



EMPLOYMENT COMMITTEE: 10 SEPTEMBER 2026

NATIONAL JOINT COUNCIL PAY AWARD AND CHIEF EXECUTIVE PAY AWARD 2026-2027

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose

1. The purpose of this report is to seek approval from the Committee to implement the nationally negotiated:
 - a. National Joint Council (NJC) pay award for the period 2026-2027 for all employees on Grades 2-17 inclusive; and,
 - b. Joint National Council (JNC) for Chief Executive's pay award for the period 2026-2027 for the Chief Executive (Grade 22).

Policy Framework and Previous Decisions

2. The Chief Executive agreed, following consultation with the Chair and Spokesperson of the Employment Committee, to exercise their delegated powers in the event of matters of urgency to enable the pay award for the period 2026 – 27 to be implemented for employees with Joint National Council (JNC) for Chief Officers Conditions of Service (Grades 18-21 inclusive). This allowed employees to receive the appropriate pay increase for basic pay and back pay in July 2026.

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 contractually committed to applying NJC and JNC pay awards to employees on grades 2-22 inclusive. To implement these, it is necessary to seek approval from the Employment Committee.
4. The Council is also committed to matching the minimum salary on the national NJC pay scale, which usually allows for clearance above the anticipated National Living/Minimum Wage rate for the following year i.e. applicable from 1 April 2027.
5. As part of the previous year's pay settlement, the lowest salary on the NJC national pay scale increased with effect from 1 April 2026, to maintain clearance above the National Living/Minimum Wage rate.

Key Points

6. Agreement has been reached on NJC rates of pay, applicable from 1 April 2026 (covering the period 1 April 2026 to 31 March 2027). This equates to an increase of 3.3%.
7. The JNC Chief Executive Pay Award has been agreed at the same rate from 1 April 2026. This equates to an increase of 3.3% applied to Grade 22.
8. The Chief Officers' pay award was also agreed at 3.3%.

Implementation

9. Following consultation with the Employment Committee, it is intended that the implementation of the basic pay and back pay for NJC and JNC Chief Executives' pay awards is actioned in September pay, with the increase for some allowances in October pay. This approach is consistent with the nationally agreed expectation that employers implement the award as 'swiftly as possible', recognises that the award is effective from 1 April 2026, and ensures that employees receive the pay and back pay to which they are contractually entitled without unnecessary delay.

Recommendations

10. The Committee is asked to;
 - a) Approve the implementation of the NJC pay award for employees in Grades 2 – 17 inclusive, and the JNC Chief Executive pay award (Grade 22).
 - b) Note the action taken in respect of the implementation of the Joint National Council (JNC) for Chief Officers Conditions of Service (Grades 18-21 inclusive).

Background Papers

11. None.

Circulation under the Local Issues Alert Procedure

12. None

Equality Implications

13. There are no equality implications arising from the recommendations in this report

Human Rights Implications

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

Appendices

Leicestershire County Council Grading Structure April 2026 – March 2027

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