

**LOCAL
GOVERNMENT
REORGANISATION
LANCASHIRE**



Staff briefing

Welcome and introductions

Join in today's session

Go to

www.menti.com

Enter the code

2648 9975



Or use QR code



How do you feel about LGR?



Decision

- LGR means the current structure of local councils will change.
- **Four new unitary councils** will be created, replacing all 15 existing councils, including ours. (Subject to Parliamentary approval)
- There is a clear timeline
 - Elections for the new councils will take place in May 2027
 - The new unitary councils will go live in April 2028



Winter 2026:
Parliamentary process finalised for order



May 2027:
Elections for the new (shadow) councils



April 2028 (Vesting Day):
New councils begin. Current councils close



New council areas

North - Lancaster, Preston, Ribble Valley

West - Fylde, Wyre, Blackpool

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

South - Chorley, South Ribble, West Lancashire



What does this mean for us?

- No immediate changes – business as usual until April 2028.
- Council priorities and budget plans will largely continue.
- The new councils will be new organisations – creating opportunities to shape future services.
- Our focus is on creating safe, legally compliant councils from day one.
- A key role in the transition of services, staff, systems and budgets to new councils.
- Detailed planning is already underway with partner councils.
- A commitment to support and involve staff throughout.



What does this mean for us?

- Your experience and knowledge about your services will help inform the transition. The programme workstreams will want to capture your views.
- Continue delivering high-quality services while preparing for the future.
- Day one service design will begin and continue through to spring next year, alongside discussions with councils on joint-services.
- There may be quieter periods as more detail is being worked up behind the scenes – but we will keep you updated.
- Working together, we can help build strong councils for Lancashire's future.



What we can't answer yet



Which council you may ultimately work for



The final structure of every service



Whether teams will stay exactly as they are now



How services/teams that are countywide will work



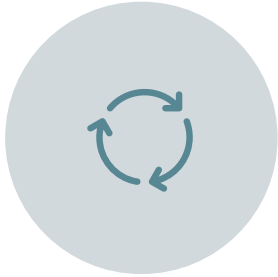
Future office locations

Workforce transition

- Planning is underway to support the move to the new councils.
- A process will follow in 2027 to work with employees to allocate individuals to the new Authorities, taking account of current roles, business need and personal circumstances.
- Most staff are expected to transfer to similar roles, with terms and conditions protected at the point of transfer.
- You will be kept informed and supported throughout, with clear information provided at every stage.
- Our priority is to support staff while continuing to deliver excellent services for Lancashire.

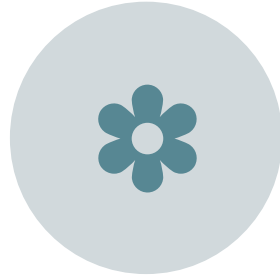


Expected timeline



Now - spring 2027

Planning continues, including service, staff and transfer arrangements



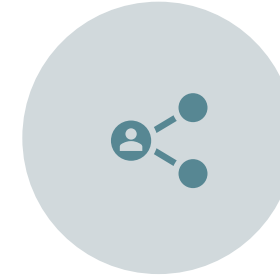
Spring - summer 2027

Senior appointments expected. Staff allocation discussions begin



Autumn 2027 - spring 2028

Formal TUPE consultation expected



Before transfer day: You'll receive clear information about your new employer



April 2028: Staff move to new councils with support in place

Support available

- LGR information, key terms and updates are available on the intranet and staff area of the website.
- If you have a question, email LGRQuestions@lancashire.gov.uk.
- Support is available through the Employee Assistance Programme.
- You can also use employee networks, manager briefings and intranet guidance.
- Support to managers – including Future Ready.

Questions



How do you feel about LGR now?

