

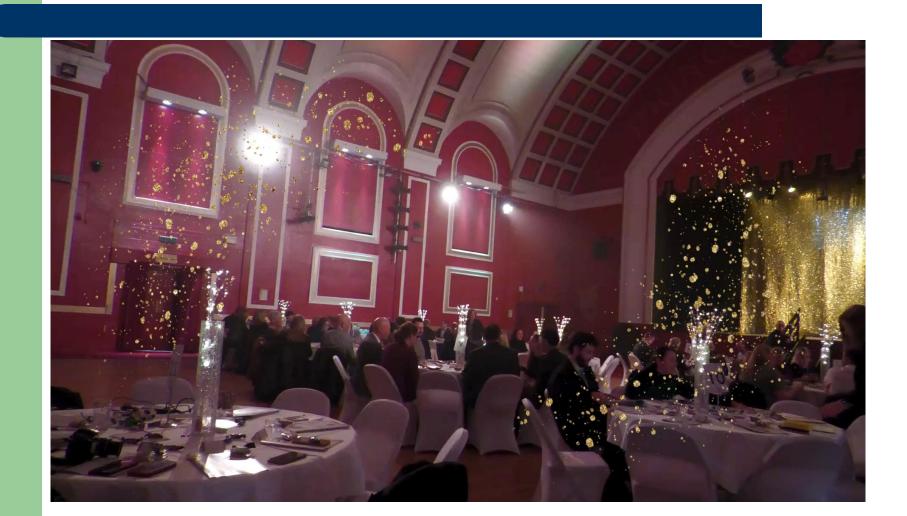
#### Staff Briefing January 2025

## Please grab a drink before we start!

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#### Welcome





#### Devolution and Local Government Re-organisation (LGR)

#### Ian Davidson Chief Executive

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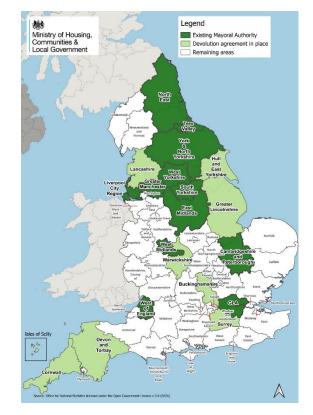




#### **Devolution**

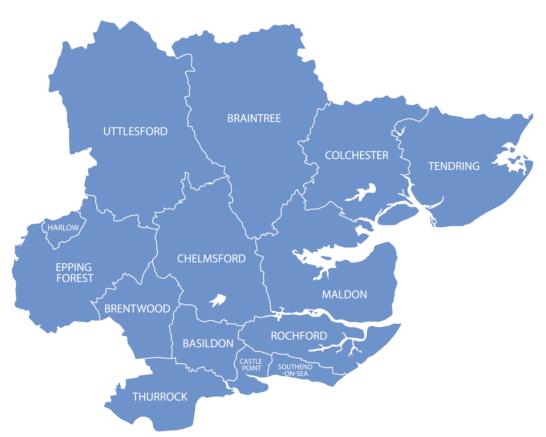


- English Devolution White Paper published 16 December
- Combined Authorities with a directly elected Mayor – existing legislation
- County/existing unitary members
- Devolve "levers over growth" like transport, skills, employment support and strategic planning





#### **Greater Essex**



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## 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

Strategic



#### **Funding for Strategic Authorities**





#### **Strategic Authority is**

#### County Combined Authority (pre LGR)

Thurrock Leader	Southend Leader	ECC Leader	Mayor (elected 05/26)			
Mayoral Combined Authority (post LGR)						
Unitary Leader	Unitary Leader	Unitary Leader (if 3 authorities)	Mayor (elected 05/26)			
Unitary Leader (if 4 authorities)	Unitary Leader (if 5 authorities)					



#### **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

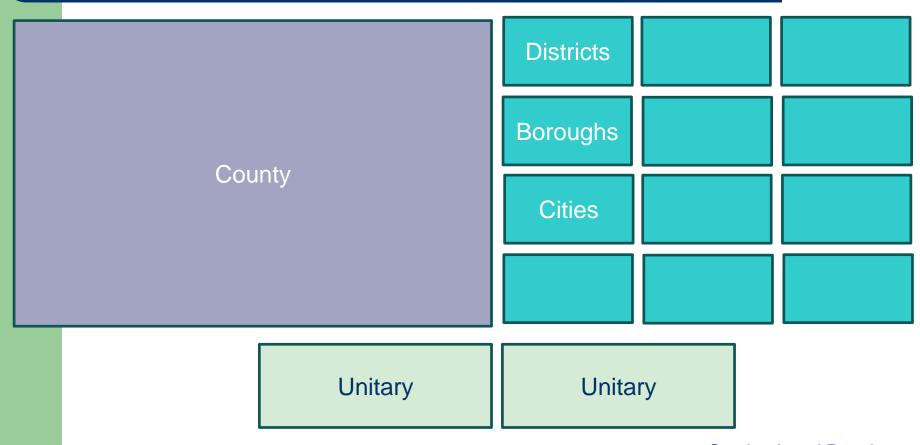


#### **Benefits and opportunities**

- 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.



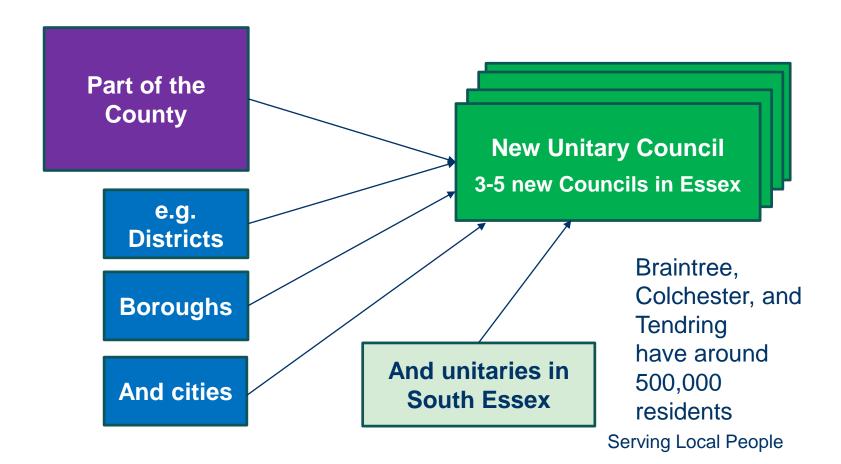
#### **Current Councils in Essex**



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#### 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 Devolut	tion 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 2027Elections to shadow new Unitary Councils (Tranche 2)1 April 2028New 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





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



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#### **Al and Social Media**

Will Lodge Communications Manager

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#### **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
- 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



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· →	🌍 Copilot	
G Iome	Good afternoon! I'd be happy to help with that. Here are 10 top tips for staff on how to use Copilot effectively:	
opilot	<ol> <li>Start with a Clear Question or Task: Be specific about what you need help with. Clear and concise questions or tasks lead to better and more accurate responses.</li> <li>Use Natural Language: Communicate with Conjust as you would with a colleague. There's no need for</li> </ol>	
reate	<ol> <li>Use Natural Language: Communicate with Copilot as you would with a colleague. There's no need for special commands or keywords.</li> <li>Provide Context: If your question or task relates to a specific project or topic, provide some background</li> </ol>	
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http	anks CoPilot - please could you re-write these in UK English, and scan this document to update and refine your top ten tips? ps://tdcdemocracy.tendringdc.gov.uk/documents/s72167/A4%20Appendix%20- 0Artificial%20Intelligence%20Best%20Practice%20Approach%20for%20Tendring%20District%20Council%20formatte.pdf	
310/	/ 16000	>
	<ol> <li>Updates to make the most of its capabilities.</li> <li>8. Use Feedback: Provide feedback on Copilot's responses. This helps improve its performance and tailor it to better meet your needs.</li> </ol>	
	<ol> <li>Maintain Confidentiality: Avoid sharing sensitive or confidential information with Copilot. Always adhere to your organization's data privacy policies.</li> </ol>	

 Be Patient and Persistent: Sometimes, it might take a few tries to get the perfect response. Be patient and persistent, and don't hesitate to ask follow-up questions.

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These tips should help staff make the most out of Copilot's capabilities and enhance their productivity. Would you like any additional details or examples for the presentation?



### **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)