

Local Government Reorganisation (LGR) – Staff Frequently Asked Questions

The answers provided below reflect the most up-to-date and accurate information available to us. As new details emerge, they will be shared through staff briefings, the Message of the Day, and updates to this document.

The Council is committed to keeping this document current throughout the LGR process. If you have any questions, please [complete our online form](#) and we will ensure they are answered as fully as possible based on the information available at the time.

1. What is Local Government Reorganisation?

Local Government Reorganisation (LGR) is the process of restructuring councils to create a new model of local government — often a single **unitary authority**. This means services currently delivered by multiple councils will come together under one organisation.

2. Why is this change happening?

The drivers vary by area, but common aims include:

- Reducing duplication across councils
- Improving service quality and consistency
- Strengthening strategic planning
- Creating long term financial sustainability
- Evolving our service delivery to meet changing needs

The intention from central government is to build a more resilient and efficient organisation.

3. What does LGR mean for staff?

In the short term (immediately after vesting day), most staff will continue in their current roles. Over time, you may see:

- New organisational structures
- Changes to reporting lines
- Service redesign
- Opportunities to work differently or develop new skills

Formal HR processes will be followed throughout, and staff will be kept informed as proposals develop.

4. Will my job change?

Some roles may stay broadly the same, while others may change as services are integrated. This could involve:

- New responsibilities
- New team structures
- Different ways of working
- Potential role consolidation or expansion

Any changes will follow consultation and agreed HR frameworks.

5. Will there be a TUPE transfer?

Staff will transfer to the new authority under **TUPE** or equivalent legal protections. This means:

- Your terms and conditions transfer with you
- Your continuity of service is protected
- Any proposed changes must follow formal consultation

Your HR team will confirm the specific arrangements for your area.

6. Will there be redundancies?

The aim of LGR is to protect frontline services and minimise compulsory redundancies. However:

- Senior management roles are likely to be reviewed and the new Senior Leadership Team put in place before vesting day. It is likely there will be opportunities for redeployment as the new organisation is unlikely to want to lose skills and experience.
- Structural changes may lead to a reduction in duplication

Clear information will be shared as proposals are developed. A full HR process will be followed for all structural changes.

7. Can I apply for voluntary redundancy?

We do not yet know whether voluntary redundancy opportunities will be available for employees. Based on the experience of other councils that have gone through this process, we understand that additional capacity is often required. For this reason, we believe that a large-scale voluntary redundancy programme is unlikely.

7. What happens to my terms and conditions?

Initially, your existing terms and conditions will remain the same. Over time, the new authority may:

- Review pay and grading structures
- Harmonise policies
- Align working arrangements

Any changes will involve consultation and clear communication.

8. Will my work location change?

At this stage, as we don't know the footprints of the new councils, it is not possible to say with certainty. Some staff may continue working where they are now. Others may move as services are brought together. Decisions will consider:

- Service needs
- Travel implications
- Hybrid working arrangements
- Building availability

No changes will happen without consultation and reasonable notice.

9. How will teams be brought together?

Again, this is something that is difficult to know until the footprints of the new councils are agreed and work to create the new councils begins. That's likely to be after July 2026. But it is likely Integration will happen in phases. This may include:

- Joint working groups
- Shared processes and systems
- New leadership structures
- Cross-council collaboration

The goal is to maintain service continuity while building a unified culture.

10. What about the current external contracts the Council has such as Liberata?

The existing contract details and durations will all be gathered as part of the preparation exercises. They are likely to continue for the current contract terms and be reviewed at the end of the normal contract duration but ultimately, it will be a decision for the new council to consider.

11. What will happen with the Leisure Trust?

Pendle Leisure Trust is a separate organisation and as such will continue to operate as it is. There may be changes in the longer term but formally not included in the current processes. The Council has agreed to extend the current funding agreement and leases until 2033 to allow LGR to take place and to allow a full review of leisure services in the new unitary council.

12. What will happen in terms of aligning IT Systems?

It is likely that the councils coming together will use different IT systems and this data will be gathered as part of the preparatory work. It is likely that this will continue after vesting day but will start to change as services are redesigned and brought together across the new unitary council.

13. During the transition, there can be uncertainty around budgets, decision-making responsibilities, or continuation of local programmes - ideally, we want to avoid disruptions as much as possible with our partners.

Will there be the resources to provide our community partner organisations with the transition period, retaining the trust in PBC and the partnerships we are currently working extremely hard to build and strengthen these networks?

During the transition period, at least up until Vesting Day, it will be business as usual.

There are no specific proposals to support partners during the transition period, not least because it is unclear at this stage what the new council will do in relation to existing partnership arrangements, local programmes of work etc.

All of the proposals to Government set out some form of neighbourhood governance as part of their operating model so it is likely that this will be an important part of the way in which the new council will engage with local communities.

Once a decision is taken on the form of unitary local government in Lancashire, likely to be in summer, work will start on the development of the operating model for the new council. As part of this, it may become clearer what the impact will be on partnership arrangements across all the councils and partners affected.

14. How might LGR affect funding for community projects?

At this stage there are no planned changes to funding for community projects; it is business as usual within the budget and policy framework that has been set.

Once the new council is created it will be for that council to determine the funding for community projects. The focus of the new council from day one will for it to be safe and legal so in all likelihood there may be a period of continuation of existing projects subject to review. This will become clearer as the design of the new Council's evolves.

15. What opportunities could LGR create for community engagement?

In all the proposals put forward to varying degrees, neighbourhood governance and with it community engagement is crucial to the service delivery models. Achieving the efficiencies set out in the proposals is grounded in prevention which will require integration of services at a neighbourhood level and a thorough understanding of what communities' need in these neighbourhoods. It follows therefore that good community engagement will be necessary to do this.

16. What will the new unitary authority be called?

We don't know the answer to this as yet. When the government make the decision in July the names of the new authorities will then be decided. The emerging ideas include East Lancashire (for Pendle, Burnley & Rossendale) if our proposal is chosen. It may be Pennine Lancashire if the other options are successful. **But nothing has been decided.**

17. How will staff be kept informed?

You can expect updates through:

- Staff briefings
- Email updates
- Intranet updates
- Line manager cascades
- Q&A opportunities

As plans progress, we want to ensure staff feel informed and supported. If you have a question about LGR and would prefer to ask anonymously, please complete our [online form](#)

If something feels unclear, you're encouraged to ask questions early.

18. What is the timeline for change?

LGR typically follows stages such as:

1. Government approval is due by July 2026
2. Design and planning
3. Shadow authority is created in May 2027
4. Vesting day (launch of the new council) 1st April 2028
5. Service integration over several years

We will keep you informed if any of these timescales change.

19. Will there be opportunities for my development?

Yes. LGR often creates:

- New roles
- Broader responsibilities
- Career progression routes
- Training and development programmes

Staff are encouraged to engage with these opportunities as they emerge.

20. What support is available for staff?

Support includes:

- HR advice
- Employee assistance programmes (*Our EAP provider, Health Assured is there for you 24/7 by calling the 0800 028 0199*)
- Wellbeing resources
- Trade union support
- Manager one to ones
- Change support workshops to ensure employees are as prepared as possible
- Manager training so they can support teams through the change

Change can feel unsettling, and staff are encouraged to seek support whenever needed.