



UNISON

North Yorkshire Local Government

What is happening?

- Districts and County replaced by single tier 'unitary' council.
- All services will be delivered by one council.
- NYCC will be the 'continuing authority', still a new council but it means district council staff will transfer to the new council.
- Staff will transfer under the public sector equivalent of TUPE – existing pay, terms, conditions, continuous service etc will transfer.
- Except for very senior management tiers (and councillors), jobs will simply transfer on day one.

What happens when?

- No 'big bang' – change and harmonisation will happen over time.
- Nothing will change for staff until the new council starts operation, even then we don't expect any significant change for vast majority of staff.
- December/January – formal approval by Parliament.
- April 2022 – new 'shadow' authority comes into effect, with elections for new councillors in May 2022. New CEX will be appointed.
- April 2023 – new council comes into operation.

What happens AFTER April 2023?

- Direction and priorities of new council will be set by the new politicians – as is the case now after any election, the new councillors will set the plan.
- However, we don't expect major changes as most leaders and councillors will be drawn from existing cohort.
- There will, of course, be a process of harmonisation and reorganisations but this will be over time and subject to consultation, negotiation, pay protections etc.

What about the savings?

- NYCC proposal included £250m in savings over 5 years.
- £30m saved just by joining up councils.
- Majority of savings are from procurement, contracts and property – NOT staff costs.
- Where there is duplication, NYCC plan is to review staffing over time and make use of vacancies and 'natural wastage' to reduce posts NOT redundancies.

What about consultation?

- UNISON already at the table with NYCC – hoping for same approach from districts. Meeting with colleagues in the other branches.
- Obligation to consult and engage UNISON.
- We will represent you – our three aims:
 - Protect jobs
 - Level-up pay, terms and conditions
 - Minimise disruption to staff and services
- We will report back to you and consult on any changes.

Your questions – what happens next

- What is the process for consultation with District Councils? Will it be the same for all the councils? Who will be involved?
- Can agreement be reached that information about meetings will be shared with staff in a timely way so that staff can have input?
- When will the new structure be announced, and will this be open for consultation?
- Why is NYCC publishing articles on their website suggesting it will be a take-over? Why are Selby not publishing anything online?
- Local press reported that there was a difference of opinion between the different North Yorkshire Unison branches. Can you tell us how you are going to work together to ensure that Unison across North Yorkshire protects jobs?
- Will staff move over or will there be any restructures or redundancies before the completion of LGR?
- Will staff be involved in decisions about LGR or will it just be councillors and management?
- Why was the North Yorkshire proposal successful over the East/West proposal?

Your questions – is my job safe?

- How many jobs are due to go when the reorganisation happens?
- Will we have to reapply for our jobs?

Your questions – is my job safe?

- Will pay grades for the same jobs become equal across the Unitary?
- Will there be any pay protection if your pay is less due to TUPE?
- Will there be a review to align all roles within the new unitary, including pay?
- District councils pay different rates for jobs with identical job titles. Will you be lobbying the district councils to level up prior to April 2023?

Your questions – will my work base change?

- Will SDC offices go when the reorganisation happens?
- Once in the unitary would you have to travel to the office/location that they stipulate for that job? For example, could they centralise services in one location?
- Will there be local hubs for people to go to an office? What will happen to the existing council offices? Could they be used as hubs?

Your questions – what about other terms & conditions?

- I have been told that, as a new council, our long service, holiday entitlement and continuous service for pensions will be reset. Can this be clarified please?
- Will our service be carried over to the new council?

Your questions – what about pensions?

- Will our pensions carry on as normal?

Your questions – what about out-sourced services?

- Are there any plans on how property services will transfer across? Will it be that a new joint company will be set up like NYCC have with the highways?

Keep up to date

- Branch website, dedicated LGR pages

www.northyorks-unison.org.uk/lgr

- Social media



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NorthYorkshireUnison

- Regular email newsletters – do you get emails from us?