

# 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

16 May 2024

Dear George

## CHIEF OFFICER PAY 2024

Thank you for your pay claim, which was received on 6 March. Following its receipt, the National Employers consulted councils and then met initially on 16 April to discuss the key themes to come out of those sessions. They then adjourned for private political discussions before reconvening today.

Conscious of the usual implementation date of 1 April and concerns raised by employers and employees alike when previous Agreements have been delayed, the National Employers agreed that making a full and final offer would 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.

The National Employers wish to make the following full and final, one-year (1 April 2024 to 31 March 2025) offer:

- **With effect from 1 April 2024, an increase of 2.50 per cent on basic salary<sup>1</sup>**

Your claim seeks, "**Action to close the gender, ethnicity and disability pay gaps.**"

You may be aware that the LGA monitors councils statutory reporting of the Gender Pay Gap, providing annual updates through the [LG Inform platform](#). This year, the LGA will be undertaking a programme of work which will include examining how councils report any pay gaps across their workforce, particularly in relation to employees with certain protected characteristics.

The National Employers propose the JNC Joint Secretaries discuss options for working together (perhaps also with the NJC unions, whose claim included a similar request) to capture pay gap information that will be of most benefit to the sector.

Your claim also seeks, "**Joint work on model national overtime working and mental health policies.**" The National Employers propose that the Joint Secretaries have discussions on the issue of senior officers' wellbeing and access to advice and support as they steer councils through these challenging times.

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 Ruth Levin, UNISON

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<sup>1</sup> Basic salary should exclude other separately identified payments such as Returning Officer fees etc