



## **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* council 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 Pendle Borough Council:**

Pendle Borough Council currently delivers district council functions, including bin collections, planning and housing, with Lancashire County Council providing county-level services like social care, education, roads and libraries. Local Government Reorganisation (LGR) would mean Pendle becomes part of a larger unitary authority operating across a wider footprint and delivering all council functions through a single organisation.

### **Which other councils will be part of the new unitary authority?**

Pendle, together with Burnley, Hyndburn and Rossendale, will form part of the proposed new unitary authority alongside Blackburn with Darwen, replacing the current two-tier arrangements involving Lancashire County Council and the four district councils.

### **When will the reorganisation take place?**

Local Government Reorganisation (LGR) for Pendle is planned to take effect on 1<sup>st</sup> April 2028.

### **How will this affect my employment with Pendle Borough Council?**

It is anticipated that the majority of roles currently employed by Pendle Borough Council would transfer to the new unitary authority under the Transfer of Undertakings

(Protection of Employment) Regulations (TUPE). This would help ensure that employees' terms and conditions, continuity of service and statutory employment rights are protected throughout the transition.



## **Why is now a good time to join Pendle Borough Council?**

Now is an exciting time to join Pendle Borough Council. As Local Government Reorganisation (LGR) progresses, you will have the opportunity to contribute to one of the most significant changes to local government in Lancashire for a generation.

Whether you're helping to shape the transition to a new unitary authority or delivering vital services to our residents, you'll play an important role in supporting our communities through a period of change and opportunity.

As reorganisation develops, colleagues across Pendle and Lancashire will have the unique opportunity to influence how future public services are designed and delivered.

Successfully navigating this transition will require collaboration, innovation and commitment, and your skills and experience can help ensure the best possible outcomes for residents, businesses and communities.

At the same time, there are significant opportunities within Pendle Borough Council as we continue to deliver high-quality services and progress our ambitions for the borough.

Our focus remains on making a positive difference for local people, and that commitment will continue throughout the transition period and beyond.

There is meaningful and rewarding work ahead, and by joining Pendle Borough Council now, you can help shape both the future of our organisation and the future of local government across the area.

## **What opportunities could the new unitary council offer?**

As Local Government Reorganisation progresses, the new unitary authority will provide opportunities to rethink how services are delivered, drive innovation and support sustainable growth across the area.

Employees will play an important role in shaping a modern and forward-looking organisation, helping to create a stronger local government model that delivers high-quality services and better outcomes for communities.

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

We will continue to update Pendle Borough Council's 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 individual roles and organisational structures may develop during the transition to the new unitary authority, the aim is to maintain service continuity and support employees throughout the change process. Employment rights, terms and conditions, and continuity of service are expected to be protected through TUPE or equivalent statutory arrangements.

**Who can I contact for more information?**

If you have any job-related questions that haven't yet been answered please contact us at [hr@pendle.gov.uk](mailto:hr@pendle.gov.uk) and we'll aim to respond to you within 48 hours.