



## **EMPLOYMENT COMMITTEE: 18 SEPTEMBER 2025**

### **NATIONAL JOINT COUNCIL PAY AWARD, CHIEF OFFICER PAY AWARD AND CHIEF EXECUTIVE PAY AWARD 2025-2026**

### **REPORT OF THE DIRECTOR OF CORPORATE RESOURCES**

#### **Purpose**

1. The purpose of this report is to outline the action taken by the Chief Executive in order to implement the nationally negotiated National Joint Council (NJC), Joint National Council (JNC) for Chief Officers, and Joint National Council for Chief Executive's pay award for the period 2025 - 2026 for all employees.

#### **Policy Framework and Previous Decisions**

2. The Chief Executive agreed, following consultation with the Chairman and Spokesmen of the Employment Committee, to exercise his delegated powers in the event of matters of urgency to enable the pay award for the period 2025 – 26 to be implemented for employees on grades 2 to 22. This allowed employees to receive the appropriate pay increase for basic pay and back pay in August, with the increase for some allowances being paid in September.

#### **Background**

3. Whilst the Council has adopted local rather than national pay scales, it has remained part of the national pay bargaining machinery and is committed to applying NJC and JNC pay awards to employees on grades 2 to 22 inclusive. In order to implement these, it is necessary to seek approval from the Employment Committee.

#### **Key Points**

4. Agreement has been reached on NJC rates of pay, applicable from 1 April 2025 (covering the period 1 April 2025 to 31 March 2026). This equates to an increase of 3.2% applied to all pay points between grade 2 and 17 inclusive.
5. The JNC Chief Officer and JNC Chief Executive Pay Arrangements have also been agreed at the same rate from 1 April 2025. This equates to an increase of 3.2% applied to all pay points between grade 18 and 22 inclusive.

**Recommendations**

6. The Committee note the action taken in respect of the implementation of the NJC and JNC pay awards for employees on grades 2 to 22.

**Background Papers**

7. None.

**Circulation under the Local Issues Alert Procedure**

8. None.

**Equalities implications**

9. There are no equalities implications arising from the recommendations in this report.

**Human Rights Implications**

10. There are no human rights implications arising from the recommendations in this report.

**Appendix**

Leicestershire County Council Grade Structure April 2025 – March 2026

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