

Joint Negotiating Committee for Chief Officers of Local Authorities

**To: Chief Executives in England and Wales (N Ireland for information)
(to be shared with Finance Director and HR Director)
Regional Employer Organisations
Members of the Joint Negotiating Committee**

24 July 2025

Dear Chief Executive,

CHIEF OFFICERS' PAY AGREEMENT 2025

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

Agreement has now been reached on the pay award applicable from **1 April 2025** (covering the period 1 April 2025 to 31 March 2026).

The individual basic salaries¹ of all officers within scope of the JNC for Chief Officers of local authorities should be increased by **3.20 per cent** with effect from 1 April 2025 (NB: this increase applies to individual salaries as well as pay points, if applicable).

Backpay for employees who have left employment since 1 April 2025

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2025 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.

Further detail is provided in section 15 of the HR guide and the Backdated Pay Award FAQs, which are available on the [employer resources section](#) of www.lgpsregs.org

Yours faithfully,

Naomi Cooke

Naomi Cooke

George Georgiou

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cc Rachel Slaughter, UNISON

¹ Basic salary should exclude other separately identified payments such as Returning Officer fees etc.

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