

National Employers for local government services

George Georgiou
Officers' Side Secretary
JNC for Chief Officers of local authorities
GMB Mary Turner House, 22 Stephenson Way
London NW1 2HD

22 April 2025

Dear George

CHIEF OFFICER PAY 2025

Thank you for your pay claim, which was received on 31 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 sought councils' views at the regional pay consultation briefings on whether their offer should be badged as '*full and final*'. Broadly speaking, whilst there was sympathy with the unions' 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 responsibility¹.

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.

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 salary²**

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

Yours sincerely,


Naomi Cooke
Employers' Secretary

cc Mike Short, UNISON

¹ 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

² Basic salary should exclude other separately identified payments such as Returning Officer fees etc