

ⓘ Resetting the relationship between local and national government. Read our Local Government White Paper (<https://www.local.gov.uk/local-government-white-paper>)



Local Government services pay agreement 2024

National Joint Council for local government services

Employers' Secretary

Naomi Cooke

Address for correspondence

Local Government Association

18 Smith Square

London SW1P 3HZ

Tel: 020 7664 3000

info@local.gov.uk (mailto: info@local.gov.uk)

Trade Union Secretaries

Mike Short, UNISON

Sharon Wilde, GMB

Address for correspondence

UNISON Centre

130 Euston Road

London NW1 2AY

Tel: 0845 3550845

l.government@unison.co.uk (mailto: l.government@unison.co.uk)

To: Chief Executives in England, Wales and N Ireland

(to be shared with Finance Director and HR Director)

Regional Employer Organisations

Members of the National Joint Council

22 October 2024

Dear Chief Executive,

LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2024

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

Agreement has been reached on rates of pay applicable from **1 April 2024** (covering the period 1 April 2024 to 31 March 2025). The new pay rates, each increased by £1,290 per annum, are attached at **Annex 1**.

All locally determined pay points above the maximum of the pay spine but graded below deputy chief officer, should be increased by 2.50 per cent, in accordance with Green Book Part 2 Para 5.4. (The Green Book Part 2 Para 5.4 provides that posts paid above the maximum of the pay spine but graded below deputy chief officer are within scope of the NJC. The pay levels for such posts are determined locally, but once fixed are increased in line with agreements reached by the NJC).

The new rates for allowances, updated by 2.50 per cent, are set out at **Annex 2**.

Joint work

It has been agreed that there will be joint discussions on how the NJC can capture gender, ethnicity and disability pay gap information that will be of most benefit to the sector.

Backpay for employees who have left employment since 1 April 2024

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2024 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) accordingly.

Further detail is provided in **section 15 of the HR guide** (<https://lgpslibrary.org/assets/gas/ew/HRv4.5c.pdf>) and the **Backdated Pay Award FAQs** (<https://lgpslibrary.org/assets/gas/ew/Pay%20award%20FAQs%20v1.0.pdf>), which are available on the **employer resources section** (<https://www.lgpsregs.org/employer-resources/index.php>) of **www.lgpsregs.org** (<http://www.lgpsregs.org>).

Yours faithfully,

Naomi Cooke, Mike Short, Sharon Wilde

Annex 1

Annex 1

SCP	01-Apr-23		01-Apr-24	
	per annum	per hour	per annum	per hour
1	<i>Deleted wef 01 Apr 23</i>			
2	£22,366	£11.59	£23,656	£12.26
3	£22,737	£11.79	£24,027	£12.45
4	£23,114	£11.98	£24,404	£12.65
5	£23,500	£12.18	£24,790	£12.85
6	£23,893	£12.38	£25,183	£13.05
7	£24,294	£12.59	£25,584	£13.26
8	£24,702	£12.80	£25,992	£13.47
9	£25,119	£13.02	£26,409	£13.69
10	£25,545	£13.24	£26,835	£13.91

SCP	01-Apr-23		01-Apr-24	
	per annum	per hour	per annum	per hour
11	£25,979	£13.47	£27,269	£14.13
12	£26,421	£13.69	£27,711	£14.36
13	£26,873	£13.93	£28,163	£14.60
14	£27,334	£14.17	£28,624	£14.84
15	£27,803	£14.41	£29,093	£15.08
16	£28,282	£14.66	£29,572	£15.33
17	£28,770	£14.91	£30,060	£15.58
18	£29,269	£15.17	£30,559	£15.84
19	£29,777	£15.43	£31,067	£16.10
20	£30,296	£15.70	£31,586	£16.37
21	£30,825	£15.98	£32,115	£16.65
22	£31,364	£16.26	£32,654	£16.93

SCP	01-Apr-23		01-Apr-24	
	per annum	per hour	per annum	per hour
23	£32,076	£16.63	£33,366	£17.29
24	£33,024	£17.12	£34,314	£17.79
25	£33,945	£17.59	£35,235	£18.26
26	£34,834	£18.06	£36,124	£18.72
27	£35,745	£18.53	£37,035	£19.20
28	£36,648	£19.00	£37,938	£19.66
29	£37,336	£19.35	£38,626	£20.02
30	£38,223	£19.81	£39,513	£20.48
31	£39,186	£20.31	£40,476	£20.98
32	£40,221	£20.85	£41,511	£21.52
33	£41,418	£21.47	£42,708	£22.14
34	£42,403	£21.98	£43,693	£22.65

SCP	01-Apr-23		01-Apr-24	
	per annum	per hour	per annum	per hour
35	£43,421	£22.51	£44,711	£23.17
36	£44,428	£23.03	£45,718	£23.70
37	£45,441	£23.55	£46,731	£24.22
38	£46,464	£24.08	£47,754	£24.75
39	£47,420	£24.58	£48,710	£25.25
40	£48,474	£25.13	£49,764	£25.79
41	£49,498	£25.66	£50,788	£26.32
42	£50,512	£26.18	£51,802	£26.85
43	£51,515	£26.70	£52,805	£27.37

NB: hourly rate calculated by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours.
(the standard working week)

Annex 2

Part 3 Paragraph 2.6(e) Sleeping-in Duty Payment:

1 April 2024

£41.78

Rates of protected allowances at 1 April 2024 (Former APT&C agreement (Purple book))

Paragraph 28(3) Nursery Staffs in Educational Establishments - Special Educational Needs Allowance

1 April 2024

£1,491

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2024

£243

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

1 April 2024

£175

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2024

£1,013

Outer Fringe Area:

1 April 2024

£706

Paragraph 36 Standby Duty Allowance - Social Workers (1)(a)(i) Allowance - Per Session

1 April 2024

£33.63

Former manual worker agreement (White book)

Section 1 Paragraph 3 London and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2024

£1,013

Outer Fringe Area:

1 April 2024

£706