

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

24 March 2026

Dear George

CHIEF OFFICER PAY 2026

Thank you for your pay claim, which was received on 2 February. The National Employers met initially on 24 February then adjourned for private political discussions before reconvening today.

After a lengthy discussion, and recognising the realities of the economic context, they agreed that making a full and final offer would provide certainty from the outset to you and your members.

The National Employers therefore wish to make the following full and final, one-year (1 April 2026 to 31 March 2027) offer:

- **With effect from 1 April 2026, an increase of 3.30 per cent on basic salary¹**

In response to the other elements of your claim:

- ***An additional day of paid leave to align annual leave with NJC terms***
The Employers reject this element of the claim. All JNC employees currently receive a minimum of 30 days' leave (in addition to statutory and other public holidays but inclusive of any long service leave, extra statutory and local holidays). This is more generous than the minimum leave entitlement for NJC employees which is 23 days' leave (with a further three days after five years' service), plus two extra statutory days, plus public holidays.
- ***Jointly agree and circulate a national survey on the levels of stress, workload pressures, and unpaid overtime experienced by Chief Officers***
We propose that the Joint Secretaries have discussions on these issues.

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

Naomi Cooke
Employers' Secretary

cc Rachel Slaughter, UNISON

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