

## Advice notes

23 Oct 2024

# LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2024/25

This advice note was last updated on 23 October 2024.

The Local Government Association has informed us that the National Joint Council for Local Government Services (NJC) has reached an agreement on rates of pay applicable from 1 April 2024 to 31 March 2025. We encourage employers to implement this pay award as soon as possible.

Backpay for employees who have left employment since 1 April 2024. If an ex-employee requests it, we recommend that employers pay any monies due to that employee from 1 April 2024 to the employee's last day of employment. The table below lists the new pay scales for clerks and other employees employed under the terms of the model contract, including SCPs 50 and above. These should be retrospectively applied from 1 April 2024.

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).

\* Hourly rates

	1 April 2024		Scale ranges
SCP	£ per annum	* £ per hour	Based on SCP
2	£23,656	£12.26	Below LC Scale (for staff other than clerks)
3	£24,027	£12.45	Below LC Scale (for staff other than clerks)
4	£24,404	£12.65	Below LC Scale (for staff other than clerks)

5	£24,790	£12.85	Below LC Scale (for staff other than clerks)
5	£24,790	£12.85	LC1 (below substantive range)
6	£25,183	£13.05	LC1 (below substantive range)
7	£25,584	£13.26	LC1 (substantive benchmark range)
8	£25,992	£13.47	LC1 (substantive benchmark range)
9	£26,409	£13.69	LC1 (substantive benchmark range)
10	£26,835	£13.91	LC1 (substantive benchmark range)
11	£27,269	£14.13	LC1 (substantive benchmark range)
12	£27,711	£14.36	LC1 (substantive benchmark range)
13	£28,163	£14.60	LC1 (above substantive range)
14	£28,624	£14.84	LC1 (above substantive range)
15	£29,093	£15.08	LC1 (above substantive range)
16	£29,572	£15.33	LC1 (above substantive range)
17	£30,060	£15.58	LC1 (above substantive range)
18	£30,559	£15.84	LC2 (below substantive range)
19	£31,067	£16.10	LC2 (below substantive range)
20	£31,586	£16.37	LC2 (below substantive range)
21	£32,115	£16.65	LC2 (below substantive range)
22	£32,654	£16.93	LC2 (below substantive range)
23	£33,366	£17.29	LC2 (below substantive range)
24	£34,314	£17.79	LC2 (substantive benchmark range)

25	£35,235	£18.26	LC2 (substantive benchmark range)
26	£36,124	£18.72	LC2 (substantive benchmark range)
27	£37,035	£19.20	LC2 (substantive benchmark range)
28	£37,938	£19.66	LC2 (substantive benchmark range)
29	£38,626	£20.02	LC2 (above substantive benchmark range)
30	£39,513	£20.48	LC2 (above substantive benchmark range)
31	£40,476	£20.98	LC2 (above substantive benchmark range)
32	£41,511	£21.52	LC2 (above substantive benchmark range)
33	£42,708	£22.14	LC3 (below substantive range)
34	£43,693	£22.65	LC3 (below substantive range)
35	£44,711	£23.17	LC3 (below substantive range)
36	£45,718	£23.70	LC3 (below substantive range)
37	£46,731	£24.22	LC3 (substantive benchmark range)
38	£47,754	£24.75	LC3 (substantive benchmark range)
39	£48,710	£25.25	LC3 (substantive benchmark range)
40	£49,764	£25.79	LC3 (substantive benchmark range)
41	£50,788	£26.32	LC3 (substantive benchmark range)
42	£51,802	£26.85	LC3 (above substantive benchmark range)
43	£52,805	£27.37	LC3 (above substantive benchmark range)
44	£54,071	£28.03	LC3 (above substantive benchmark range)
45	£55,367	£28.70	LC3 (above substantive benchmark range)

46	£56,708	£29.39	LC4 (below substantive range)
47	£58,064	£30.10	LC4 (below substantive range)
48	£59,300	£30.74	LC4 (below substantive range)
49	£60,903	£31.57	LC4 (below substantive range)
50	£62,377	£32.33	LC4 (substantive benchmark range)
51	£63,881	£33.11	LC4 (substantive benchmark range)
52	£65,943	£34.18	LC4 (substantive benchmark range)
53	£68,000	£35.25	LC4 (substantive benchmark range)
54	£70,065	£36.32	LC4 (substantive benchmark range)
55	£72,145	£37.39	LC4 (above substantive benchmark range)
56	£74,198	£38.46	LC4 (above substantive benchmark range)
57	£76,277	£39.54	LC4 (above substantive benchmark range)
58	£78,315	£40.59	LC4 (above substantive benchmark range)
59	£80,247	£41.59	LC4 (above substantive benchmark range)
60	£82,221	£42.62	LC4 (above substantive benchmark range)
61	£84,243	£43.67	LC4 (above substantive benchmark range)
62	£86,319	£44.74	LC4 (above substantive benchmark range)

## Advice notes

06 Nov 2023

# LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2023/24

This advice note was last updated on 6 November 2023.

The Local Government Association has informed us that the National Joint Council for Local Government Services has reached an agreement on rates of pay applicable from 1 April 2023 to 31 March 2024.

The new pay rates for local councils have been agreed with SLCC and ALCC. Employers are encouraged to implement this pay award as swiftly as possible.

For all spinal points to 43, the agreed award was a flat rate payment of £1,925. For the scale points above the award was 3.88%.

The Joint Council notes on back pay for employees who have left employment: "If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2023 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 details can be found on the [LGPS website](#)."

Historically the calculation of hourly pay for local councils has been reached by dividing the annual salary by 52 weeks and then by 37 hours. This is different from the recommendation of the Joint Council, which calculates hourly rates by dividing the annual salary by 52.143 weeks (which is 365 days divided by 7) and then dividing by 37 hours (the standard working week). This marginal difference causes some confusion, and it is intended that next year, we shall move to the approach recommended by the National Joint Council.

We are disappointed that the annual settlement has been delayed for reasons outside our control.

## Scale ranges

As per the national agreement, hourly rates are calculated by dividing the annual salary by 52 weeks and 37 hours. Please note that these hourly rates differ from those published by NJC for Principal Authorities as the calculation basis differs.

\* Hourly rates

SCP	1 April 2023		Scale ranges
	£ per annum	£ per hour*	Based on SCP
2	£22,366	£11.62	Below LC Scale (for staff other than clerks)
3	£22,737	£11.82	Below LC Scale (for staff other than clerks)
4	£23,114	£12.01	Below LC Scale (for staff other than clerks)
5	£23,500	£12.21	LC1 (below substantive range)
6	£23,893	£12.42	LC1 (below substantive range)
7	£24,294	£12.63	LC1 (substantive benchmark range)
8	£24,702	£12.84	LC1 (substantive benchmark range)
9	£25,119	£13.06	LC1 (substantive benchmark range)
10	£25,545	£13.28	LC1 (substantive benchmark range)
11	£25,979	£13.50	LC1 (substantive benchmark range)
12	£26,421	£13.73	LC1 (substantive benchmark range)
13	£26,873	£13.97	LC1 (above substantive range)
14	£27,334	£14.21	LC1 (above substantive range)
15	£27,803	£14.45	LC1 (above substantive range)
16	£28,282	£14.70	LC1 (above substantive range)
17	£28,770	£14.95	LC1 (above substantive range)
18	£29,269	£15.21	LC2 (below substantive range)
19	£29,777	£15.48	LC2 (below substantive range)
20	£30,296	£15.75	LC2 (below substantive range)
21	£30,825	£16.02	LC2 (below substantive range)
22	£31,364	£16.30	LC2 (below substantive range)
23	£32,076	£16.67	LC2 (below substantive range)
24	£33,024	£17.16	LC2 (substantive benchmark range)
25	£33,945	£17.64	LC2 (substantive benchmark range)
26	£34,834	£18.10	LC2 (substantive benchmark range)
27	£35,745	£18.58	LC2 (substantive benchmark range)
28	£36,648	£19.05	LC2 (substantive benchmark range)
29	£37,336	£19.41	LC2 (above substantive benchmark range)
30	£38,223	£19.87	LC2 (above substantive benchmark range)
31	£39,186	£20.37	LC2 (above substantive benchmark range)
32	£40,221	£20.90	LC2 (above substantive benchmark range)
33	£41,418	£21.53	LC3 (below substantive range)
34	£42,403	£22.04	LC3 (below substantive range)
35	£43,421	£22.57	LC3 (below substantive range)
36	£44,428	£23.09	LC3 (below substantive range)

	1 April 2023		Scale ranges
37	£45,441	£23.62	LC3 (substantive benchmark range)
38	£46,464	£24.15	LC3 (substantive benchmark range)
39	£47,420	£24.65	LC3 (substantive benchmark range)
40	£48,474	£25.19	LC3 (substantive benchmark range)
41	£49,498	£25.73	LC3 (substantive benchmark range)
42	£50,512	£26.25	LC3 (above substantive benchmark range)
43	£51,515	£26.77	LC3 (above substantive benchmark range)
44	£52,752	£27.42	LC3 (above substantive benchmark range)
45	£54,017	£28.08	LC3 (above substantive benchmark range)
46	£55,325	£28.76	LC4 (below substantive range)
47	£56,648	£29.44	LC4 (below substantive range)
48	£57,854	£30.07	LC4 (below substantive range)
49	£59,418	£30.88	LC4 (below substantive range)
50	£60,856	£31.63	LC4 (substantive benchmark range)
51	£62,323	£32.39	LC4 (substantive benchmark range)
52	£64,335	£33.44	LC4 (substantive benchmark range)
53	£66,341	£34.48	LC4 (substantive benchmark range)
54	£68,356	£35.53	LC4 (substantive benchmark range)
55	£70,385	£36.58	LC4 (above substantive benchmark range)
56	£72,388	£37.62	LC4 (above substantive benchmark range)
57	£74,417	£38.68	LC4 (above substantive benchmark range)
58	£76,405	£39.71	LC4 (above substantive benchmark range)
59	£78,290	£40.69	LC4 (above substantive benchmark range)
60	£80,216	£41.69	LC4 (above substantive benchmark range)
61	£82,188	£42.72	LC4 (above substantive benchmark range)
62	£84,214	£43.77	LC4 (above substantive benchmark range)