

Local Government Reorganisation (LGR) in Lancashire - Factsheet

Background

In February 2025, government invited all Lancashire councils to make proposals for Local Government Reorganisation (LGR), as part of the Government's wider devolution programme.

LGR means the current structure of local councils will change. At the moment, Lancashire has a mixed, mainly two-tier system of local government:

- one county council,
- twelve district councils, and
- two unitary councils.

In a unitary model, one council is responsible for delivering all local services in its area, with the aim of making services simpler and more efficient for residents.

What's happening in Lancashire

In March 2025, all 15 Lancashire councils submitted a joint Interim Plan to government. All 15 councils then worked together to develop a shared set of data and evidence to inform proposals.

Using that shared evidence, councils developed their preferred options and submitted five separate proposals to government in November 2025.

Government's preferred option (subject to Parliamentary approval)

Government has announced that its preferred option for Lancashire is the four unitary authority model, subject to Parliamentary approval. This will become legal once a Structural Change Order (SCO) is in place later this year.

Lancashire will have four unitary authorities (details to be confirmed).

These unitary councils will replace the current 15 councils from 1 April 2028.

North - Lancaster, Preston, Ribble Valley

West - Fylde, Wyre, Blackpool

East - Blackburn with Darwen, Hyndburn, Rossendale, Pendle, Burnley

South - Chorley, South Ribble, West Lancashire



Key dates

May 2027: Elections for the new (shadow) councils.

1 April 2028: The new councils begin operating and current councils close (Vesting Day).

Your job and your role

For most staff, it will be business as usual right up to Vesting Day. You will continue to work for your current employer until Vesting Day. Your day-to-day work, the services you deliver, and your team structures are expected to stay largely the same during the transition period unless your current employer makes changes as part of their existing change processes.

The focus of reorganisation is to create a new structure for local government in Lancashire, not to reduce the services that residents rely on. Because of this, most roles are expected to stay broadly the same at this stage and immediately after reorganisation. It is expected that most employees will be doing the same job on 1 April 2028 as they were the day before.

Any immediate changes are most likely to affect a small number of senior roles. If your role is expected to change, you will be told well in advance and supported to understand what this means for you and the options available. Over the longer term, staff and trade unions will be fully consulted on any proposals that affect the workforce.

As plans for the new unitary councils develop, there may also be new roles and opportunities. This is a chance to review how we work, develop new skills and play a part in shaping services for residents in the future.

Pay, pension and terms and conditions

There are legal protections in place to support you through this change. TUPE (Transfer of Undertakings – Protection of Employment) or equivalent protections under the transfer scheme, is designed to protect employees when services and jobs move from one employer to another. Where it applies, you would normally transfer on your existing terms and conditions, and your length of service would be protected.

It is expected that your pay will remain the same if you transfer. There may be some administrative changes, such as pay dates, but you will be kept informed and consulted on any changes before they happen.

The pension scheme for the new councils will still be the Local Government Pension Scheme (LGPS), and the arrangements for the administration of the scheme will be confirmed during the shadow year. Trade unions will be involved in any proposals that affect pay or conditions.

Work locations

Your work location may change in some cases, as teams are brought together across new council areas. This will depend on the type of role you do.

If your role is tied to a specific site, such as a library or leisure centre, it is less likely that your location will change. Where there are expected changes, we will aim to let you know as early as possible so you can plan ahead.

Future employer

For most staff, your future employer will depend on where you currently work. If you are employed by a district or unitary council, you will likely transfer to the new council covering that area.

If you currently work for the county council, work is underway to agree how services and roles will move to the new councils. This process is still being developed, but you will be involved and kept informed throughout. You will know your new employer well in advance of any transfer. As part of this process all staff will be treated in an equitable manner.

When you'll know more

We know that having clear and timely information is important. We will share updates with you as soon as decisions are made.

Many of the key decisions will be confirmed during the shadow year, which starts in May 2027. Until then, we will continue to provide regular updates and do our best to keep you informed and supported.

Support and communication

We understand change can feel unsettling and questions are expected and welcome. We will provide regular, clear updates on what's happening and what it means for staff. Staff and trade union engagement will be central to the process and is a legal requirement.

Staff will have opportunities to ask questions, share views and get involved as plans develop.

There will always be rumours and misinformation circulating with change of this scale. Please speak to your line manager and check the official information channels for the facts.

What is happening now

Councils across Lancashire are working together to prepare for reorganisation, so that, services continue smoothly for residents. The focus right now is on careful planning, mapping finances, workforce, IT systems, assets and key services as part of the established Lancashire LGR Delivery Programme.

This work is about making sure services keep running for our residents.

Where to get updates and ask questions

For the latest information, visit the intranet or the staff website:

www.lancashire.gov.uk/staff. Please use the opportunities available to ask questions and stay informed.

If you have any questions, you can also email: LGRquestions@lancashire.gov.uk.