

**Meeting:** Resources Board

**Date:** 15 November 2022



## **LGA Plan 2022-25**

### **Purpose of report**

For discussion.

### **Summary**

On 19 October 2022, the LGA Board signed off a new 3-year business plan for 2022-25. The [LGA Plan 2022-2025](#) sets the direction for the LGA as a whole and includes our policy and campaigning priorities for the period.

The Board is asked to review the Plan and to discuss any changes to its workplan to reflect the overall LGA direction and priorities.

### **Recommendations**

That the Resources Board reviews the Plan and discuss any changes to its workplan to reflect the overall LGA direction and priorities

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# LGA Plan 2022-25



## Background

1. On 19 October 2022 the LGA Board signed off the LGA's new 3-year business plan – [LGA Plan 2022-2025](#). The development of the Plan was led by a joint officer/member task and finish group, who considered feedback from consultations and discussions with member councils, lead members, group executives and staff.
2. The new LGA Plan clearly sets out our vision to be **the Voice of Local Government** and our purpose to **Promote, Improve and Support** local government. A copy of the Plan is attached at **Appendix 1**.

## Content

3. The LGA Plan is in three parts:

### Part 1:

- sets out the LGA's overarching vision and the golden thread that runs through the plan - to be **the Voice of Local Government**;
- sets out our purpose - to **Promote, Improve and Support** local government. These form the three pillars of all our external facing work, including the work of the eight policy boards and the Improvement and Innovation Board.
- emphasises our commitment to work more collaboratively across the whole of local government to strengthen our voice on behalf of the sector;

### Part 2:

- Promoting **local government** sets four policy and campaigning priorities
  - ✓ A sustainable financial future
  - ✓ Stronger local economies, thriving local democracy
  - ✓ Putting people first
  - ✓ Championing climate change and local environments;
- **Improving local government** sets out our main grant-funded commitments;
- **Supporting local government** highlights the excellent technical and professional support and services we deliver to councils in fields such as workforce, pensions, legal, communications and procurement and a range of place-based services.

### Part 3:

- **Our business** – sets out our internal organisational priorities, including actions to support our political leadership and enhance our membership, increase our financial resilience and our commitment to Net Zero.

## Delivering the LGA Plan

4. Members are invited to review the LGA Plan and to discuss any amendments or additions to the Board's work programme to align with the LGA's priorities.
5. The main outcomes relating to the Board's work are:
6. Promoting a sustainable financial future - High levels of inflation and energy costs and higher than expected forecasts of the National Living Wage mean that councils are facing significant additional cost pressures. Fair and sustainable funding would allow councils to plan and deliver essential, resilient public services beyond the short term.
7. We will work to secure the following outcomes:
  - Continue to highlight the cost pressures on all council services and press for longer term funding that reflects current and future demand for services.
  - Press for freedoms that lead to greater local control over council tax and business rates, and a wider range of suitable funding sources for councils.
  - Councils can access a range of sources of finance to encourage investment, supported by an appropriate financial framework.
8. Promoting stronger local economies, thriving local democracy.
  - Local government has a key role in reducing socioeconomic inequality by increasing opportunity, strengthening communities and safety nets, and promoting long-term financial inclusion and resilience.
9. Support to the local government workforce - Recruiting and retaining good staff at all levels is central to delivering excellent local services and a thriving local democracy. The cost of living crisis, and its impact on the workforce following years of restricted supply of key professions and reduced competitiveness with other employers, will be an acute challenge in the coming years. Our comprehensive workforce offer involves leadership of national collective bargaining, as well as supporting councils to address capacity and capability issues.
10. We will:
  - Lead on national collective bargaining across councils, schools, fire and rescue authorities, police support staff and other related workforces.
  - Deliver comprehensive workforce support including workforce planning, officer-member relationships, diversity and equality, and HR/OD reform looking at organisational structures, pay frameworks and employee engagement.
  - Provide specialist pensions support, including training courses for councillors and employers; as well as regulatory support from our team of expert advisers.
  - Promote national programmes that enhance and support the local government workforce and respond to significant skills shortages, including T Levels and apprenticeship support programmes.

- Support for fire authorities and National Employers to conduct collective bargaining, implement workforce requirements relating to fire reform and deliver effective services for local communities. The LGA will also continue its role as the secretariat for the NJCs for firefighters, middle managers and brigade managers

11. The LGA Plan will remain a flexible document that will be reviewed and updated annually, and with the agreement of the LGA Board, may be updated to reflect changing circumstances.

### **Implications for Wales**

12. The LGA Plan includes the support that we provide to the 22 Welsh councils, in membership of the LGA through the Welsh LGA. However, some central government grant-funded activities do not include support to Wales, where funding may be allocated through the Welsh government.

### **Financial Implications**

13. Delivery of the LGA Plan is reflected in the LGA's medium term financial strategy. Our internal business priorities include priorities to ensure the financial sustainability of the LGA.

### **Equalities implications**

14. Our internal business priorities include the delivery of the LGA's equalities strategy and action plan.

### **Next steps**

15. Subject to members' comments, the Board's work programme will be updated to reflect the priorities of the LGA Plan 2022-25.