



Employment Law Update



New Resources to Support
Local Government
Recruitment



EMC Leadership
Development



National Pay Developments
& Regional Pay Briefing

REGIONAL PAY CONSULTATION BRIEFING

East Midlands Councils will be hosting a regional pay consultation briefing on **Tuesday 20th January 2026** from 10.00am -12.00 noon. Chief Executives, Finance Directors, HR Directors and Leaders are particularly encouraged to attend the meeting, which will be held virtually on MTeams.

The briefing is an opportunity to meet with the national negotiators to discuss claims received from employees' representatives and to inform the National Employers' response. It includes updates on the national pay spine review and the new schools support staff negotiating body. The format of the briefing will be a pre-meeting at 10.00 to hear from trade unions about their claim for Green Book employees, followed by the Employers' pay briefing at 10.15, so participants will receive two Teams links. To book a place, use the link below.

[READ MORE](#)

NATIONAL RECRUITMENT CAMPAIGN – NEW RESOURCES LAUNCHED

This month the new resources for the national recruitment campaign have been launched. They are now easier to access using a weblink. The toolkit and resources are available below.

[READ MORE](#)

PROJECTS WITH LOCAL AUTHORITIES

During November EMC has supported authorities with:

- Facilitation of a development day for Cabinet/SLT
- Support with senior officer recruitment
- Investigation of a discrimination complaint

Contact Sam or Lisa if you would like any support in your organisation.

[CONTACT LISA](#)

[CONTACT SAM](#)



LEARNING & DEVELOPMENT

LEADERSHIP & MANAGEMENT DEVELOPMENT – STARTING WITH AN ILM 7 IN STRATEGIC LEADERSHIP AND MANAGEMENT

Supporting leadership and management development needs in the lead up to LGR is a key priority and EMC are providing a range of ILM accredited courses to facilitate this, starting with a senior leadership development programme.

Our ILM 7 in Strategic Leadership and Management starting 28 January 2026 has been extremely popular and we have just 3 places left. To book your place please click this link: [ILM 7 Certificate in Strategic Leadership & Management \(10 Days\)](#).

This 10-day programme (combining both face to face and online learning) and which also includes 1:1 executive coaching, supports managers who are committed to strengthening their personal leadership profile while creating meaningful organisational impact. Participants will refine their ability to shape long-term strategy, influence across complex stakeholder landscapes, and lead innovation with confidence and clarity. The learning will be underpinned by practical and applied research and the application of theoretical frameworks at the leading edge of management and leadership practice. The course requires participants to identify, research, analyse and create a plan for an improvement at a strategic level within their organisation.

We have negotiated a significantly reduced rate for EMC member authorities of £1695 + VAT representing a 35% discount from the previously advertised cost of £2595.

For Team Leaders/Supervisors, we have two cohorts of an ILM 3 Award in Leadership and Management programme to choose from; either starting on 4th February or 12th March and for Middle Managers an ILM 5 Certificate in Leadership and Management starting on 10th March 2026.

The links to all these programmes can be found below:

[READ MORE](#)

EAST MIDLANDS CHALLENGE 2026 – REGISTER YOUR INTEREST!

Secure your Councils Team at this valuable learning event alongside the other councils who have already registered theirs at our early bird rate of £1850.00 + VAT if booked before 16th January 2026.

The Challenge offers a fantastic opportunity for aspiring leaders to gain exposure to issues outside of their normal work, giving them a taste of what senior management is really like and testing their skills in running a Unitary council.

Teams will work with neighbouring stakeholders and partners to deliver a new strategy for their organisation. They'll have to identify which areas to prioritise, deal with politically sensitive issues and maintain customer focus when determining how to provide the public with the best services possible despite limited resources. Taking on the role of senior management, teams of 6 people are required to prioritise a series of challenges, gaining exposure to issues outside of their normal work and expanding their skill set in the process.

Previous participants in this event describe the benefits and positive impact it has had on their confidence as well as their personal and career development.

[READ MORE](#)



IN DEEP WITH DARREN

It was good to see so many HR colleagues from across the region at the Employment Law Update event that we hosted with Darren Newman earlier this month. Darren's article will be circulated soon, but in the meantime we have set out below a summary of some of the recent developments in employment law.

EMPLOYMENT LAW ROUND-UP

CHANGES TO EMPLOYMENT RIGHTS BILL PROVISIONS ON UNFAIR DISMISSAL RIGHTS

Yesterday the Government announced a change to a significant provision within the Employment Rights Bill – instead of protection against unfair dismissal becoming a day-1 right, the Bill will reduce the current 2-year continuous service requirement to 6 months. The Employment Rights Bill is at the ping-pong stage with amendments being proposed and considered by the House of Lords and Government, and the Government said it has reached the compromise to avoid delays. The latest indication is that the Bill could be finalised on 8th December 2025.

GOVERNMENT CONSULTATION ON ELECTRONIC & WORKPLACE BALLOTING

This month the Government launched consultation on a draft code of practice on electronic and workplace balloting for statutory union ballots. These changes would be introduced via secondary legislation under s.54 of the Employment Relations Act 2004, and so are not dependent on the Employment Rights Bill coming into force. The policy behind the proposed Code of Practice is about improving accessibility, reinforcing democratic mandates through increased participation and reducing administrative costs for trade unions. The Code would provide practical information on the conduct of ballots, including the requirements on each party involved in a statutory union ballot to ensure the ballot meets required standards; factors to consider when choosing a voting method and good practice in the use of these new voting methods. The consultation seeks views from all interested parties to ensure the Code is clear and balanced. A copy of the consultation document is available [here](#):

[READ MORE](#)

EXTENSION TO ACAS CONCILIATION PERIOD

Also this month, the Government announced that the Employment Tribunals (Early Conciliation: Exemptions and Rules of Procedure) Regulations 2014 will be amended to extend the early conciliation (EC) period from six weeks to twelve weeks. The change is effective from 1st December 2025, with cases notified to ACAS prior to that date remaining subject to the current provisions, and claims notified afterwards would be subject to the extended period for Early Conciliation. The extension will be reviewed in October 2026.

NATIONAL PAY DEVELOPMENTS

2026 Pay Negotiations

The pay claim for 2026 from joint unions representing Local Government Services employees (those on Green Book terms and conditions) is expected to be submitted to the National Employers on Monday 1st December 2025. See the front page of the bulletin for details of the regional pay briefing that EMC is hosting to enable senior officers and Members to discuss the pay claim and any response with national negotiators.

Youth and Community Workers – 2025 Pay Negotiations

The National Employers made a 3.2% pay offer to the Trade Union Staff Side which following consultation has been agreed. The details of the pay award are set out in the circular available through the link below.

[READ MORE](#)

Soulbury Officers – 2025 Pay Negotiations

The National Employers made a 3.2% pay offer to the Officers' Side which following consultation has been rejected. The National Employers will meet shortly to consider and respond to this.

Craftworkers – 2025 Pay Negotiations

The National Employers have reconfirmed their full and final offer to Craftworkers and have responded to a request from one of the unions representing Craftworkers for a meeting. The offer has been accepted by one of the unions – GMB. Unite had rejected the offer and wanted a meeting of the full Committee. You can read the recent letter from the National Employers by using the link below.

[READ MORE](#)

NATIONAL LIVING WAGE & NATIONAL MINIMUM WAGE CHANGES

The Chancellor's budget on 26th November 2025 announced that the National Living Wage will rise to £12.71 per hour, an increase of 4.1%. In local government, the current lowest pay level is £12.65, but from 1st April 2026 as an outcome of this year's pay award, point 2 of the national pay spine will be deleted and the new minimum pay rate in local government will then be £12.85. For workers aged below 21, the Minimum Wage rates will increase to £10.85 for those aged 18-20 and £8.00 for those aged 16-17 and apprentices, representing an increase of 8.5% and 6% respectively.