

Staff Briefing January 2025

Please grab a drink
before we start!

Welcome



Devolution and Local Government Re-organisation (LGR)

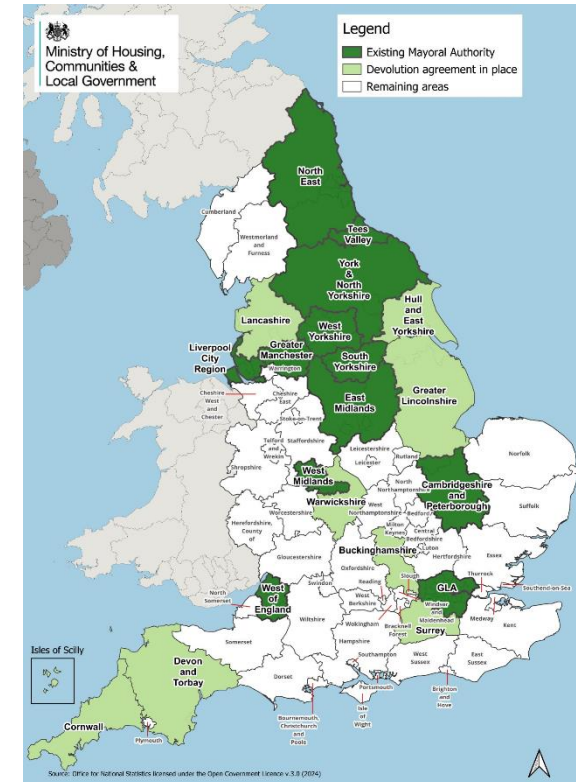
Ian Davidson
Chief Executive

A solid dark blue horizontal bar with rounded ends, positioned below the name and title of Ian Davidson.

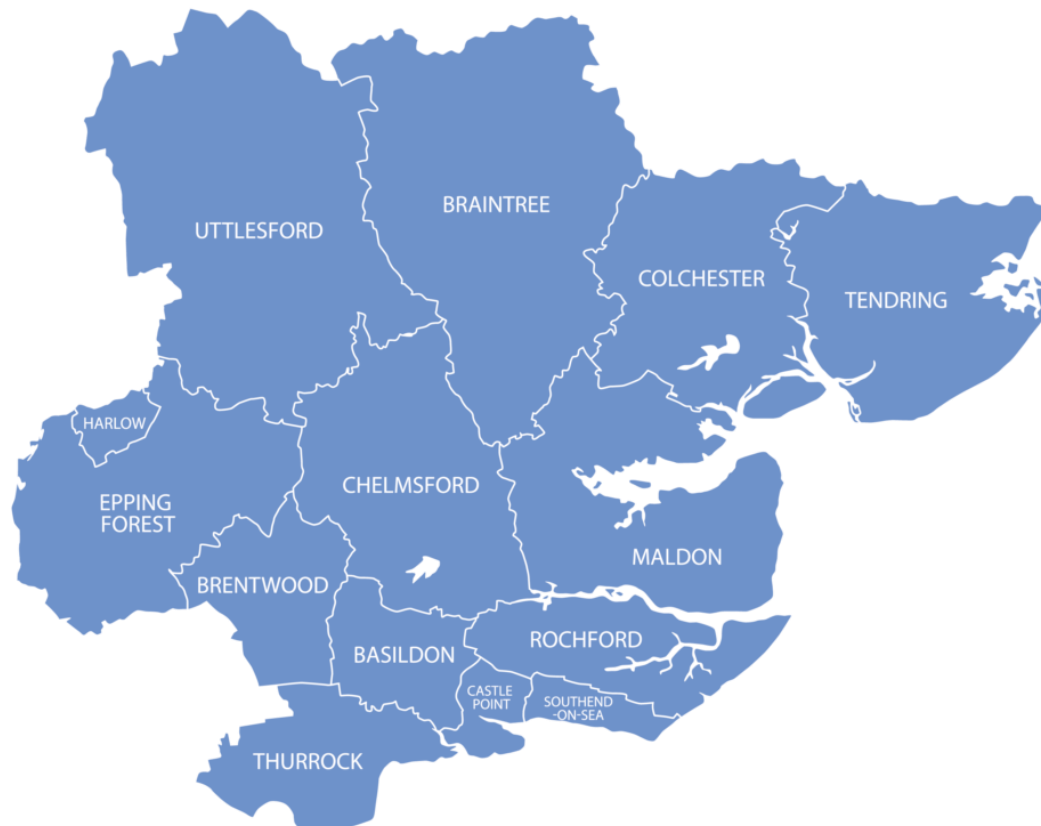
Devolution



- English **Devolution White Paper** published 16 December
- **Combined Authorities** with a directly elected **Mayor** – existing legislation
- County/existing unitary members
- Devolve “**levers over growth**” – like transport, skills, employment support and strategic planning



Greater Essex



What will Strategic Authorities do?

1. Transport and local infrastructure
2. Skills and employment support
3. Strategic planning for housing growth
4. Economic development and regeneration
5. Environment and climate change
6. Health, wellbeing and public service reform
7. Public safety – Mayor as Police and Crime Commissioner



Funding for Strategic Authorities

Devolved funding
from Government

Levies on the
constituent
councils

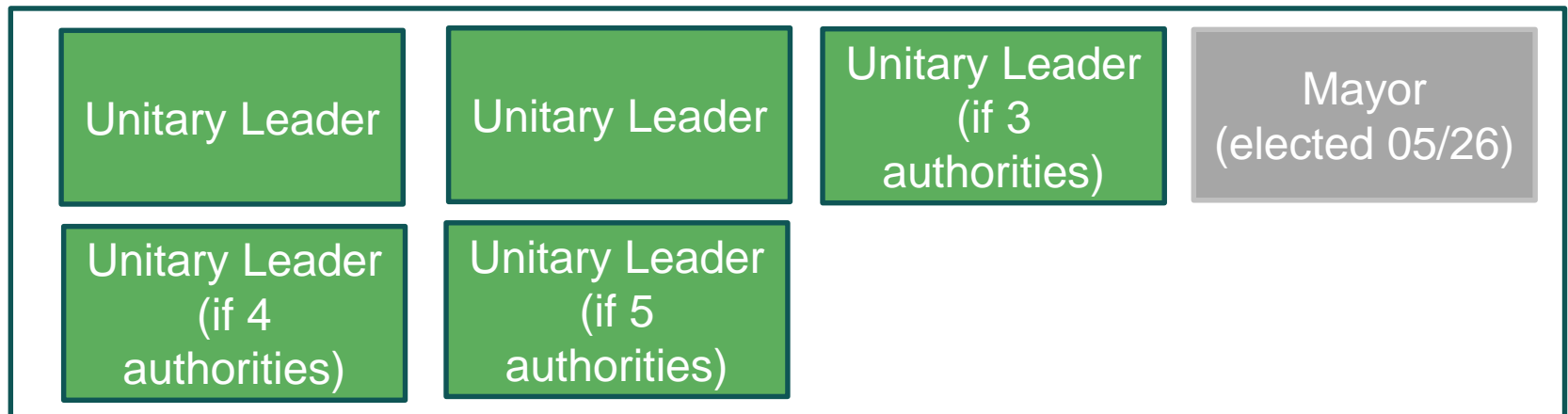
Mayoral functions
funded from a
combined authority
precept on the
council tax

Strategic Authority is

County Combined Authority (**pre LGR**)



Mayoral Combined Authority (**post LGR**)



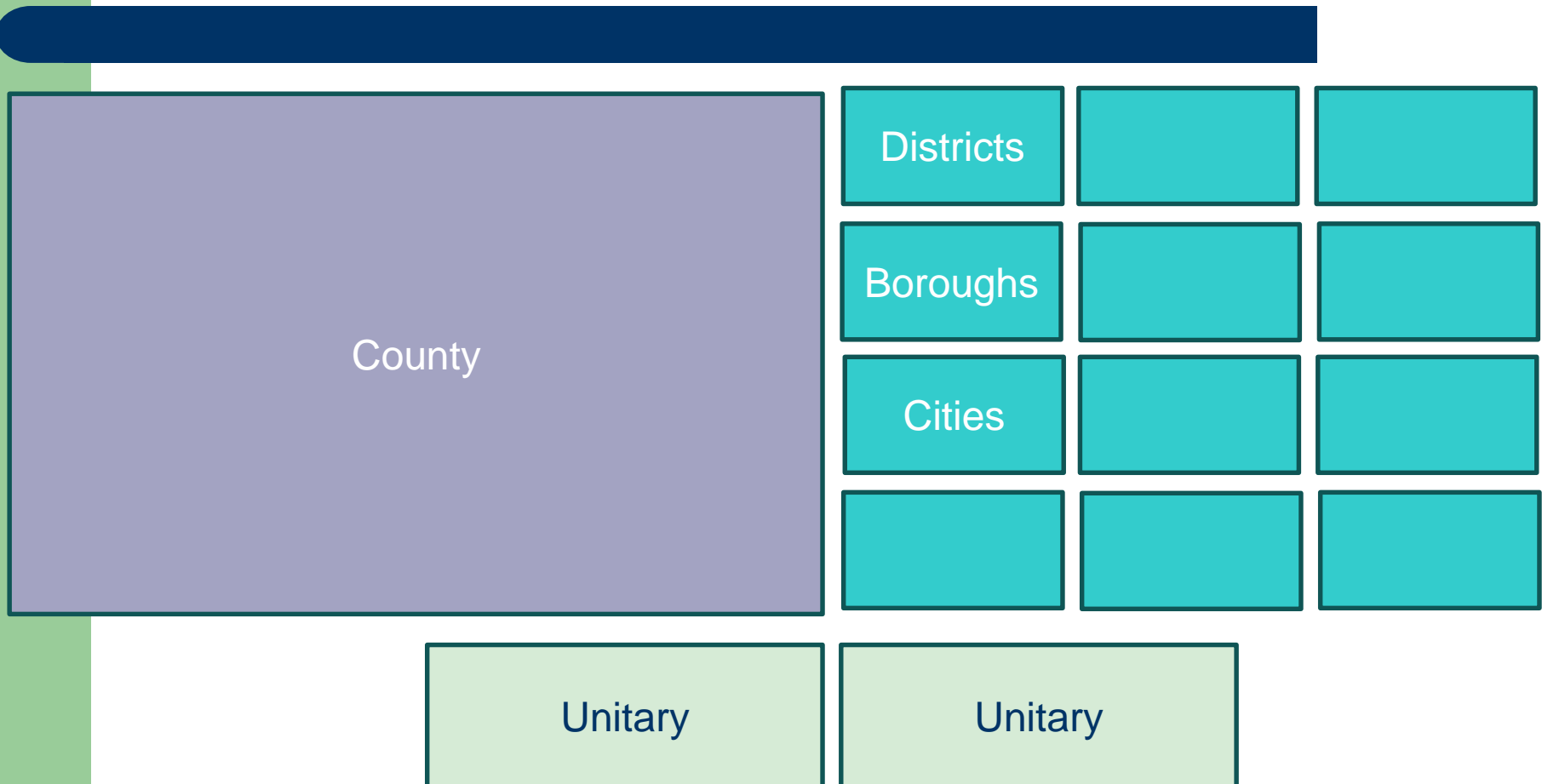
Local Government Reorganisation

- The Government expects **all two tier areas** to develop proposals for **reorganisation**.
- Those existing Councils to be replaced with new unitary councils; 'benchmark' population of **500,000+**
- Government includes proposals to **postpone elections** scheduled for May 2025
- Essex, Southend and Thurrock Councils asked Government for Greater Essex to enter the priority Devo programme

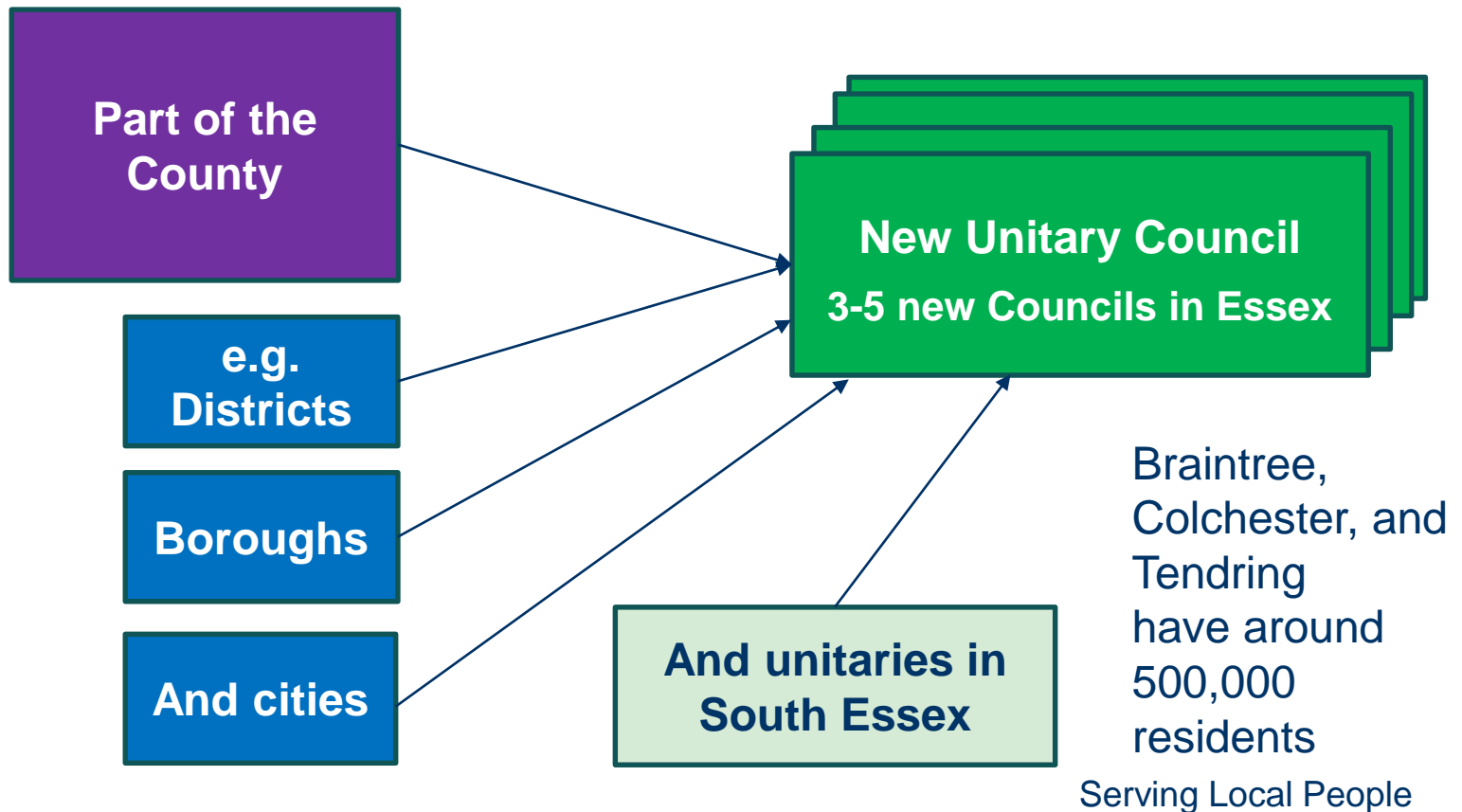
Benefits and opportunities

- Levers of growth held by locally elected mayor for Greater Essex, with the ear of Government.
- Joined up planning and delivery at a sub-regional level; such as for homes, jobs, transport, skills.
- Over time join up public services (councils, health, and police).
- Successful in other places (London, Manchester, West Mids).
- Simpler local government structures and consolidated capacity to provide better outcomes for residents.
- Make councils more financially sustainable;
- Unitarisation **part of wider reform**, including multi-year financial settlements from government and ending “micro-management” by government.

Current Councils in Essex



Requested move to unitary Councils (by Essex, Southend, Thurrock)



Tendring position

- Broadly welcome Devolution giving more powers locally to Greater Essex (Essex, Southend and Thurrock)
- On LGR we will prepare for all eventualities
- Committed to **putting Tendring in best possible position for the future**
- Different councillor views – officer neutrality
- Joint working with partners, including Colchester and Braintree councils

Key points from Council Report (21 Jan) – backed unanimously

- Covered some technical points around finance, and representation
- Recognised local challenges – such as our coastal issues;
- **keep our key partnerships; and**
- **scale of the work which will need to happen to deliver local government reorganisation – which will divert staff from priorities**
- **Putting Tendring (including staff) in the best possible place for whatever happens**

Indicative Timeline

This is a long term process

| | |
|------------------------|---|
| 10 January 2025 | Essex, Thurrock and Southend Councils submitted their request to join the Devolution Priority Programme and postpone elections to May 2026. |
| January 2025 | Expect to know if Essex on Priority Programme |
| March 2025 | Interim plans for LGR to be submitted to Government. |
| August 2025 | Full plans for LGR to be submitted to Government. |
| 1 April 2026 | New Strategic Authority established for Greater Essex |
| May 2026 | Elections to the office of Mayor of the Strategic Authority Elections to new shadow Unitary Councils (Tranche 1) |
| 1 April 2027 | New Unitary Authorities come into being (Tranche 1) |
| May 2027 | Elections to shadow new Unitary Councils (Tranche 2) |
| 1 April 2028 | New Unitary Authorities come into being (Tranche 2) |

Community Governance Review

- Exploring options for town council(s) for unparished areas of Tendring
- Clacton, Jaywick and Holland-on-Sea
- Town Council(s) could come forward in May 2027
- In the future, garden community governance too

Future

- The current functions of TDC and ECC will still exist, just under a new authority, which will need capacity to deliver
- The majority of the council's staff are expected to transfer to a new unitary council
- There will be changes ahead, but there will be future career **opportunities** in a larger authority
- Aim to put staff in the best possible place for future authority

Work and priorities

- Goal will be:
 - **Keep delivering** the day job – given the level of need for our services in Tendring
 - ensuring a **smooth transition** into any new unitary council, delivering for our residents
 - **Re-prioritisation** of other work will be needed
- Discuss workload issues with your managers and teams

The Tendring Way

- Community leadership at the heart of our work
- The Council drawing on its strong culture
- We always come together to respond to challenges – emergency planning, Covid
- This is a chance to build a legacy for TDC, and to create the best future for the new council
- And to do so for the residents of Tendring

What can you expect from senior management

- Clear leadership, in concert with political leaders
- Positivity and purpose
- Programme management of the process; including learning from other areas
- Open communication – sharing what we can when we can and listening to and involving staff
 - Setting up information area on TED
 - How else could we communicate with you?
- Seeking to put you in the best possible position for the future

Support and questions

- Support is available for you; recognise this could be unsettling
 - Employee Assistance Programme (EAP)
 - HR
 - Managers
 - Union
- If you have a question please ask
 - Feedback form being set up

Break

- Grab a cuppa
- Have a conversation with a friend
- Ask a question about Devolution / LGR



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AI and Social Media

Will Lodge
Communications
Manager

AI – Best Practice

- Approach adopted in December
- Ethical & legal considerations
- Available on TED
- Green light – try using AI
 - Free version and paid-for premium version
 - [m365.cloud.Microsoft](https://m365.cloud.microsoft)
- Top tips too
- Ask for advice if unsure

AI – Ethical & legal

- Many issues to consider; often you will be anyway
- Data
 - Not private, commercial, sensitive
 - Which AI you can use
- Accuracy
- Human check and accountability

AI – Top tips

- Give it a try!
- Iterative process
 - If at first you don't succeed, try again
- Effective prompts
- Can get you started from a blank page; or refine some existing work



Social Media Policy

- Updated policy coming soon
- Applies to all staff – not just those who use social media for work
- Key changes are:
 - Distinction between personal/professional
 - LinkedIn

Clacton Airshow



Thank you



Take care

- Don't forget to leave your questions behind for us to answer (if you have any)