

What is Local Government Reorganisation?

The Council is undergoing a significant transformation through Local Government Reorganisation (LGR) and devolution. This transition will see the District and Borough Councils in Hertfordshire evolve into a smaller number of unitary councils.

This change aims to create a more streamlined and efficient structure, enhancing the delivery of public services and bringing decision-making closer to our residents.

What this means:

- **Unified Governance:** The transition to unitary authorities will replace the current two-tier system, combining the responsibilities and powers of the county and district & borough councils into a smaller number of new unitary authorities.
- **Improved Services:** The new structure is designed to improve the quality and sustainability of public services, ensuring they are more responsive to local needs.
- **Employee Transition:** The majority of roles will be transferred under the Transfer of Undertakings (Protection of Employment) Regulations (TUPE) to the new unitary authorities, protecting employees' rights and ensuring continuity of employment.

When will the reorganisation take place?

It is expected that the current Councils will operate until March/April 2028. The new unitary organisations are expected to be created at this point (often referred to as 'vesting day' the date the new organisations legally come into effect).

What is the difference between Local Government Reorganisation and devolution?

Local government reorganisation (LGR) involves reorganising the current two-tier system of County and District and Borough Councils a smaller number of new unitary councils aiming to streamline governance and improve public service delivery.

Devolution, is the transfer of powers and funding from national to local government, ensuring decisions are made closer to the people, communities, and businesses they affect.

In Hertfordshire, this would involve the creation of a Strategic Authority, overseen by a Mayor. Strategic authorities are partnerships that bring together local authorities across a large geography. Reorganisation is required before these arrangements can be established and their benefits realised.

How will this affect my employment?

The majority of roles within Three Rivers District Council will be transferred under the Transfer of Undertakings (Protection of Employment) Regulations (TUPE) to the new unitary authorities, ensuring your employment rights are protected and continuity maintained.

Recruitment will continue as normal throughout the transition period. Any roles accepted before the reorganisation will transfer to the new unitary organisations.

Why is now a good time to join?

Now is a great time to join.

As we move through Local Government Reorganisation and devolution, you will have the opportunity to contribute to shaping the future of public services.

You, alongside others, can play an active role in supporting the transition to new unitary authorities. We will need a wide range of skills, experience, and ideas to make this change a success.

At the same time, we remain focused on delivering excellent services to our communities, and this work will continue right up to the transition in 2028.

This is an exciting time to join, where you can help shape how future services are delivered.

What opportunities could the new unitary councils offer?

Once established the new unitary councils will provide opportunities for innovation, growth, and improved public service delivery. Offering a more integrated and forward-looking local government environment for employees.

How can I stay informed about the progress of the reorganisation?

We will continue to update this page as we pass key milestones so you can keep informed about progress and what this means for you.

Will there be any changes to my current role?

While the specifics of some roles may evolve during the transition the overall aim is to maintain continuity and protect employees' rights under TUPE regulations.