

To receive the Local Government Services, Pay Agreement
2026-27 and consider any actions and associated
expenditure

Report to:

Personnel Committee

Date of Report:

12 October 2026

Officer Writing the Report:

Finance Officer

Officers Recommendations

Members are encouraged to accept the implementation of the National Joint Council (NJC) Pay Award for 2026/27, with effect from 1 April 2026, and to recommend its adoption at the Full Town Council meeting on 5 November 2026, as follows:

- An increase of 3.3% on all NJC pay points, including 50 and above.
- Back dated with effect from 1 April 2026.
- To note the 2026/27, pay award means the NJC pay point 5 now complies with the Real Living Wage threshold of £14.35 per hour.

Purpose of Report:

To update members of with NJC pay agreement for 2026/27 and consider any actions.

Report Summary

The National Joint Council for Local Government Services (NJC) has reached an agreement on rates of pay applicable from 1 April 2026 to 31 March 2027. They encourage employers to implement this pay award as soon as possible.

Backpay is also due to employees who have left employment since 1 April 2026. If an ex-employee requests it, NJC recommend that employers pay any monies due to that employee from 1 April 2026 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).

Following the 3.3% pay increase, the hourly rate at spinal point 5 has risen to £13.70 per hour, bringing it above the Real Living Wage threshold of £13.45 per hour.

Appendix A shows the table of the new pay scales, including SCPs 50 and above and should be retrospectively applied from 1 April 2026.

The next meeting of the Full Town Council will take place on 5 November 2026. Members of the Personnel Committee are asked to consider the report and recommend an appropriate resolution for approval by Full Council.

How Does This Meet the Business Plan?

Strategic Priority 1 - Boosting Jobs and Economic Prosperity

Objective: To continue to be a good employer and invest in officer growth by supporting relevant professional development

What we deliver: Fair salary grade

The implementation of the 2026/27 NJC pay award demonstrates the Council's commitment to being a good employer by maintaining fair and nationally agreed salary levels for employees. By applying the agreed increase and ensuring pay rates remain competitive, the Council continues to support staff recruitment, retention, and professional growth.

Objective: Real Living Wage Employer

What we deliver: Be an accredited Living Wage Employer

The pay award also supports the Council's objective of being an accredited Real Living Wage Employer. Following the 3.3% increase, the hourly rate at spinal point 5

has increased to £13.70 per hour, exceeding the 2026/27 Real Living Wage rate of £13.45 per hour and ensuring all employees continue to receive at least the Real Living Wage.

Budgets

Budget Codes: Library Staffing Costs

Budget Availability: £88,827

Budget Codes: P&F Staffing Costs

Budget Availability: £299,077

Budget Codes: Services Staffing Costs

Budget Availability: £177,355

Sufficient funds are available to cover the backdated pay award from 1 April and NJC salary scales from October to March 2027, due to sufficient funds budgeted at 5% which exceeds the agreed increase of 3.3%.

Signature of Officer:

Finance Officer