



**Lindsay Airey**  
**Head of Business Resources**  
**Association for Public Service Excellence**

# Where do we go from here?

- The Local Government Offering
- How do we retain good employees
- How can APSE help?





# Is Local Government what it used to be?

Since 2021, Council's in England now have 551,000 less employees (31.5% decrease) ↓

Source: Survey 'Workforce for the Future' 

94% of Councils have problems with recruitment and selection ↑

Source: 

## Expected Pay increases:

Private sector pay increase – Will fall from 5% to 4% (1% reduction)

Public Sector Pay Increase – Will fall from 5% to 3% (2% reduction)

Source: 



# Is Local Government what it used to be?

1 in 4 Council Employees  
anticipate only staying in Local  
government for  
'A short period of time'

Source: Survey 'Workforce for the Future' **CCN**  
COUNTY COUNCILS NETWORK

Since 2020:



31% Living Wage

25% LG Pay

## What do we do?...

# We need to retain!



Create great leaders

Recognition and  
reward

Encourage people  
to promote the  
benefits of Local  
Government

Learn from leavers

Promote and encourage  
worklife balance

Create the right  
culture

Highlight career paths,  
grow your own, training  
and development

Realistic targets  
and workload



**Give the right impression from the start**

**Remember the importance of  
onboarding**





**Business:** “We give all our new employees thorough onboarding training to prepare them for the job”

**Reality:**





## How Can APSE Help?

*Networking*  
*Benchmarking*  
*Solutions*  
*Interim Management*  
*Training*  
*APSE Energy*

**We are your network!**





# Contact details

Lindsay Airey, Head of Business Resources

Email: [lairey@apse.org.uk](mailto:lairey@apse.org.uk)



# Questions



**Thank you for attending!**

**The presentations will be uploaded to the  
APSE website following this meeting.**