

Support for
**Local Government
Reorganisation (LGR)
and Devolution**

Helping you and your teams get ready for change

Local Government Reorganisation (LGR) will bring about the biggest change to the local government landscape for decades.

➤ We are here to help you **plan, prepare, and succeed**

We offer tailored support for councils at every stage of **LGR** or **Devolution**. Our experts work with you to make sure your council is ready for **Vesting Day** and beyond — while keeping day-to-day services running smoothly.

In the context of a rapidly changing local and national government landscape, we are offering a range of support to our member authorities and partners through our range of services, consultancy and training.

We aim to:

- **Adapt and respond** quickly to devolution and local government reorganisation in an agile way to meet the needs of our members, providing **consistent support, capacity and resource**.
- **Communicate** complex information to guide and support members, amplifying a **strong and unified voice** for the East of England.
- **Build and nurture** collaborative partnerships and networks to achieve the **best outcomes for our region**.



We are offering a **range of support tailored** to our members' needs

Information and advocacy

Keep up to date with the **latest news** on devolution and LGR and advocate on behalf of local authorities in the East of England to government.

HR and workforce development

Keep up to date with the latest HR and OD information, **support and resources** in connection with local government reorganisation.

Events and resources

We have a **comprehensive programme of events** to support our member authorities throughout LGR and Devolution. These events are designed to offer the opportunity to share **ideas, practices** and **lessons learned**.

Local Government Essentials East are bi-annual training events for our member authorities as well as a toolkit available in the members area of our website containing useful links and information.



Providing you with **capacity** and **support** when you need it

We recognise that this is a time when additional **capacity, support** and **training** may be vital to get to **Vesting Day** and beyond.

We have a range of **professional associates** with experience across many critical areas.

➤ Our **LGR and Devolution taskforce** includes experience to help with:

- **Programme** and **project management**
- **Contracts** and **procurement**
- **Digital transformation** and the **use of AI**
- **Culture** and **change readiness**
- **Communications** and **engagement**
- **Resilience** and **managing change**, including **ResilienceBuilder®**
- **Full range of HR services**
- **Member support** and **training**
- **Safe and legal** – reviewing your processes and readying you for change

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Local
Government
East

TALENT BANK

Talent Bank can support you from start to finish and beyond using a simple public to public procurement route, making the process **quick and easy**.

We make sure that you have **the right people when you need them**.

Who we support

- ▶ **Chief Executives and Leaders** – to ensure your council is ready for the challenges of reorganisation.
- ▶ **Leadership Teams** – to plan and manage a successful change programme.
- ▶ **Heads of Service** – to guide teams through change.
- ▶ **Officers and Elected Members** – to help understand what change means for them and plan their future.

People-focused support

▶ **People and Employer Services** provide:

- **HR networks and support** – Regular meetings, 1-2-1 support for Heads of HR, helpdesk advice, newsletters.
- **Training & events** – Workshops, roundtables, and webinars covering all people aspects of change (e.g. TUPE, resilience, wellbeing).
- **Pay and reward** – Regional pay award coordination, pay benchmarking through **Infinistats**.
- **Recruitment** – Facilitating the National Recruitment Campaign for local government in our region to support councils in the East of England.

Working with trade unions

In our capacity as a **Regional Employers Organisation** we work collaboratively with the recognised trade unions for the benefit of the region



Digital tools

- **Pay and HR metric benchmarking tool** – Used by well over 50% of our councils to inform recruitment and reorganisation decisions. This tool is a must when planning for LGR in county areas.
- **Secondment Portal** – Helping councils manage staff sharing during reorganisation.
- **Virtual Groups and good practice sharing** – We provide a shared area for councils to share policies, procedures, and best practice solutions.
- **We are actively sourcing an ATS/JB** for the region to speed up recruitment for our councils.



➤ Get in touch

We're ready to help you plan, prepare, and deliver successful outcomes throughout the **Local Government Reorganisation** and **Devolution** journey.

Email: **TalentBank@localgoveasteng.gov.uk**
Or scan the **QR code** for more details

