

Getting Closer – the next phase

Background

1. Getting Closer was launched by the former LGA Executive in January 2009, and subsequent reports have been made to the Executive, Group Leaders and this Board at all significant stages. On 30 November 2010, the LG Group published its proposals for a future organisation. This marked the start of a formal 90 day consultation with staff that finished on 4 March. Weekly meetings were held with the recognised trade union throughout the period and over 200 submissions from staff were received and considered by the Group Strategic Management Team. A number of changes were made to the original proposals as a result of the consultation.
2. The process of appointing staff to roles in the new organisation is almost complete. This paper reflects the position at the time of writing but a further update will be given at the meeting.
3. At the start of 2010/11 there were **648** posts on the establishment across the LG Group with a total staff budget for the year of **£37.8 million**
4. On 1 November 2010, following a recruitment freeze, **512** posts were occupied and the budget for the year was reduced to **£32 million**.
5. From 1 June 2011, when the new LG Group organisation begins, there will be **254** posts in the new organisation at a projected cost of **£17.5 million**. This represents a reduction of **£20.3 million** on the 2010/11 projections and **£14.5 million** on the revised figures at 1 November 2010.
6. All figures excluded the 17 lead peers.
7. Staff applying for roles in the new organisation undertook an external assessment managed by Tribal, followed an internal interview. Each employee was able to apply for up to three roles within his/her designated band of posts. There are 4 bands in total.
8. **381** interviews were held over a 3 week period, appointing in order of seniority to ensure that managers were able to appoint to their future teams. An assessment panel, comprising representatives from every interview panel, was held on completion of interviews for each band. Staff were verbally informed of the outcome to minimise uncertainty and delay. Written confirmation of appointments or of redundancy will be sent out during week commencing 18 April.
9. To date **138** staff have been appointed to the 254 posts. The final appointments panel takes place on 13 April at 2.00pm.
10. Once all appointments are confirmed, we will assess the remaining vacant posts to determine which are suitable for staff currently without a role to be redeployed into.

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11. In early May, Layden House staff will relocate into Local Government House, freeing up Layden House for commercial rental and eventual sale, in line with the direction of Resources Panel.
12. The new streamlined, integrated structure for the LG Group will come into effect from 1 June 2011. It provides an affordable and flexible base from which to deliver the future business of the LG Group.
13. This process will deliver an integrated organisation which is affordable and sustainable over the next four years, taking account of all known and reasonable risks. It is for the governance arrangements of Group Executive, Boards and Panels to politically lead the desired outcomes on the basis of agreed priorities.

John Ransford

13 April 2010