

RECORD OF EXECUTIVE DECISION

Date	Decision Maker	Decision	Reason(s) for Decision	Alternative Options Considered	Conflicts of Interest Declared (and Dispensations granted by the Monitoring Officer)	Consultation with relevant Ward Member(s) Yes/No	Subject to Call-in? Yes/No
24 th February 2026	LEADER OF THE COUNCIL AND PORTFOLIO HOLDER FOR FINANCE AND GOVERNANCE	On behalf of the Cabinet and using the special urgency powers, in accordance with Parts 3 and 5.8, the Leader of the Council and Portfolio Holder for Finance and Governance, in consultation with the Portfolio Holder for Housing and Planning, Section 151 and Monitoring Officers agree: To authorise the use of up to £310,000 from the Housing Revenue Account Reserves to fund the engagement of resources from Local Government East, to address an urgent need to provide capacity within the Housing Repairs team to meet the Council's statutory obligation in relation to the maintenance of Council Housing Stock.	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 resigned and, together with an existing vacancy, all three management posts will be vacant by 5 March 2026. Previous recruitment	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.	N/A	No	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.

			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.				
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URGENT DECISIONS ONLY (If non-urgent go to "Agreement to Decision" below):-

GENERAL EXCEPTION APPLIES? (Rule 14 Access to Information Procedure Rules)	NO	If yes, has at least 5 clear days notice been given to the Chairman of the relevant overview and scrutiny committee?	N/A
SPECIAL URGENCY APPLIES? (Rule 15 Access to Information Procedure Rules)	YES	If yes, has the Chairman of the relevant overview and scrutiny committee's consent been obtained?	YES
EXEMPTION FROM CALL-IN APPLIES? (Rule 18i Overview and Scrutiny Procedure Rules)	YES	If yes, has the Chairman of the relevant overview and scrutiny committee's consent been obtained?	YES
URGENT & OUTSIDE BUDGET OR POLICY FRAMEWORK? (Rule 6 Budget and Policy Framework Procedure Rules)	NO	If yes, why is it not practical to convene a quorate meeting of full Council?	
		If yes, has the Chairman of the relevant overview and scrutiny committee's consent been obtained?	YES

AGREEMENT TO DECISION:-

Signed:- Leader of the Council and Portfolio Holder for Finance and Governance  Decision Maker	Date:- 24/2/2026	Delegated Power Reference (in Part 3 of the Constitution):- Part 3, Schedule 3 and Rule 15 of the Access to Information Procedure Rules, as set out in Part 5.8 of the Constitution.
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**Original signed copy to be retained by Service.
Electronic copy to be sent to Ian Ford (Committee Services) for publication.**