December 2025 received an update on the land supply which calculated the supply to be 4.14 years. This will be reported to full Council). |

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| 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 | Complete | Q2 25/26 - The Local Housing Needs Assessment(LHNA) has been completed and the consultants have met with members to discuss findings. The Economic Viability Assessment draft has been issued and it is in the process of being reviewed for compliance against the specification. |
| 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 | Q2 25/26 - Mitigating action being progressed, no issues to raise. |