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**Contact:** Stuart Carlton

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Dear Colleague

### **Local Government Re-organisation (LGR) - A new council for North Yorkshire**

I have asked maintained school leaders to kindly pass this letter on to you in order to provide you with a direct update on the Local Government Review for North Yorkshire.

You will no doubt be aware that April 2023 brings a new unitary council for North Yorkshire. It’s a fantastic opportunity to establish the very best for the people, businesses and places we serve.

This change is about making the most of all the talent within existing organisations and bringing together skills, knowledge and experience to create an organisation that everyone can feel proud to work for. This new **North Yorkshire Council** will bring together the services currently provided by all eight councils in the county. In the long term, it will help to unlock greater powers and funding from central government, because this change paves the way for greater devolution from Westminster.

#### **What does it mean for school based staff?**

All staff in NYCC maintained schools have contracts of employment with NYCC. You will carry on being employed by the County Council until April 2023, after which staff will be transferred to the new authority. For county council staff, a continuing authority approach applies which means that Transfer of Undertaking Protection of Employment, known in short as TUPE will not apply, as there will technically be no change in employer. This does not provide any additional or different employment protection and results in exactly the same outcome for staff but without having to apply the specific actions and framework set out in the TUPE legislation.

Under a continuing authority approach District and Borough council staff will transfer into the new council via TUPE, into existing roles with current terms and conditions and with continuous service maintained. Although people will work for a new council from April 2023, it will be as if they are continuing to work for their current employer as now.

In summary, as a school based member of staff, you will see no change – employment will transfer to North Yorkshire Council with no formal procedures required to take place.

**Are there plans to harmonise pay and terms and conditions for all staff?**

As set out above, colleagues will transfer on existing terms and conditions – either via the TUPE arrangements or because they are part of the continuing authority. Work on harmonising terms and conditions will be for the new council to undertake (after April 2023) and efforts will be made to get to a common position without any, or very little, detriment to staff. The eight councils’ NJC terms and conditions are very similar and so any changes are likely to be more like tweaks than major revisions to NJC (support staff) terms. This will obviously be subject to full staff and union engagement and consultation.

I hope that this has been a helpful update and provides reassurance about how the transfer to the new Authority will affect you individually.

Yours sincerely

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke at the bottom.

Corporate Director – Children and Young People’s Service