National Joint Council for local government services

Employers' Secretary

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Trade Union Secretaries
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To: Chief Executives in England, Wales and N Ireland
(to be shared with Finance Director and HR Director)
Regional Employer Organisations
Members of the National Joint Council

24 August 2026

Dear Chief Executive,

LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2026

Employers are encouraged to implement this pay award as swiftly as possible.

Agreement has been reached on rates of pay applicable from **1 April 2026** (covering the period 1 April 2026 to 31 March 2027). The new pay rates, each increased by 3.30 per cent per annum, are attached at **Annex 1**.

All locally determined pay points above the maximum of the pay spine but graded below deputy chief officer, should also be increased by 3.30 per cent, in accordance with Green Book Part 2 Para 5.4[1].

The new rates for allowances, uprated by 3.30 per cent, are set out at **Annex 2**.

Backpay for employees who have left employment since 1 April 2026

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2026 to the employee's last day of employment.

When salary arrears are paid to ex-employees who were in the LGPS, the employer must inform its local LGPS fund. Employers will need to amend the CARE and final pay figures (if the ex-employee has pre-April 2014 LGPS membership and / or underpin protection) accordingly.

See the employer resources section of www.lgpsregs.org for more information including FAQs on backdated pay awards.

Yours faithfully,

[1] The Green Book Part 2 Para 5.4 provides that posts paid above the maximum of the pay spine but graded below deputy chief officer are within scope of the NJC. The pay levels for such posts are determined locally but once fixed are increased in line with agreements reached by the NJC.

ANNEX 1

SCP	01-Apr-25		01-Apr-26	
	per annum	per hour	per annum	per hour
1	*Deleted 01-Apr-23*			
2	£24,413	£12.65	*Deleted 01-Apr-26*	
3	£24,796	£12.85	£25,614	£13.28
4	£25,185	£13.05	£26,016	£13.48
5	£25,583	£13.26	£26,427	£13.70
6	£25,989	£13.47	£26,847	£13.92
7	£26,403	£13.69	£27,274	£14.14
8	£26,824	£13.90	£27,709	£14.36
9	£27,254	£14.13	£28,153	£14.59
10	£27,694	£14.35	£28,608	£14.83
11	£28,142	£14.59	£29,071	£15.07
12	£28,598	£14.82	£29,542	£15.31
13	£29,064	£15.06	£30,023	£15.56
14	£29,540	£15.31	£30,515	£15.82
15	£30,024	£15.56	£31,015	£16.08
16	£30,518	£15.82	£31,525	£16.34
17	£31,022	£16.08	£32,046	£16.61
18	£31,537	£16.35	£32,578	£16.89
19	£32,061	£16.62	£33,119	£17.17
20	£32,597	£16.90	£33,673	£17.45
21	£33,143	£17.18	£34,237	£17.75
22	£33,699	£17.47	£34,811	£18.04
23	£34,434	£17.85	£35,570	£18.44
24	£35,412	£18.35	£36,581	£18.96
25	£36,363	£18.85	£37,563	£19.47
26	£37,280	£19.32	£38,510	£19.96
27	£38,220	£19.81	£39,481	£20.46
28	£39,152	£20.29	£40,444	£20.96
29	£39,862	£20.66	£41,177	£21.34
30	£40,777	£21.14	£42,123	£21.83
31	£41,771	£21.65	£43,149	£22.37
32	£42,839	£22.20	£44,253	£22.94
33	£44,075	£22.85	£45,529	£23.60
34	£45,091	£23.37	£46,579	£24.14
35	£46,142	£23.92	£47,665	£24.71
36	£47,181	£24.46	£48,738	£25.26
37	£48,226	£25.00	£49,817	£25.82
38	£49,282	£25.54	£50,908	£26.39
39	£50,269	£26.06	£51,928	£26.92
40	£51,356	£26.62	£53,051	£27.50
41	£52,413	£27.17	£54,143	£28.06
42	£53,460	£27.71	£55,224	£28.62
43	£54,495	£28.25	£56,293	£29.18

NB: hourly rate calculated by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week)

Part 3 Paragraph 2.6(e) Sleeping-in Duty Payment:

1 April 2026
£44.54

RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2026
(FORMER APT&C AGREEMENT (PURPLE BOOK))

Paragraph 28(3) Nursery Staffs in Educational Establishments - Special Educational Needs Allowance

1 April 2026
£1,590

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2026
£259

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

1 April 2026
£187

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2026
£1,079

Outer Fringe Area:

1 April 2026
£753

Paragraph 36 Standby Duty Allowance - Social Workers (1)(a)(i) Allowance - Per Session

1 April 2026
£35.86

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

Section 1 Paragraph 3 London and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2026
£1,079

Outer Fringe Area:

1 April 2026
£753