



Record of Officer's Decision

The Openness of Local Government Bodies Regulations 2014 and the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012

Date of Decision:	26/02/2026
Decision Maker (Officer):	Damian Williams, Corporate Director, Operations and Delivery
Authority for Delegated Decision (Cabinet/Committee Decision or Scheme of Delegation – provide reference):	Tendring District Council Constitution – Part 3 (Responsibility for Functions / Scheme of Delegation), Schedule 3 (Executive Functions delegated to Officers), paragraph 4.3(1) – Corporate Directors have delegated authority to discharge executive functions within their respective service areas, subject to appropriate consultation (paragraph 4.3(4)(ii)).
Identify which Portfolio Holder(s)/Committee Chairman consulted?	Leader of the Council and Portfolio Holder for Finance and Governance for Housing & Planning – consulted and concurrence obtained.
Ward Member(s) consulted?	N/A
Is it a Key Decision?	No
Is it subject to call-in?	No. An exemption to call in has been agreed with the Chair of the Resources and Services Overview and Scrutiny Committee, as set out in the additional information included in this decision.
Decision Made:	To engage Local Government East (LGE) (on a draw down basis) to provide additional support, via specialist resource to support the delivery of the Housing Repairs Service.
Reason for Decision (if a report was produced to support the Decision, refer to or attach it):	Regulatory expectations for housing services have increased, at the same time as a well-documented national skills shortage in specialist local government roles, particularly building surveyors and social housing professionals. This has created a highly competitive recruitment market affecting councils nationally and

	making it increasingly difficult to recruit and retain skilled staff. Within this context, two members of the Housing Repairs Service management team have recently secured alternative employment at neighbouring authorities and, together with an existing vacancy, all three management posts will be vacant by 5 March 2026. Previous recruitment exercises have failed to attract suitably qualified candidates, indicating that both the resignations and ongoing vacancies reflect wider national labour-market pressures. To ensure that sufficient management resource is available as timely as possible to ensure the delivery of the housing repairs service.
Highlight any associated risks/finance/legal/equality considerations:	Local Government East occupies a long-established position as a regional local-government body, enabling councils to work together in the delivery of shared public-interest objectives. Engagements of this type fall within recognised arrangements that allow public bodies to collaborate directly where the work supports common public purposes, is governed solely by public-interest considerations, and involves no private-sector participation. This provides a lawful and appropriate route for commissioning support without undertaking a separate competitive procurement exercise. The national procurement framework continues to recognise such public-to-public cooperation as an accepted mechanism for accessing specialist capacity where this offers value for money and supports effective service delivery. Local Government East operates on a not-for-profit, cost-recovery basis, and its Talent Bank provides access to experienced professionals who work extensively with councils across the region.
Details of any Alternative Options Considered and rejected (together with reasons):	To continue with the recruitment process, without having a suitable management structure within the housing repairs team. Effectively this would maintain the currently unacceptable risk of a suitable candidate being found within an unknown timescale, having had two failed recruitment exercises so far to date.

	Further, the recruitment and retention challenges affecting the Housing Repairs Service reflect wider national labour-market pressures rather than any Tending-specific issue. Local government nationally is experiencing acute shortages in technical and professional housing roles—particularly building surveyors, housing repairs managers and compliance specialists—due to long-standing skills gaps and a highly competitive market.																				
Details of any declarations of interest (by Portfolio Holder/Committee Chairman who was consulted by the officer, which related to the decision) If relevant, a note of the dispensation granted by the Monitoring Officer:	N/A																				
Reason Decision, or supporting Report, is not published: <i>Tick one or more of the specific exemptions,</i> <u>and</u> <i>Give more information in the final box with regards to why the exemption applies and outweighs the public interest test (which is in favour of disclosure).</i>	<table border="1"> <tr> <td>✓</td><td>Not applicable – Decision [and report] to be published</td></tr> <tr> <td colspan="2">If Report is not to be published – tick one of the following boxes:</td></tr> <tr> <td>☐</td><td>The report supporting the Decision contains confidential information</td></tr> <tr> <td>☐</td><td>The Report supporting the Decision falls within an exemption pursuant to Schedule 12A of the Local Government Act 1972 Information:</td></tr> <tr> <td>☐</td><td>• Relates to an individual</td></tr> <tr> <td>☐</td><td>• Likely to reveal the identity of an individual</td></tr> <tr> <td>☐</td><td>• Relating to financial or business affairs of a person or organisation</td></tr> <tr> <td>☐</td><td>• Relates to a claim for legal professional privilege in legal proceedings</td></tr> <tr> <td>☐</td><td>• Reveals that the Council proposes to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or to make an order or direction under any enactment</td></tr> <tr> <td>☐</td><td>• Relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime</td></tr> </table>	✓	Not applicable – Decision [and report] to be published	If Report is not to be published – tick one of the following boxes:		☐	The report supporting the Decision contains confidential information	☐	The Report supporting the Decision falls within an exemption pursuant to Schedule 12A of the Local Government Act 1972 Information:	☐	• Relates to an individual	☐	• Likely to reveal the identity of an individual	☐	• Relating to financial or business affairs of a person or organisation	☐	• Relates to a claim for legal professional privilege in legal proceedings	☐	• Reveals that the Council proposes to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or to make an order or direction under any enactment	☐	• Relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime
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	And is exempt if and so long, as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information Reasons: [insert]
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Officers

Signed:  Title: Corporate Director, Operations and Delivery

Signed: Title:

In consultation with:

Signed: **Portfolio Holder For Housing & Planning**

Signed: **Section 151 Officer (if required)**

Signed: **Monitoring Officer (if required)**

Dated: