

National Joint Council for local government services

Employers' Secretary
Naomi Cooke

Trade Union Secretaries

Mike Short, UNISON
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**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**

1 November 2023

Dear Chief Executive,

LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2023

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

Agreement has been reached on rates of pay applicable from **1 April 2023** (covering the period 1 April 2023 to 31 March 2024). The new pay rates 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 3.88 per cent, in accordance with Green Book Part 2 Para 5.4¹.

The new rates for allowances, updated by 3.88 per cent, are set out at **Annex 2**.

Joint work

It has been agreed that:

- there will be joint exploratory, without prejudice, informal discussions in order to map out the practical considerations of how and when the pay spine will be reviewed once the future policy direction of the National Living Wage has been confirmed
- there will be joint discussions on the broader family leave and pay issues raised in the unions' claim
- the NJC's Job Evaluation Technical Working Group shall conduct a review of all the school support staff model role profiles (published in 2013) to see whether any of the terminology needs refreshing to take account of, for example, technological advances and new ways of working that may have taken place over the last ten years

¹ 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.

Backpay for employees who have left employment since 1 April 2023

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 detail is provided in [section 15 of the HR guide](#) and the [Backdated Pay Award FAQs](#), which are available on the [employer resources section](#) of www.lgpsregs.org.

Yours faithfully,

*Naomi
Cooke*

Naomi Cooke



Mike Short

Sharon Wilde

| SCP | 01-Apr-22 | | 01-Apr-23 | |
|-----|-----------|----------|------------------------------|----------|
| | per annum | per hour | per annum | per hour |
| 1 | £20,258 | £10.50 | <i>Deleted wef 01 Apr 23</i> | |
| 2 | £20,441 | £10.60 | £22,366 | £11.59 |
| 3 | £20,812 | £10.79 | £22,737 | £11.79 |
| 4 | £21,189 | £10.98 | £23,114 | £11.98 |
| 5 | £21,575 | £11.18 | £23,500 | £12.18 |
| 6 | £21,968 | £11.39 | £23,893 | £12.38 |
| 7 | £22,369 | £11.59 | £24,294 | £12.59 |
| 8 | £22,777 | £11.81 | £24,702 | £12.80 |
| 9 | £23,194 | £12.02 | £25,119 | £13.02 |
| 10 | £23,620 | £12.24 | £25,545 | £13.24 |
| 11 | £24,054 | £12.47 | £25,979 | £13.47 |
| 12 | £24,496 | £12.70 | £26,421 | £13.69 |
| 13 | £24,948 | £12.93 | £26,873 | £13.93 |
| 14 | £25,409 | £13.17 | £27,334 | £14.17 |
| 15 | £25,878 | £13.41 | £27,803 | £14.41 |
| 16 | £26,357 | £13.66 | £28,282 | £14.66 |
| 17 | £26,845 | £13.91 | £28,770 | £14.91 |
| 18 | £27,344 | £14.17 | £29,269 | £15.17 |
| 19 | £27,852 | £14.44 | £29,777 | £15.43 |
| 20 | £28,371 | £14.71 | £30,296 | £15.70 |
| 21 | £28,900 | £14.98 | £30,825 | £15.98 |
| 22 | £29,439 | £15.26 | £31,364 | £16.26 |
| 23 | £30,151 | £15.63 | £32,076 | £16.63 |
| 24 | £31,099 | £16.12 | £33,024 | £17.12 |
| 25 | £32,020 | £16.60 | £33,945 | £17.59 |
| 26 | £32,909 | £17.06 | £34,834 | £18.06 |
| 27 | £33,820 | £17.53 | £35,745 | £18.53 |
| 28 | £34,723 | £18.00 | £36,648 | £19.00 |
| 29 | £35,411 | £18.35 | £37,336 | £19.35 |
| 30 | £36,298 | £18.81 | £38,223 | £19.81 |
| 31 | £37,261 | £19.31 | £39,186 | £20.31 |
| 32 | £38,296 | £19.85 | £40,221 | £20.85 |
| 33 | £39,493 | £20.47 | £41,418 | £21.47 |
| 34 | £40,478 | £20.98 | £42,403 | £21.98 |
| 35 | £41,496 | £21.51 | £43,421 | £22.51 |
| 36 | £42,503 | £22.03 | £44,428 | £23.03 |
| 37 | £43,516 | £22.56 | £45,441 | £23.55 |
| 38 | £44,539 | £23.09 | £46,464 | £24.08 |
| 39 | £45,495 | £23.58 | £47,420 | £24.58 |
| 40 | £46,549 | £24.13 | £48,474 | £25.13 |
| 41 | £47,573 | £24.66 | £49,498 | £25.66 |
| 42 | £48,587 | £25.18 | £50,512 | £26.18 |
| 43 | £49,590 | £25.70 | £51,515 | £26.70 |

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)

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

1 April 2023
£40.76

**RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2023
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

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

1 April 2023
£1,455

Paragraph 28(14) Laboratory / Workshop Technicians

City and Guilds Science Laboratory Technician's Certificate Allowance:

1 April 2023
£237

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

1 April 2023
£171

Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum

Inner Fringe Area:

1 April 2023
£988

Outer Fringe Area:

1 April 2023
£689

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

1 April 2023
£32.81

FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)

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

Inner Fringe Area:

1 April 2023

£988

Outer Fringe Area:

1 April 2023

£689