

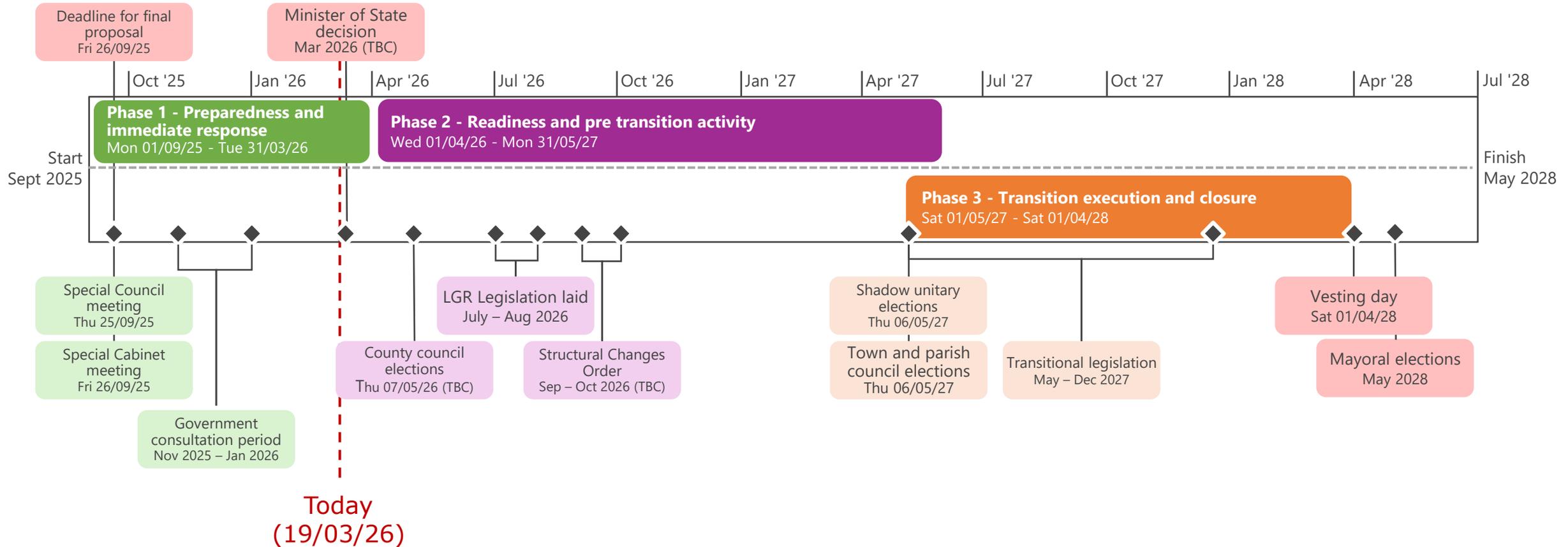
Local Government Reorganisation

Resources and Transformation Panel – Thursday 19 March

Programme update

High-level timeline

Monday 1 September 25 to Thursday 4 May 2028



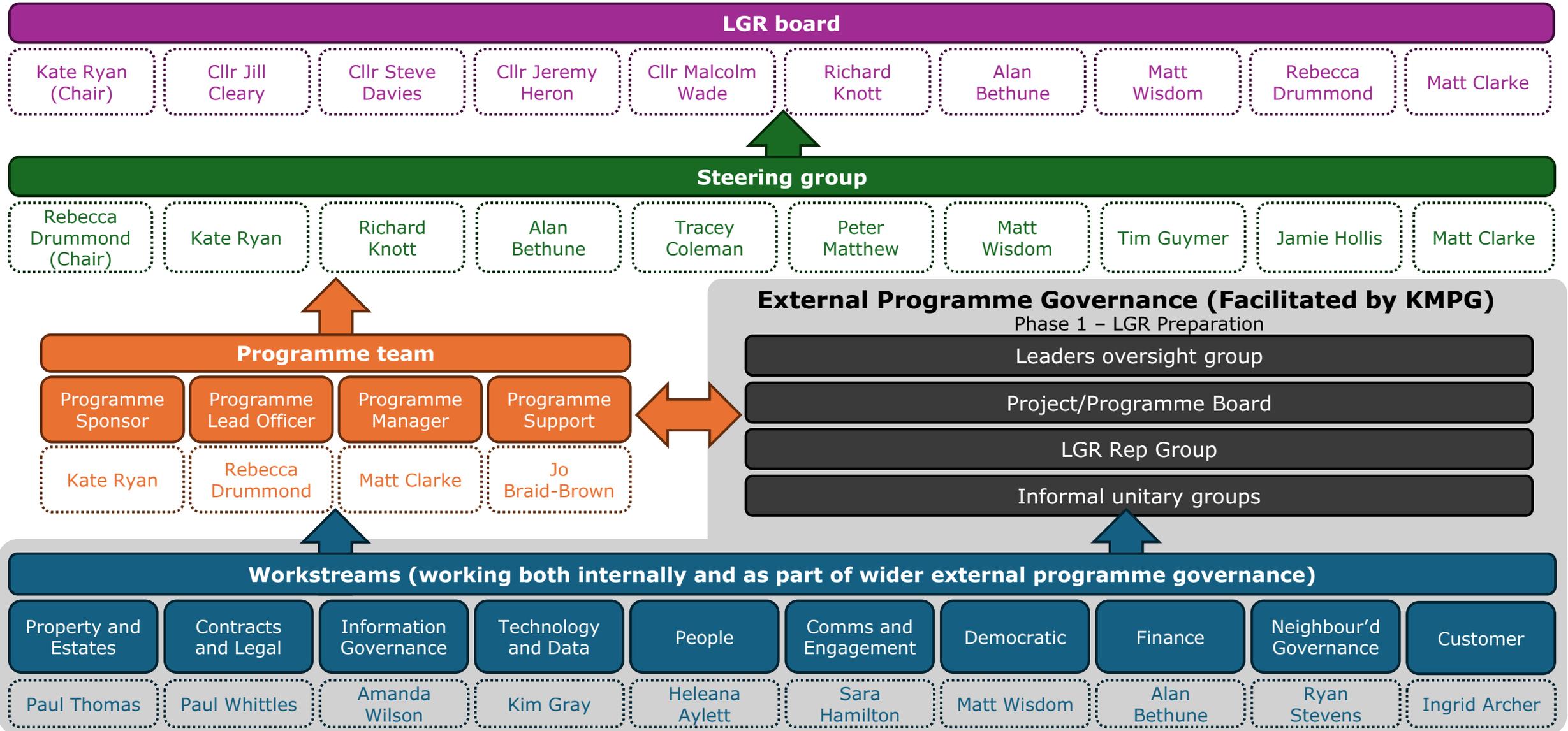
LGR Progress to date



- Defined and **submitted** NFDC's **preferred proposal** to Government
- Responded to the **Government's consultation**
- Established a clear **governance structure** to ensure decisions can be made quickly and efficiently
- Formed a **Programme Management Office (PMO)** to monitor and manage project delivery, resources and conflicts across the whole organisation
- Developed **a programme**, with **specific workstreams**, to ensure **key milestones** are delivered on time and stood up a **programme team** to monitor and **manage progress**
- Working across Hampshire and Solent supported by an **external consultant (KPMG)** to help align **data** and define implementation **preparations and activities**
- Agreed a **programme budget** to support **delivery** and **resource requirements**
- Responded to **MHCLG** with **Structural Changes Order** proposals

Governance

Internal Programme Governance



Internal programme

- The programme spans **three phases** (as in the timeline); we are currently in **Phase 1**, focused on **corporate functions**.
- Each function has its own **workstream**, prioritising:
 - Preparatory activities and good housekeeping
 - Defining what must be in place on Day 1 for a safe, legal and operational new council.
 - Identifying the activities required to deliver these Day 1 requirements.
 - Completing MHCLG-recommended preparatory tasks.
- Starting to engage with **Service areas** (e.g., Housing, Planning, Waste) around **resources** needed post decision to progress LGR
- **Programme Board** updated on workstream progress with relevant workstream **leads** in attendance

Phase 1 established workstreams	
Technology and Data	People
Comms and Engagement	Neighbourhood Governance
Democratic	Finance
Contracts and Legal	Information Governance
Property and Estates	Customer

Hampshire and Solent Collective Programme

KPMG Programme



1. Data

- Data hub
- Service taxonomy (Maps services for each authority to support alignment across councils, transition and consistent data standards)

2. Preparation and implementation planning

- Workstreams (Enabling plus neighbourhood governance)
- Transformation & public sector reform workshops

KPMG Workstreams

Workstream	Lead Officer	Workstream description	Workstream	Lead Officer	Workstream description
People	Heleana Aylett	Ensuring appropriate skills and capacity in the new councils including supporting and transferring council staff and change management activity.	Comms and Engagement	Sara Hamilton	Supporting and engaging staff, partners and residents throughout the process.
Technology	Kim Gray	Setting up appropriate infrastructure and transferring technology architecture into new councils.	Democratic	Matt Wisdom	Supporting elections, relationship with Joint Committees and programme relationship with Shadow Authority.
Data Hub	Kim Gray	Providing the data underpinnings to support the LGR process (People, data, assets, contracts and more).	Information Governance	Amanda Wilson	Ensuring data transfers and management are safe, legal and appropriate.
Finance	Alan Bethune	Transferring MTFP, budgets, audit, pensions and finance processes into new councils.	Neighbourhood Governance	Ryan Stevens	Ensuring decision making is made closer to residents and enabling public sector reform opportunities.
Contracts and Legal	Paul Whittles	Ensuring appropriate and legal transition into the new councils including treatment of current contracts.	Customer	Ingrid Archer	Ensuring customer contact, experience, and services are understood and planned, enabling a smooth transition and forming the foundation for future transformation.
Property and Estates	Paul Thomas	Transferring assets and estates into the new councils.			

Day 1 requirements



- Workstreams have developed Day 1 requirements and milestones, refined from high-level needs to **detailed actions**, forming the **critical path** to a **safe and legal Day 1**.
- Day 1 requirements are the **essential** 'must have' **actions, systems** and **structures** required for a new council to operate **legally and safely** on Vesting Day.
- Day 1 milestones refer to the **activities** that **must happen** before Vesting Day to ensure the requirement has been fulfilled.

KPMG workstream progress



- Good progress is reported in **key deliverables** across the programme, including 100% of workstreams (apart from customer) completing their **workstream charters** and **day 1 requirements**.
- Work continues to progress the development of **milestone plans**, **dependencies**, **risks** and **opportunities** as the programme progresses.

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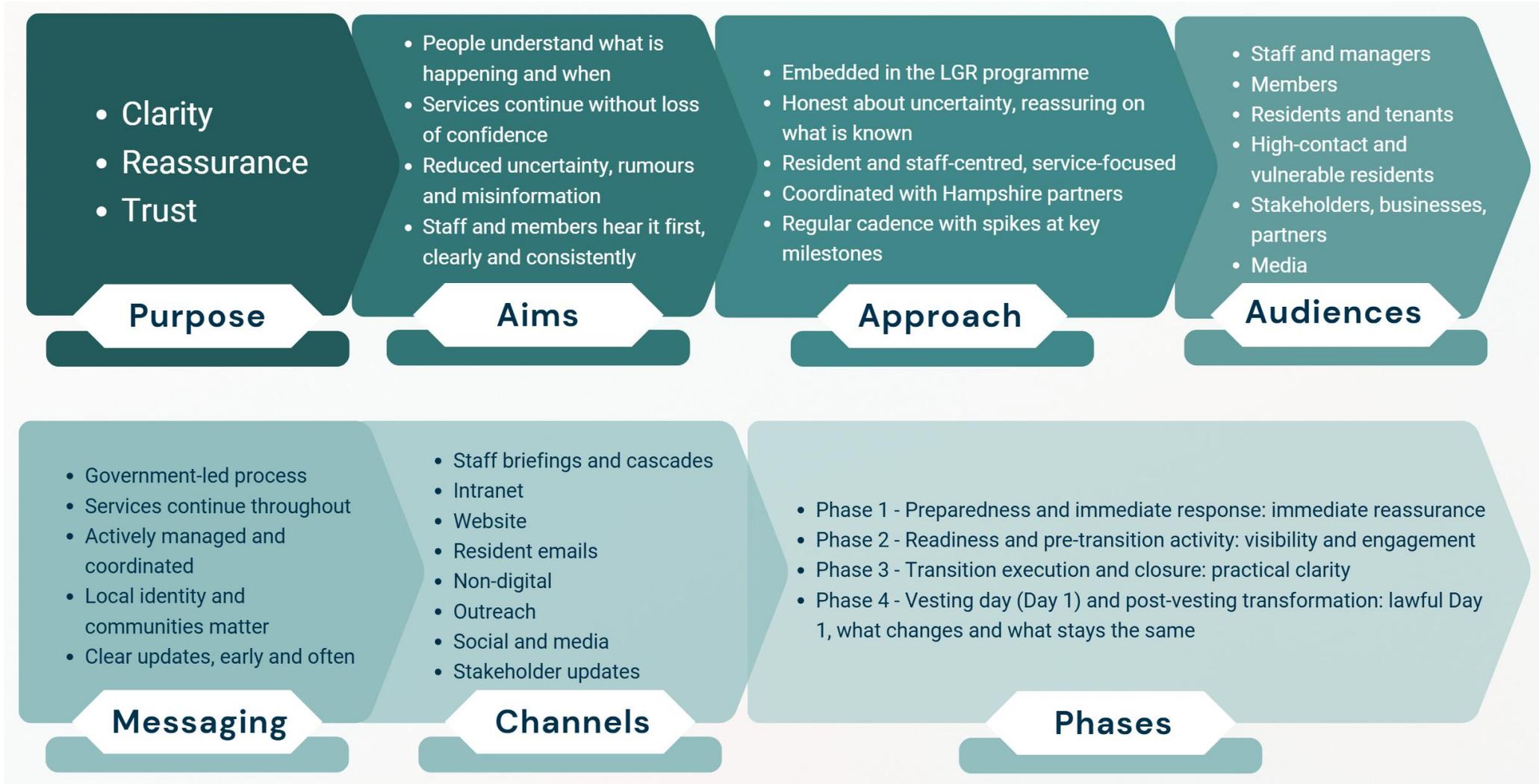
Other activities

- Regular partner meetings
- Collective work on strategic partner requirements

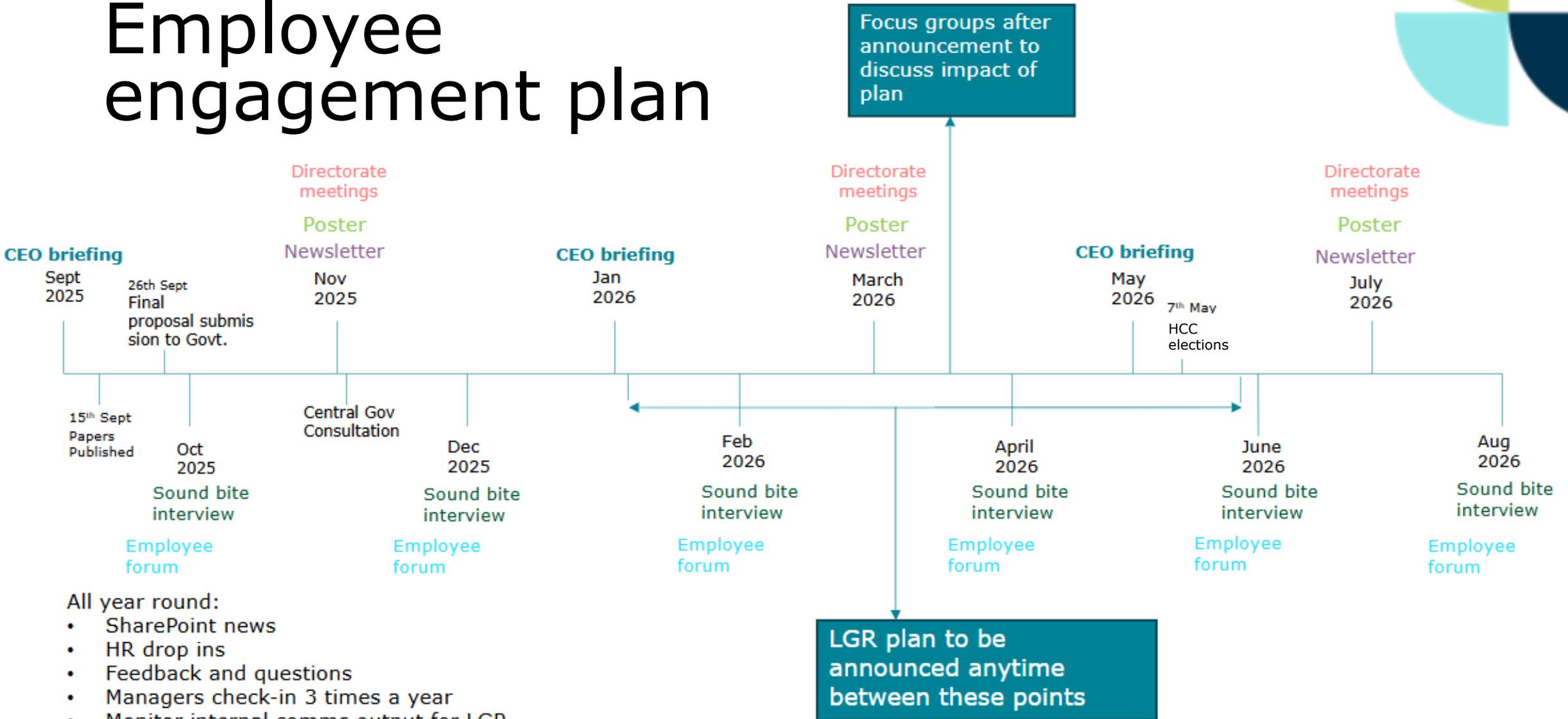


Communications and engagement

Communications plan on a page



Employee engagement plan



All year round:

- SharePoint news
- HR drop ins
- Feedback and questions
- Managers check-in 3 times a year
- Monitor internal comms output for LGR
- Wellbeing, change, and skills workshops