



# Devolution webinar: successfully managing the creation of a combined authority – HR perspective

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# 11 March 2020 West Yorkshire leaders and Government signed a devolution deal for West Yorkshire

<https://www.westyorks-ca.gov.uk/a-mayoral-combined-authority/the-devolution-deal/>



# West Yorkshire Devolution

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**On 11 March 2020 West Yorkshire Leaders and government signed a £1.8bn devolution deal for the region.**

- Significant transfer of powers, responsibilities and funding from central government to West Yorkshire
- A directly elected West Yorkshire Mayor from May 2021
- £38m for 30 years into West Yorkshire Investment Fund with a 25%/75% capital/revenue split
- Control of the £63m annual Adult Education Budget for West Yorkshire
- Transfer of the Police and Crime Commissioner's office and powers to the Mayor
- Additional responsibilities around housing, planning, transport, culture, skills etc.

# Mayoral Combined Authority (MCA) programme





# MCA Ready Programme

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We developed a programme of work to prepare the organisation for becoming a Mayoral Combined Authority. The 'MCA Ready Programme' included 20 workstreams, focussed on three areas:

- **Partnerships:** strengthening the partnership of the Combined Authority, West Yorkshire authorities and other key external stakeholders
- **Organisation-ready:** preparing our governance and assurance processes and setting up electoral arrangements so that we are fully prepared in terms of processes, people, workspace and systems
- **Deal:** setting out how we will take forward the contents of the Devolution Deal

MCA Ready Board met every two weeks to keep track on progress and take decisions about the programme.

# MCA Ready Programme

## Partnerships workstreams

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|-----------------------------|
| 1. Learning from other MCAs |
| 2. Deepening Partnerships   |

## Organisation workstreams

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| 3. Electoral Preparations  |
| 4. Decision Making and Committee Arrangements  |
| 5. Organisational Systems  |
| 6. Accommodation and Buildings   |
| 7. <b>Workforce Planning</b> <ul style="list-style-type: none"><li>• Setting up the mayoral office</li><li>• Organisational design</li><li>• TUPE of PCCs office</li><li>• New Ts and Cs</li></ul> |
| 8. Finance and Programme Management  |
| 9. Police and Crime Commissioner Preparation   |
| 10. Mayoral Order Implementation   |
| 11. Assurance Framework  |

## Deal workstreams

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|--------------------------------------|
| 12. Adult Education Budget           |
| 13. Transforming Cities Fund         |
| 14. West Yorkshire Mass Transit      |
| 15. Bus Reform                       |
| 16. Housing Pipeline                 |
| 17. Planning and Climate Emergency   |
| 18. Innovation and Business Support  |
| 19. Local Digital Skills Partnership |
| 20. Heritage Regeneration Fund       |

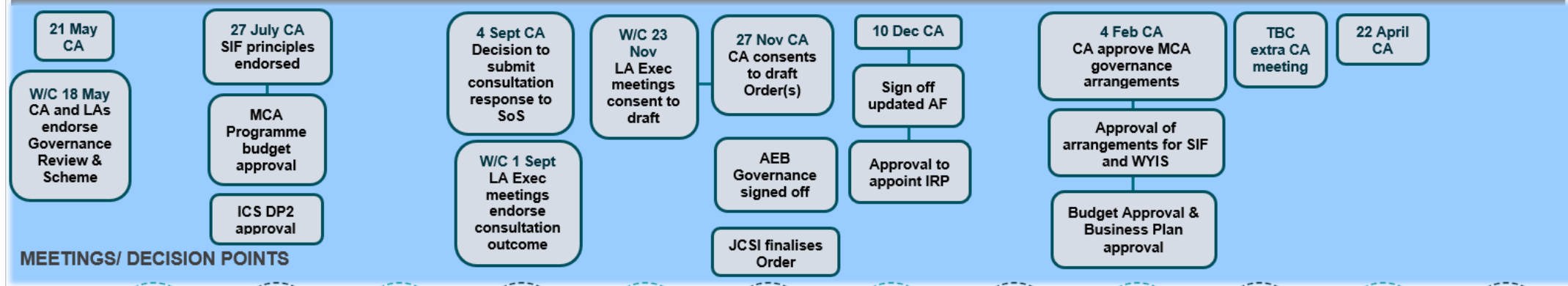
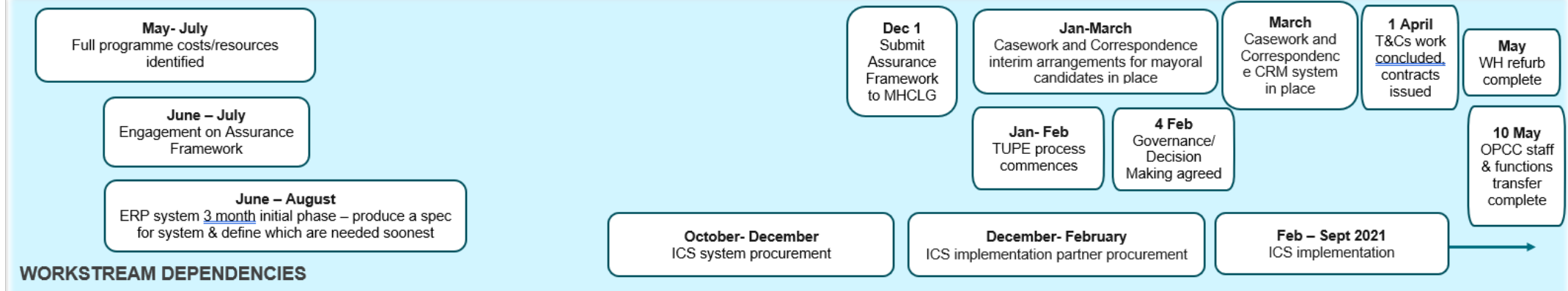
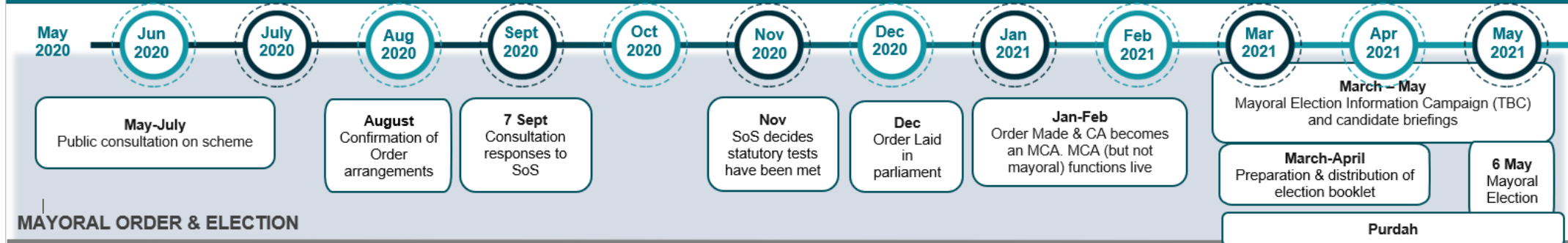
# Key dates/timeline

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- **19 July 2020** – Devolution consultation closed. Headlines include:
  - 4,413 people responded to the consultation – biggest response of any English devolution consultation
  - Overall the responses show support across all of the themes (governance, finance, skills, housing, transport, PCC)
- **September 2020** – CA and LAs considered consultation results in formal meetings. Consultation results to be submitted to govt.
- **October 2020** – Government consider if ‘tests’ have been met for us to become a Mayoral Combined Authority
- **January/February 2021** – Legislation passed for WYCA to become a Mayoral Combined Authority
- **6 May 2021** – Mayoral Election

# Mayoral Combined Authority Preparations – Critical Path

**Key**  
 MHCLG: Ministry for Housing Communities & Local Government  
 ICS: Integrated Corporate Systems    IRP: Independent Remuneration Panel  
 JCSI: Joint Committee on Statutory Instruments    SIF: Single Investment Fund  
 TUPE: Transfer of Undertakings (Protection of Employment)  
 WYIS: West Yorkshire Investment Strategy    SoS: Secretary of State





# Setting up the Mayoral office



# Mayoral Office

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- Plan ahead
- Mayoral appointments
  - Political advisor
  - Deputy mayor
- Role profiles
- Salary cap NJC scp 38
- Transition pending recruitment
- Casework and correspondence
- Can't finalise until Mayor elected
- Brand and identity
- Casework & correspondence

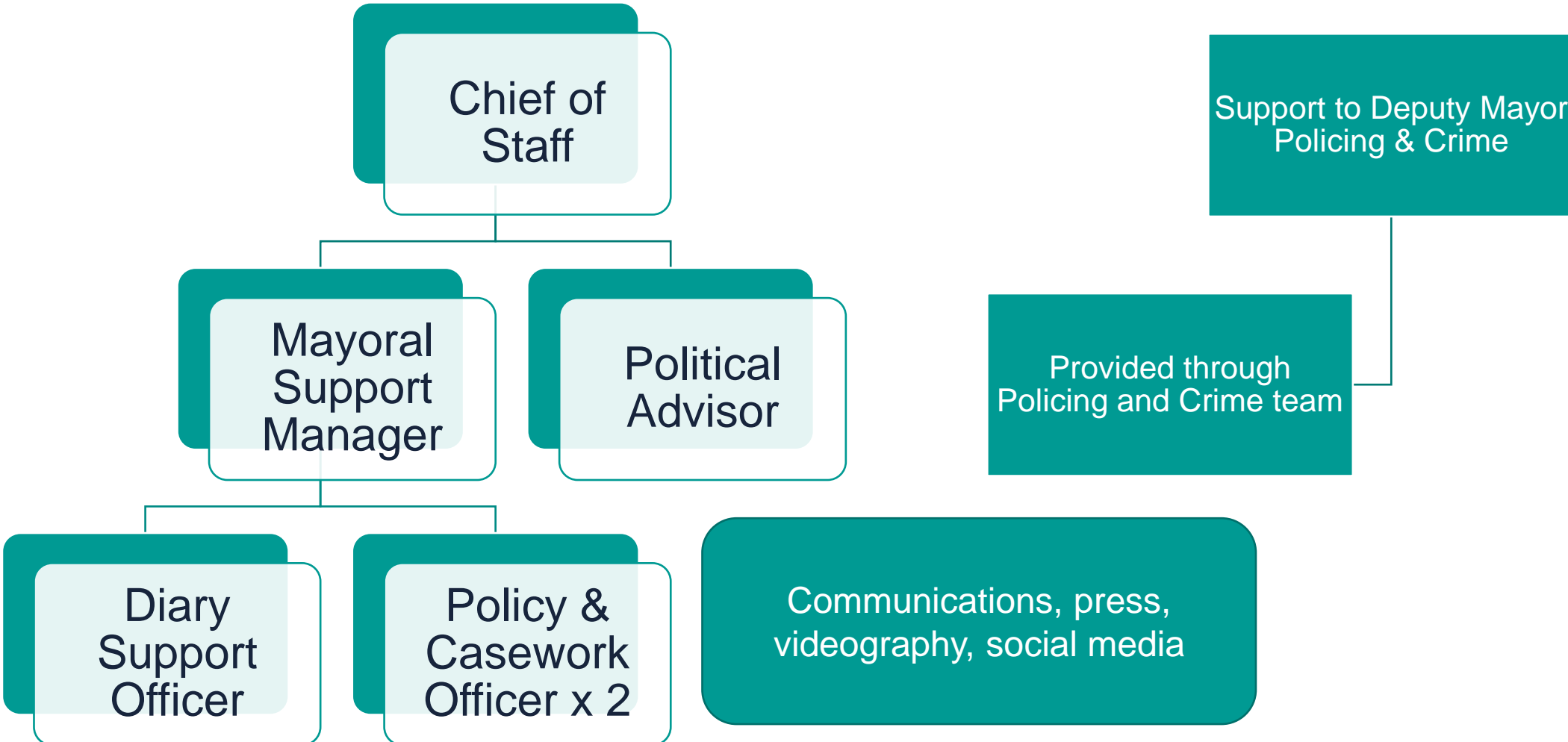


**Tracy Brabin**  
**Mayor**  
of West Yorkshire



**Alison Lowe**  
**Deputy Mayor**  
for Policing and Crime

# Mayoral Office



# Transfer of Policing and Crime



# Transfer of functions

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- **TUPE like**
- Cabinet Office Statement of Practice (COSOP) 2000 (Revised 2007) applies
- Scope of the transfer
- **Measures** proposed for Economical, Technical, or Organisational (ETO) reasons
  - **Staffing Structure**
  - **Policies and Procedures**
    - **Protected Policies**
    - **Policies identified as Measures**
  - **Pay Date**
  - **Pension Arrangements**
  - **Location**
  - **Collective Bargaining Arrangements**
  - **West Yorkshire Combined Authority Programme of Change**
  - **Standard Forms and Systems**
  - **Health and Safety**
  - **Similarity of functions**
- **Consultation – when the order is laid**