

Local Government Reorganisation

Reducing risk and accelerating beneficial service outcomes

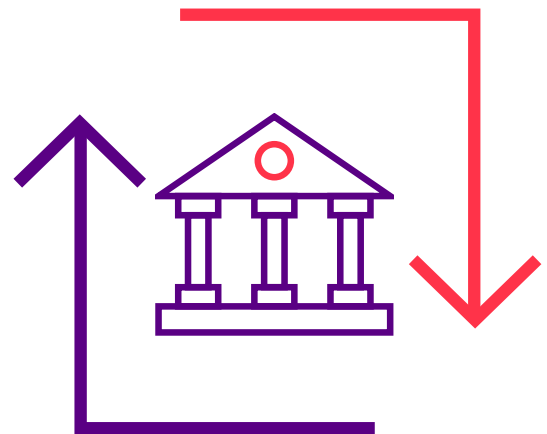
Through data-driven workforce merge, design and ongoing planning

The UK's local government landscape is undergoing one of its biggest transformations in decades. Financial strain, the evolving demand for modern, responsive services and structural reform are reshaping how councils operate.

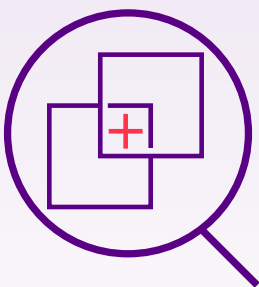
Three factors are converging to create this new imperative:

- ▶ Pressures include **rising social care costs, inflation, and constrained central funding**.
- ▶ **Three-quarters** of councils report increasing difficulty setting balanced budgets for 2025/26.
- ▶ At the same time, **devolution and reorganisation** are creating new unitary and combined authorities. Councils are expected to merge services, modernise workforces and align data and systems – while maintaining community identity and service quality.

Experience from local government reorganisation, and other mergers, shows that achieving this transformation requires precision, collaboration, and a data-driven approach to workforce design and change delivery.



What we have found in local government reorganisation



Barriers to early benefits include disparities in workforce data across a range of existing council systems, with different terminology, different formats and typically some data quality issues too.

Having learned from councils that have already completed the LGR process, addressing this early is critical, both ahead of and after vesting day. It enables a single view of the combined workforce, identifies opportunities to deliver strategic objectives, and supports effective future planning. Speed, accuracy, and clarity for employees is also important for staff retention and new recruitment.

The opportunity is to get ahead of this challenge by addressing data alignment across merging authorities in advance.

How Orgvue helps

Orgvue enables local authorities to design, plan, and execute transformation with confidence quickly and more cost effectively. This allows greater consideration of employees and their roles by integrating data from HR, payroll, and finance systems into a single view of the workforce.

Challenge

Your options with Orgvue



Merging councils and aligning structures

- ▶ Visualise overlapping structures, identify role duplications, and model the “to-be” operating model for new unitary authorities. Support fair, transparent redeployment.



Disparate systems and data silos

- ▶ Create a single source of truth from multiple legacy systems to enable a safe, robust transition, where every employee has a designated line manager on day one, and to inform ongoing planning, benefits and regulatory tracking.



Staff retention and recruitment

- ▶ Provide job security for staff through designing future positions in an organisation structure fit for the future, planning to move existing talent into those positions, enhancing careers, and achieving cost savings through natural voluntary staff turnover, rather than forced job losses.



Skills gaps and future capability

- ▶ Identify workforce risks, capability shortfalls, and reskilling needs. Model the impact of automation and new digital roles. This is more cost effective and better for future careers.



Changing employee expectations

- ▶ Understand workforce composition (part-time, remote, flexible) and model workforce mixes that meet both service and employee needs.



Maintaining safe and legal operations

- ▶ Ensure line management is established for each new council, with employees correctly allocated to a manager in the correct council. This supports the complex TUPE process and ensures new structures are costed and budgets aligned.

Case study

When a county council and six district councils merged to form two new unitary authorities, Orgvue was used to:

- ▶ Combine workforce data from HR and payroll systems, and provide a “data bridge” during systems transition.
- ▶ Underpin a safe and legal transition from day one.
- ▶ Design new organisation structures and see the cost impacts of various scenarios.
- ▶ Assist leadership in establishment and budget control.

- ▶ Help track training and accreditations for regulatory purposes, replacing manual spreadsheet processes, increasing accuracy.

Orgvue continues to be used to support the reshaping of various parts of council operations addressing service redesign, automation, cost control and business flexibility / responsiveness, while continuing to identify and address data issues.

Outcome: A reorganisation delivered on-time, with compliant people transition, clear governance, minimal disruption, and a sustainable capability to optimise workforce structures as they evolve.