

Mitigating Actions

Multiple selections ▾

Risk ID	Risk	Action ID	Action	Completion Date	Status	Recent Update
10	Inadequate staffing structure and resource for resilience	13	Transforming Together Phase 2 feedback and comments will assist with determining the organisational design. New structure which will come into operation from 1st April 2026.	15/04/2026	Complete	Q1 26/27 - New Structure was implemented on the 1st April 2026, bedding down throughout the quarter. Recruitment to new/vacant roles is in progress.
8	Unable to recruit and retain staff with specific skills sets in specialist areas to meet the demands of the service	14	Recruitment campaign with external expertise's to be engaged for Q1 26/27 to support recruitment into key roles.	30/05/2026	Complete	Q1 26/27 - Essex County Council supporting the recruitment delivery following the implementation of transformation phase 2; advertising roles through a microsite and process/onboarding new officers.
10	Inadequate staffing structure and resource for resilience	15	Engaged services of Essex County Council to recruit to significant number of roles to implement the Phase 2 restructure.	30/08/2026	On track	Q1 26/27 - New Action
8	Unable to recruit and retain staff with specific skills sets in specialist areas to meet the demands of the service	16	Engaged services of Essex County Council to recruit to significant number of roles to implement the Phase 2 restructure.	30/08/2026	On track	Q1 26/27 - New Action