

## Local Government Reorganisation (LGR)

### What we know

Lancashire is undergoing Local Government Reorganisation. This means the current structure of local councils will change.

At the moment, Lancashire has a two-tier system of local government:

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

The proposal is to simplify this structure into a single tier, meaning the current councils would be replaced by a smaller number of new councils, each responsible for all local services in their area.

### What this means for us

Lancashire County Council and district councils will no longer exist once LGR is implemented.

The Government will decide how many new councils will replace them which could be 2, 3, 4 or 5.

We're still at an early stage and many details haven't been decided yet.

Here's what we do know:

- Most staff will move over to the new councils.
- Services will continue as normal during the transition.
- People are expected to keep working in the same places and communities they do now.
- There may be new jobs and opportunities as the new councils are created.

### Managing change

We understand that change can feel worrying, and it's completely normal to have questions. Your work is valued, and we will keep you updated as things develop. There will be chances to ask questions and get support.



The Government is currently consulting on the LGR proposals, which closes on Thursday 26 March.

For now, nothing is changing immediately. The Government will make a decision after the consultation. If the proposals go ahead, shadow elections would happen in May 2027, and the new councils could begin in April 2028.

If you want more information, please speak to me or visit the staff website, where updates and FAQs are being added regularly.

## Useful links:

Intranet - Access via the Homepage or search - Local Government Reorganisation

Internet – [www.lancashire.gov.uk/staff](http://www.lancashire.gov.uk/staff)

Local Government Association: <https://www.local.gov.uk/topics/devolution/devolution-and-lg-reorganisation-hub>

## Key terms

Vesting day - New councils take over all services. The new councils becomes responsible for every local service in its area. County and district councils in the affected area stop operating on this date. For Lancashire, it is expected this will be 1 April 2028.

Shadow council/authority - A shadow council is elected before vesting day. Its job is to prepare the new council so it is safe and legal to operate on day one. On vesting day, the shadow authority becomes the full authority.

TUPE - TUPE stands for Transfer of Undertakings (Protection of Employment). It is a UK law that protects employees when the organisation they work for transfers to a new employer.

Unitary Council - A single council that provides all local services for an area. These will replace existing county and district councils in 2028.

Disaggregation - The process of dividing Lancashire County Council services, staff and resources between the new unitary councils. This includes looking at business need, personal circumstances and consultation with unions.

Aggregation - The process of combining district council services into the new unitary councils.

Measures (TUPE “measures letter”) - Any proposed changes a new council plans to make after transfer. New employers must tell and consult staff on these.

Transitional / Shared Services - Temporary arrangements where some services may continue to operate jointly across new council areas for a period after vesting day. Used to maintain safe continuity.

Business Continuity - Planning to ensure essential services continue safely before, during and after vesting day.

Combined County Authority (CCA) - Lancashire's strategic partnership body (separate from LGR) which new unitaries will need to work with.

Operating Model - How the new council will be structured and how services will be delivered after reorganisation.

Harmonisation - The process (after vesting day) of aligning different pay, terms and conditions inherited from the former councils.