Local Government Re-organisation in Northamptonshire

26 March 2019
The journey so far: Key events in creating new authorities - 2018

• Max Caller Report: March

• Invitation from the Sec of State: April

• Proposal submitted to Secretary of State (from 7 LAs): 31st August

• Government consultation launched: end of November
The journey so far: Key events in creating new authorities - 2019

- Government consultation concluded: 25th January
  - *Note: all of the following subject to the amount of parliamentary time available*

- Government decision expected before Easter recess of Parliament (i.e. late March/ early April)

- Structural Changes Orders (SCO) laid before Parliament: post Easter

- Completion of parliamentary process on SCO expected by the end of June

- First meeting of the Shadow authorities: 14 days after SCO formally agreed (estimating early July)

*(Appointment of the three statutory officers (interim) will be progressed during 2019)*
The journey so far: Key events in creating new authorities - 2020

- Budget approval for two new authorities: February
- Two new councils go live (Vesting Day): 1st April
- Elections for the two new authorities: May

(Appointment of the Chief Executive can only be confirmed by the Shadow authority)
Where we are trying to get to

One programme of work to deliver the creation of two new unitary councils:

• That are sustainable

• That are safe and legal from the outset

• Where services are seamlessly delivered on day one and beyond

• Which are on their own journeys of transforming services in Northamptonshire
Programme Phases

Phase 1 - Create New Unitary Councils
- Initiation
- Disaggregation Agreement
- Baseline Data
- TUPE Principles
- ICT Principles
- Prepare for the Shadow Councils
- Parliamentary Orders

Phase 2 – Preparing to Deliver Services on 1 April 2020
- Discovery
- Detailed Implementation Planning
- Day 1 Preparation (Budget, Policies, Constitution, TUPE, Governance etc)
- Mobilisation

Phase 3 - Designing the New Authorities
- Design Principles
- Interim Vision & Strategic Priorities
- Interim Target Operating Model
- Culture, Values, Organisational Design
- Develop and Implement Transformation Plans
- Development of new Corporate Plan

Dates:
- H2 18
- Jan 19
- Feb 19
- Mar 19
- Apr 19
- May 19
- Jun 19
- Jul 19
- Aug 19
- Sep 19
- Oct 19
- Nov 19
- Dec 19
- Jan 20
- Feb 20
- Mar 20
- Apr 20
- May 20

Gateways:
- Gateway 1: Discovery Complete
- Gateway 2: Operational Readiness
- Gateway 3: Post Go-Live

New Authorities Go Live
Elections
Current Programme Governance (pre Shadow)

Joint Leaders and Chief Executives

North Joint Committee

North Programme Board

Western Joint Committee

West Programme Board

Joint Programme Board

Member Working Groups

West Steering Group

North Steering Group

Member Working Groups

Member Working Groups

Member Working Groups

Member Working Groups

Member Working Groups

Member Working Groups

Member Working Groups

Member Working Groups

Member Working Groups

LGR Programme Office

Service Continuity
- Place
- People
- Corporate
- Cross Cutting

Legal & Democratic

Finance

HR & Workforce

ICT & IG

Communications & Branding

Phase 3
## Programme Objectives

<table>
<thead>
<tr>
<th>Programme Item</th>
<th>Objective</th>
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<tbody>
<tr>
<td>Service Continuity</td>
<td>To deliver safe and legal services, with no break in continuity, with the eligible workforce transferred to their new employer with clear policies in place and with plans for the convergence of services where duplicated</td>
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<tr>
<td>Safe &amp; Legal operation at vesting day</td>
<td>Legal and balanced budgets set, constitutions agreed with schemes of delegation in place and statutory officers appointed, contracts and partnerships, policies, statutory reporting and all other statutory functions in place</td>
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<tr>
<td>Disaggregation</td>
<td>Agree the basis of transfer of County Council service provision to the two unitaries, with fair apportionment of finance, staffing transfer, assets, vehicles, debt and reserve positions</td>
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<td>Senior Management Teams Recruited</td>
<td>Heads of Paid Service and senior (tier 2) teams recruited/appointed, with appropriate support in time to lead the transitional structures and final service continuity deliveries</td>
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<td>Transitional Structures</td>
<td>To ensure that both Unitary Councils have transitional operating structures from 1 April 2020. To achieve cost reductions to be defined as required for the 2020/21 budgets</td>
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<tr>
<td>Strategic Transformation Preparation</td>
<td>To define the new operating model and long-term organisational structure for each of the two unitary councils, and define the strategic aims and objectives</td>
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Governance - Programme Reporting, Risk Management

- Provide focus on assuring delivery against milestones and managing major risks
- Workstreams report fortnightly with a programme level summary
- Progress is reviewed at workstream board meetings, Programme Board and Shadow Executive Committee
- Risk appetite to be agreed and reported routinely