



LOCAL GOVERNMENT  
COMMISSION 2030

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Commissioner





# Organisation and the workforce: What we heard?

- The fragmented jigsaw of local government structures in England is a repeated source of confusion.
- No agreement on an organisational size for local authorities which is appropriate for all areas.
- Direct provision should be the default option for local services, where they provide the best option.
- Severe and uneven reductions to the local government workforce and the differential working conditions between local government and other public services.
- Evidence that job cuts across local government have impacted the most on women.
- The 'top' of local government remains unrepresentative of women, BAME communities, and people with disabilities.
- Communities are better served when the workforce reflects their diversity.
- Calls for career development pathways to encourage people into, and retain them, in local government.



## Organisation and the workforce

20. It is recognised that communities are better served when the local government workforce reflects their diversity. The Commission supports the introduction of a duty for the local government workforce to be representative of the communities it serves, with an annual reporting mechanism on progress.
21. The Commission calls for the creation of a national linked system of pay and conditions across the public sector, removing pay gaps between equivalent jobs in local government and other public services, in line with the principle of equal pay for work of equal value.



## Organisation and the workforce

22. The Commission calls for the establishment of new skills and capability career pathways into local government, training and career development for existing employees, and workforce planning to counter the ageing workforce. The Commission recognises the particular urgency for career pathways in the environment and climate change mitigation, digitalisation, and the care economy in the post-Covid recovery.
23. The Commission argues that providing an integrated set of services directly, that are democratically accountable but flexible and adaptable to local people's needs, should be the default option for local services where they are best able to provide high quality, effective and socially just outcomes for local communities and local economies.