Joint Negotiating Committee for Chief Officers of Local Authorities

To: Chief Executives in England and Wales (N Ireland for information)
(to be shared with Finance Director and HR Director)
Regional Employer Organisations
Members of the Joint Negotiating Committee

2 June 2026

Dear Chief Executive,

CHIEF OFFICERS' PAY AGREEMENT 2026

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

Agreement has now been reached on the pay award applicable from **1 April 2026** (covering the period 1 April 2026 to 31 March 2027).

The individual basic salaries[1] of all officers within scope of the JNC for Chief Officers of local authorities should be increased by **3.30 per cent** with effect from 1 April 2026 (NB: this increase applies to individual salaries as well as pay points, if applicable).

Backpay for employees who have left employment since 1 April 2026

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2026 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 and / or underpin protection) accordingly.

See the employer resources section of www.lgpsregs.org for more information including FAQs on backdated pay awards.

Yours faithfully,

Naomi Cooke George Georgiou

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cc Rachel Slaughter, UNISON

[1] Basic salary should exclude other separately identified payments such as Returning Officer fees etc.

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