

Local Government Services Pay Agreement 2025 / 26 (issued 25 July 2025 based on NJC tables)

Please find below the new pay scales for Local Councils produced by Council HR & Governance Support based on the NJC tables and the existing payscales for clerks above the NJC maximum pay scale of scp 43.

NJC advice is that *employers are encouraged to implement this pay award as swiftly as possible.*

Agreement has been reached on rates of pay applicable from 1 April 2025 (covering the period 1 April 2025 to 31 March 2026). The new pay rates, each increased by 3.20 percent as detailed below.

*All locally determined pay points above the maximum of the pay spine but graded below deputy chief officer, should also be increased by 3.20 per cent, in accordance with Green Book Part 2 Para 5.41. **This point applies to clerks scp 44 through to scp 62.***

The NJC has agreed that from 1 April 2026, Spinal Column Point (SCP) 2 will be permanently deleted from the NJC pay spine.

Backpay for employees who have left employment since 1 April 2025

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2025 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.

If your Council requires a review of employees payscales (a job evaluation), please do get in touch with Council HR & Governance Support, the Parish and Town Council experts in all things HR.

Expert Professional Support for your Council

Unique subscription HR and Governance unlimited support service.

Project support including Organisational Reviews, Job Evaluations, Investigations, Settlement Agreements.

Training, bespoke expert sessions online and on site.

Strategic Planning, Gold, Silver and Bronze Packages.

Recruitment, Gold, Silver and Bronze packages.

Click here for further details of our services, alternatively please email support@chrgs.co.uk or call 07805 472 859.



Council HR and Governance Support
Excellence in all we do

CHRGs Ltd, Registered address: Exchange Buildings, 66 Church Square, Hartlepool, TS24 7DN.
VAT registration number 467 7937 26. Company Registration 14045216

SCP	01-Apr-24		01-Apr-25		Scale ranges
	per annum	per hour	per annum	per hour	Based on SCP
1	<i>Deleted wef 01 Apr 23</i>				
2	£23,656	£12.26	£24,413	£12.65	Below LC Scale (for staff other than clerks)
3	£24,027	£12.45	£24,796	£12.85	
4	£24,404	£12.65	£25,185	£13.05	
5	£24,790	£12.85	£25,583	£13.26	LC1 (below substantive range)
6	£25,183	£13.05	£25,989	£13.47	
7	£25,584	£13.26	£26,403	£13.69	LC1 (substantive benchmark range)
8	£25,992	£13.47	£26,824	£13.90	
9	£26,409	£13.69	£27,254	£14.13	
10	£26,835	£13.91	£27,694	£14.35	
11	£27,269	£14.13	£28,142	£14.59	
12	£27,711	£14.36	£28,598	£14.82	
13	£28,163	£14.60	£29,064	£15.06	LC1 (above substantive range)
14	£28,624	£14.84	£29,540	£15.31	
15	£29,093	£15.08	£30,024	£15.56	
16	£29,572	£15.33	£30,518	£15.82	
17	£30,060	£15.58	£31,022	£16.08	
18	£30,559	£15.84	£31,537	£16.35	LC2 (below substantive range)
19	£31,067	£16.10	£32,061	£16.62	
20	£31,586	£16.37	£32,597	£16.90	
21	£32,115	£16.65	£33,143	£17.18	
22	£32,654	£16.93	£33,699	£17.47	
23	£33,366	£17.29	£34,434	£17.85	
24	£34,314	£17.79	£35,412	£18.35	LC2 (substantive benchmark range)
25	£35,235	£18.26	£36,363	£18.85	
26	£36,124	£18.72	£37,280	£19.32	
27	£37,035	£19.20	£38,220	£19.81	
28	£37,938	£19.66	£39,152	£20.29	
29	£38,626	£20.02	£39,862	£20.66	LC2 (above substantive benchmark range)
30	£39,513	£20.48	£40,777	£21.14	
31	£40,476	£20.98	£41,771	£21.65	
32	£41,511	£21.52	£42,839	£22.20	

SCP	01-Apr-24		01-Apr-2025		Scale ranges
	per annum	per hour	per annum	per hour	
33	£42,708	£22.14	£44,075	£22.85	LC3 (below substantive range)
34	£43,693	£22.65	£45,091	£23.37	
35	£44,711	£23.17	£46,142	£23.92	
36	£45,718	£23.70	£47,181	£24.46	
37	£46,731	£24.22	£48,226	£25.00	LC3 (substantive benchmark range)
38	£47,754	£24.75	£49,282	£25.54	
39	£48,710	£25.25	£50,269	£26.06	
40	£49,764	£25.79	£51,356	£26.62	
41	£50,788	£26.32	£52,413	£27.17	
42	£51,802	£26.85	£53,460	£27.71	LC3 (above substantive benchmark range)
43	£52,805	£27.37	£54,495	£28.25	
44	£54,071	£28.03	£55,801	£28.92	
45	£55,367	£28.70	£57,139	£29.62	
46	£56,708	£29.39	£58,523	£30.33	LC4 (below substantive range)
47	£58,064	£30.10	£59,922	£31.06	
48	£59,300	£30.74	£61,198	£31.72	
49	£60,903	£31.57	£62,852	£32.58	
50	£62,377	£32.33	£64,373	£33.37	LC4 (substantive benchmark range)
51	£63,881	£33.11	£65,925	£34.17	
52	£65,943	£34.18	£68,053	£35.27	
53	£68,000	£35.25	£70,176	£36.37	
54	£70,065	£36.32	£72,307	£37.48	
55	£72,145	£37.39	£74,454	£38.59	LC4 (above substantive benchmark range)
56	£74,198	£38.46	£76,572	£39.69	
57	£76,277	£39.54	£78,718	£40.80	
58	£78,315	£40.59	£80,821	£41.89	
59	£80,247	£41.59	£82,815	£42.93	
60	£82,221	£42.62	£84,852	£43.98	
61	£84,243	£43.67	£86,939	£45.06	
62	£86,319	£44.74	£89,081	£46.17	

NB: hourly rate calculated using the NJC agreed formula 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)

Our Services

CHRGs provides comprehensive support for your Council, offering tailored solutions to meet your organisation's needs. Our team of qualified Associates brings extensive expertise in the Local Government sector, ensuring access to specialised knowledge across all areas. Committed to delivering sustainable results, our customised packages are designed to drive impactful and lasting outcomes.



HR & Recruitment



- Ongoing HR and Governance subscription support
- Recruitment
- Dispute resolutions
- Investigations
- Settlement agreements
- Staff structure and efficiency reviews
- Job evaluation and reviews
- Performance Management



Training Services



- HR for Councillors
- Councillor induction & chairmanship
- The Clerk as employee and HR manager
- Performance support and management/ motivating your employees
- Tailored training for specific Council needs
- Mentoring



Council Development



- Strategic planning
- Organisational efficiency and job evaluation reviews
- Governance reviews
- Efficiency reviews
- Project management

We only employ the best available experts in the Local Council Sector

Our experts

- The only HR Advisory service devised by a CIPD, lawyer and qualified former CEO/Town Clerk
- All our associates have:
 - at least one relevant professional qualification
 - significant experience in their speciality field
 - undertaken at least 30 previous projects for clients

Why choose us?

- ✓ Unparalleled local council expertise
- ✓ Fully vetted Associates
- ✓ Quote guarantee
- ✓ Reliable and time efficient service
- ✓ Professional and expert advice
- ✓ Bespoke work
- ✓ Discretion guaranteed
- ✓ Professional Indemnity Insurance

Council HR and Governance Support: Excellence in all we do

W: www.chrgs.co.uk

E: recruitment@chrgs.co.uk T: 07939 400548