

# National Employers for local government services

Kathryn Hall  
Honorary Secretary ALACE  
Officers' Side Secretary  
JNC for Chief Executives of Local Authorities

22 April 2025

Dear Kathryn,

## CHIEF EXECUTIVE PAY 2025

Thank you for your pay claim, which was received on 20 January. Following its receipt, the National Employers consulted councils and met initially on 24 March to discuss the key themes to come out of those sessions. They then adjourned for private political discussions before reconvening today.

The National Employers thank you and Tracey for taking the time today to set out the Officer Side's case.

The National Employers sought councils' views at the regional pay consultation briefings regarding your request that their offer should not be badged as '*full and final*'. Broadly speaking, whilst there was sympathy with your request for meaningful negotiations, a majority understood the pragmatic reasons behind making a '*full and final*' offer and the imperative of transparency and implementing the pay award as soon as possible and therefore were in favour of that being the approach taken again this year for all the negotiating bodies for which the National Employers have responsibility<sup>1</sup>.

Accordingly, the National Employers have agreed that making such an offer would again provide certainty from the outset to yourselves, your members, the wider workforce and local employers that their offer, set out below, is the maximum they are able to make.

However, as you will be aware, on 11 June the government will be announcing the details of its spending review, and we are hopeful it will provide councils with a three-year funding settlement. A longer-term settlement would provide more financial planning certainty for councils which in turn could from 2026 onwards enable the employers to consider alternatives to the one-year pay offers of recent years.

Therefore, the National Employers wish to make the following full and final, one-year (1 April 2025 to 31 March 2026) offer:

- **With effect from 1 April 2025, an increase of 3.20 per cent on basic salary<sup>2</sup>**

Despite rejecting the same request in previous years, the employers again considered the claim for, "*...a direct and immutable link for increases for April 2025 onwards, to ensure that chief executives receive the same percentage increase as the top point on the NJC scale.*"

However, for the same reason given previously, namely the employers' wish to retain the existing flexibility that allows them to consider pay claims for each distinct group, the National Employers again reject this element of the claim.

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<sup>1</sup> NJC for local government services; JNC for local authority Craft & Associated employees; JNC for local authority Chief Officers; and JNC for local authority Chief Executives

<sup>2</sup> Basic salary should exclude other separately identified payments such as Returning Officer fees etc

# **National Employers for local government services**

The National Employers hope this final offer can promptly form the basis of an agreement between the two Sides so that Chief Executives, who continue to provide such critical support to their communities, can receive this award as soon as is practicable.

Yours sincerely

A solid black rectangular box used to redact the signature of Naomi Cooke.

**Naomi Cooke**  
**Employers' Secretary**