

Dear colleague,

Today, we've been informed of the government's decision on Local Government Reorganisation (LGR) in Lancashire.

Subject to Parliamentary approval, four new unitary councils will be created, replacing all 15 existing councils, including ours.

The areas we currently serve will be covered by one of the new unitary councils shown in the map below.

North - Lancaster, Preston, Ribble Valley

West - Fylde, Wyre, Blackpool

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

South - Chorley, South Ribble, West Lancashire



I wanted to take this opportunity to set out what this means for us as an organisation and, most importantly, for you.

Firstly, thank you for your continued professionalism and dedication. The work you do every day makes a real difference, and that will remain the foundation of what comes next.

I also want to reassure you that for now, it is very much business as usual as we continue to provide excellent services to our residents. All Lancashire councils have worked closely to prepare us for the government decision, putting us in a strong position to manage the change. We also recognise there will be mixed feelings about the fact that Lancashire County Council will no longer exist when the new unitary councils are established.

There is a clear timeline, with elections for the new councils taking place in May 2027 and the new unitary councils going live in April 2028.

Our priority throughout this transition is to support you and make sure you are informed at every stage. Together with this letter, you will find a factsheet with some further detail.

Change of this scale can lead to people feeling uncertain. It's completely natural to have questions about what the future might look like. While there are still a lot of details to be confirmed, it's important to remember that for now, day-to-day roles and responsibilities will remain unchanged for most staff.

We are committed to being open, honest and transparent throughout this process. We will continue to provide regular updates, create opportunities for you to ask questions, and work closely with trade unions to make sure staff voices are heard and supported.

All councils across Lancashire are working together to deliver a smooth and coordinated transition, with a shared focus on doing the best for our residents, communities and workforce.

A project team has been established to facilitate the change from the current council arrangements. It involves all existing councils and is being co-ordinated by me, alongside the other chief executives. More detail of the programme of activity will follow.

Kind regards,



Chief Executive
Lancashire County Council