

**To receive the Local Government Services Pay Agreement 2025-26 and
consider any actions and associated expenditure**

Report to: Full Council

Date of Report: 30.07.25

Officer Writing the Report: Town Clerk / RFO

Officers Recommendations

Members are encouraged to accept and implement the National Joint Council (NJC) pay award for the year 2025-26 back dated to 1 April 2025 as follows:

- An increase of 3.2% on all NJC pay points, including 50 and above.
- Back dated with effect from 1 April 2025.

Report Summary

The National Joint Council for Local Government Services (NJC) has reached an agreement on rates of pay applicable from 1 April 2025 to 31 March 2026. They encourage employers to implement this pay award as soon as possible.

At Saltash Town Council, it is standard practice for the Personnel Committee to receive and consider the NJC pay award at one of its meetings. Unfortunately, the agenda for the 31 July 2025 meeting had already been issued when the pay agreement was received.

With the agreement of the Personnel Committee Members, the pay award is being presented directly to Full Council this evening. This is due to the next scheduled Personnel Committee meeting not taking place until 30 October. As it is considered good practice to implement the pay award as promptly as possible, this approach ensures there is no unnecessary delay. These should be retrospectively applied from 1 April 2025.

If an ex-employee requests it, NJC recommend that employers pay any monies due to that employee from 1 April 2025 to the employee's last day of employment.

Hourly rates have been calculated using the NJC-agreed formula: annual salary divided by 52.143 weeks (which is 365 days divided by 7) divided by 37 hours (the standard working week).

Budgets

Budget Codes: Library Staffing Costs

Budget Availability: £133,951

Budget Codes: P&F Staffing Costs

Budget Availability: £352,230

Budget Codes: Services Staffing Costs

Budget Availability: £266,512

Sufficient funds are available to cover the backdated pay award to 1 April and NJC salary scales from August to March 2026 – this is due to sufficient funds being budgeted at 5%.

Signature of Officer:

Town Clerk / RFO