



What is Local Government Reorganisation?

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Local Government Reorganisation

- The English Devolution White Paper
- Differences in Council Types
- Counties (Waste disposal, social care, education catering, highways)
- Districts (Waste collection, parks, public realm, housing)
- Unitary



Why Unitary?

- Simplified system of local government
- Efficiencies?
- Bigger footprint – population size over 500,000 people
- Ultimately saving money for the public purse...
- Already in place in Wales, Scotland (and to some extent Northern Ireland)



The Roadmap to Change

- Application to the Devo Priority Areas
- Approval needed from the Minister
- Suspension of elections (if applicable) (Jim McMahon, OBE) Statement of 5 February
- Legislation before Parliament (slightly different process for unitary changes).
- Shadow Authority
- But then the hard work.....



Councillors

- Fewer councillors (More powers...?)
- Politics with a big P and small p!
- Disruptors to local political institutions / parties
- Council leaders – fewer overall
- Voting pattern changes



What about the workers?

- TUPE or not TUPE ...that is the question..
- No...is the answer but....
- Cabinet Office Code of Practice – TUPE in all but name
- Still workforce fall out
- Redundancies
- Equal Pay
- Managerial tiers (tears)....



Service Delivery

- 'New' to some services
- Merger of multiple services
- Capacity
- Models of delivery – outsourced models – do they give rise to opportunities to insource?
- Systems and operational delivery – resolving conflicts



Assets, Efficiencies and Optimal Efficiency

- What existing buildings do you have?
- Reviewing the property and asset register
- ‘Service assets’ such as depots
- Rationalisation? Sell-offs? Refurbish or Repurpose?
- Can efficiencies be realised?



Optimal Efficiency

- Optimal efficiency = Reducing waste and scaling production to match demand.
- But.....not as simply as economies of scale in some aspects of service delivery
- Care needed not to create more inefficient or ineffective delivery of services



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Predecessors, successors, legacies, data, debts and culture

- Do you know your neighbour's wealth?
- Buying a house with all its contents...?
- Legacy issues? Debts, litigation, toxic culture, reputation?
- Transformation and change opportunities?
- Getting workforce buy-in to change?
- Risk of brain drain?