



Joint North Yorkshire branches

LGR Update

Updates on Local Government Reorganisation from the joint North Yorkshire local government branches; Craven branch, Harrogate branch, North Yorkshire branch, Ryedale branch and Scarborough branch

Issue 1
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A new era for North Yorkshire

The government has finally announced its plans for local government reorganisation in North Yorkshire.

We have 5 local government branches covering the 8 North Yorkshire councils, and we have come together to keep all our members updated. We hope you find these updates informative and reassuring, but if you have any questions or concerns please contact your local branch.

The 5 branches are already working together to make sure we achieve our three key objectives to:

- 1. Protect jobs**
- 2. Level-up pay, terms and conditions**
- 3. Minimise disruption to staff and services**

What will happen?

The existing two-tier system will be replaced with one unitary council for the whole of North Yorkshire. The new council will begin operation in April 2023.

What will happen to staff?

All staff working for the existing councils will transfer to the new council in April 2023. The councils

affected are:

- Craven District
- Hambleton District
- Harrogate Borough
- North Yorkshire County
- Richmondshire District
- Ryedale District
- Scarborough Borough
- Selby District

What is the timetable?

The next step is that Parliament will have to approve the Order to abolish the existing councils and to set up the new council, this is likely to happen in December/January.

The new council will then be set up from April 2022 (next year), with elections for new councillors in May 2022. Staff will not be affected at this stage, and the existing councils will continue to exist. At this point, the new council will exist alongside the existing councils. The new councillors will appoint the new Chief Executive and set the policy direction for the new council.

Staff will then transfer in April 2023 when the existing councils will cease to exist.

Which branch?

Craven District Council

Craven branch
Neil Braham
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Hambleton District Council

North Yorkshire branch
Wendy Nichols, 01609 532317
unison@northyorks.gov.uk

Harrogate Borough Council

Harrogate branch
Dave Houlgate, 01423 556109
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North Yorkshire County Council

North Yorkshire branch
Wendy Nichols, 01609 532317
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Richmondshire District Council

North Yorkshire branch
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Ryedale District Council

Ryedale branch
Serena Williams, 01653 600666
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Scarborough Borough Council

Scarborough branch
Andy Adamson, 01723 232355
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Selby District Council

North Yorkshire branch
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Councils need to work together to plan recruitment and protect jobs

The joint branches have written to all the Chief Executives to ask for an agreement that vacancies will be offered to internal applicants first across all eight councils

UNISON has called on the eight district and county councils across North Yorkshire to work together and draw up an agreement on how to fill vacancies between now and April 2023 when the councils will be amalgamated into one new council.

Our regional organiser has written to the eight Chief Executives at Craven District, Hambleton District, Harrogate Borough, North Yorkshire County, Ryedale District, Scarborough Borough and Selby District councils, to ask that vacancies are filled using internal applications from across all the councils rather than making external appointments.

UNISON is concerned that some councils are continuing to advertise and recruit to roles that could be duplicated when the new council comes into being from April 2023, and this could create an unnecessary redundancy risk for existing staff.

Such an approach would not only help to safeguard the jobs of existing staff, but would also:

- reduce costs, as savings would be made in

the recruitment and induction process;

- reward staff for their continuing loyalty and reassure them that they continue to be a valuable asset and one that the new council wishes to retain;
- demonstrate to staff that there is a genuine desire across the councils to work together to ease the transition and to look after the current staff cohort who have worked throughout the pandemic to deliver excellent services to the residents of North Yorkshire;
- provide opportunities for training, career progression and development; and
- minimise disruption to residents and staff,

whilst ensuring that service levels and quality are maintained.

You can view and download the letter here:

www.northyorks-unison.org.uk/archives/1899

Some initial FAQ's from our members across the North Yorkshire branches....

How many jobs will be lost? Will we have to reapply for our jobs?

The 'one council' proposal was based on all staff moving across to the new council, with a gradual process of harmonisation. The exception might be some very senior management roles. Clearly there will be some roles that are duplicated, but most are not. The proposal was very much based on any reduction in posts being gradual and through vacancies, retirement, etc. Nobody should have to reapply for their jobs as a result of LGR. Any future changes would have to be subject to consultation as happens now.

Will our pensions carry on as normal?

In short, yes. All the affected councils are part of the North Yorkshire pension scheme and being able to participate in the Local Government Pension Scheme (LGPS) is a contractual right.

Will there be opportunities for voluntary redundancy before the transfer?

We think this is unlikely. The NYCC proposal is based on all except very senior roles transferring automatically to the new council so there will not be a need for any redundancies as a result of LGR. Later, as services are brought together there might be a need to reduce posts but the expectation is that this will be done through vacancies and retirements. However, we would always argue at that point for voluntary redundancy to be offered if 'natural' reductions are not sufficient.

We will have more FAQs in the next newsletter.