



Information for Job Applicants on Local Government Reorganisation (LGR)

What is Local Government Reorganisation?

Local Government Reorganisation (LGR) in Lancashire refers to the UK Government's plan to replace the current two-tier system of local councils (county and district/borough councils) with new unitary authorities that each deliver *all* local services.

This change aims to create a more streamlined and efficient governance structure, enhancing the delivery of public services and bringing decision-making closer to our residents.

What this means for Blackpool Council:

Blackpool Council is already a unitary authority, so carries out all the functions of a Council. Local Government Reorganisation (LGR) would mean that we become part of a larger unitary authority on a larger footprint.

Which other Council's will be part of the new unitary authority?

As well as Blackpool, two District Councils; Fylde & Wyre, will be part of the new unitary authority, along with a share of Lancashire County Council.

When will the reorganisation take place?

Local Government Reorganisation (LGR) across Lancashire will take effect on **1 April 2028**, when the new organisation will form.

How will this affect my employment with Blackpool Council?

The majority of roles within Blackpool Council will be transferred under the Transfer of Undertakings (Protection of Employment) Regulations (TUPE) to the new unitary authorities, ensuring your employment rights, terms & conditions, and continuity of service will remain protected.

Why is now a good time to join Blackpool Council?

Now is an exceptional time to join Blackpool Council. Whether you're helping to drive Local Government Reorganisation or strengthening our ongoing improvement work, you'll be part of a decisive shift in how local government serves its communities.

As reorganisation progresses, you and colleagues across Lancashire will have the rare chance to shape the future of public services. Ensuring a smooth transition into the new unitary



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authorities will demand sharp thinking, collaboration and innovative approaches and your skills can make that transition stronger, faster and more effective.

Our ambitions remain high, and our commitment to delivering excellent services for residents continues right up to the transition as well as beyond. There is meaningful work ahead, and every contribution will help build a better future for the people we serve.

What opportunities could the new unitary councils offer?

Once established and further developed, the new unitary councils will create meaningful opportunities for innovation, sustainable growth, and more effective public service delivery.

Employees will help shape a modern, ambitious, and collaborative local government landscape, one designed to meet communities' needs with greater impact and agility.

How can I stay informed about the progress of the reorganisation?

We will continue to update Blackpool Councils' website as we pass key milestones so you can keep informed about progress and what this means.

Will there be any changes to my current role?

While the specifics of each role may evolve prior to the change under Blackpool Council, the transition aims to maintain continuity and protect employees' rights under TUPE regulations.

Who can I contact for more information?

If you have any job-related questions that haven't yet been answered, please contact us at recruitment@blackpool.gov.uk and we'll aim to respond to you within 48 hours.