



Local Government Reorganisation: What it means for members employed in Local Authorities

A summary for AEP members

The Government has published guidance explaining how staff will be treated when existing councils are replaced by new unitary authorities. The key message is that the expectation is that employees will transfer to the new council and retain their employment protections.

Find out more here: [Local government reorganisation: staffing issues guidance - GOV.UK](#)

What is 'Local Government Reorganisation'?

Local Government Reorganisation (LGR) involves replacing existing council structures with new unitary councils, creating a single council for each area. During the transition period, existing councils will continue to operate while preparations are made for the new authority. You can find the up to date information on current plans in England [here](#).

Employees should continue to receive information throughout the process and councils are expected to consult with recognised trade unions and employee representatives.

Will I keep my job?

The Government's expectation is that council employees will transfer to the new unitary authority when it is established. Staff employed immediately before the transfer date whose employment continues beyond that date should transfer automatically to the new council.

There is no expectation that staff will have to reapply for their existing jobs simply because reorganisation is taking place.

What happens to my Pay and Conditions?

The guidance confirms that staff should transfer under **TUPE (Transfer of Undertakings (Protection of Employment) Regulations 2006)**. This means:

- Existing contracts transfer to the new employer.
- Pay is protected.



- Terms and conditions are protected.
- Continuous service is preserved.
- Employment rights transfer with employees.

Can the new council change my Terms and Conditions?

Not automatically.

The guidance recognises that staff transferring from different councils may have different pay and conditions. New councils may wish to develop a single pay policy, but any changes must be consistent with legal requirements, consultation obligations, collective agreements and negotiations with recognised trade unions.

What Are My Consultation Rights?

Employers must:

- Inform affected employees about the transfer.
- Inform recognised trade unions and employee representatives.
- Consult where changes or "measures" are proposed that may affect staff.

Examples of matters that may require consultation include:

- Changes to working arrangements.
- Changes in office location.
- Changes to working practices.
- Changes to payroll dates.

Can I be made redundant?

The guidance is clear that staff **cannot be dismissed because of the transfer itself**.

Redundancies can occur only where:

- There is a genuine redundancy situation; and
- There is an economic, technical or organisational (ETO) reason involving changes to the workforce; and
- Appropriate consultation has taken place.

Councils may also choose to offer voluntary exit schemes.



What if my council is split between two new authorities?

In some areas, services may be divided between two or more new councils.

Where this happens, existing and incoming councils will work together to determine which new authority employees should transfer to. Business needs and individual circumstances should be taken into account, and staff must be informed and consulted as appropriate.

What will happen to senior posts in the authority?

The guidance recognises that there may be fewer senior leadership posts in the new authority than currently exist across predecessor councils. The new council may therefore need to run recruitment processes for some senior positions.

Where staff are not appointed to equivalent posts, councils are encouraged to explore:

- Redeployment.
- Suitable alternative employment.
- Other options to retain valuable skills and experience.

Only where there is a genuine redundancy situation and no suitable alternative role may redundancy become appropriate.

What should members do?

Members should:

- Read all consultation communications carefully.
- Attend staff and AEP briefings.
- Raise concerns early.
- Keep copies of employment documents.
- Engage with their AEP local representative.
- Participate in consultation exercises and ensure responses are submitted.

The Government's guidance states that local government reorganisation should be delivered through TUPE-protected transfers, preserving employees' contracts, pay, terms and continuity of service. Trade unions should be informed and consulted throughout the process, and redundancies cannot be made simply because staff are transferring to a new authority.