

# Local government pay 2024

Naomi Cooke

LGA Head of Workforce and NJC Employers' Secretary

# National Joint Council (NJC)

- Voluntary membership
  - Covers 300+ councils in England, Wales and Northern Ireland
  - 1.4m (headcount) employees
  - National paybill of £18bn (plus on-costs)
  - Local government payscales used by numerous organisations eg, MATs, housing assocs, charities, outsourced service providers
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# Who negotiates?

- **The National Employers:**

11 senior elected members

9 x LGA<sup>(a)</sup>, 1 x WLGA<sup>(b)</sup> and 1 x NILGA<sup>(c)</sup>

- **The Trade Unions:**

UNISON, GMB and Unite

(a) 4 x Lab, 3 x Con, 1 x LD, 1 x Ind

(b) 1 x Lab

(c) 1 x Sinn Fein

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# Benefits of national bargaining

- Member-led process
  - Economies of scale: one set of negotiations, rather than 300+ local negotiations
  - Consistency: single pay award greatly limits pay escalation between councils
  - Councils have direct input through LGA / WLGA / NILGA
  - Government plays no formal role
  - But national employers have direct access to ministers, senior officials
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# 2024 timetable

- Unions to submit pay claim 'in new year'
  - Regional pay briefings
  - National Employers consider feedback and respond to claim
  - Unions' reaction to employers' response: timing and duration of membership consultations / ballots?
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# NJC v NLW

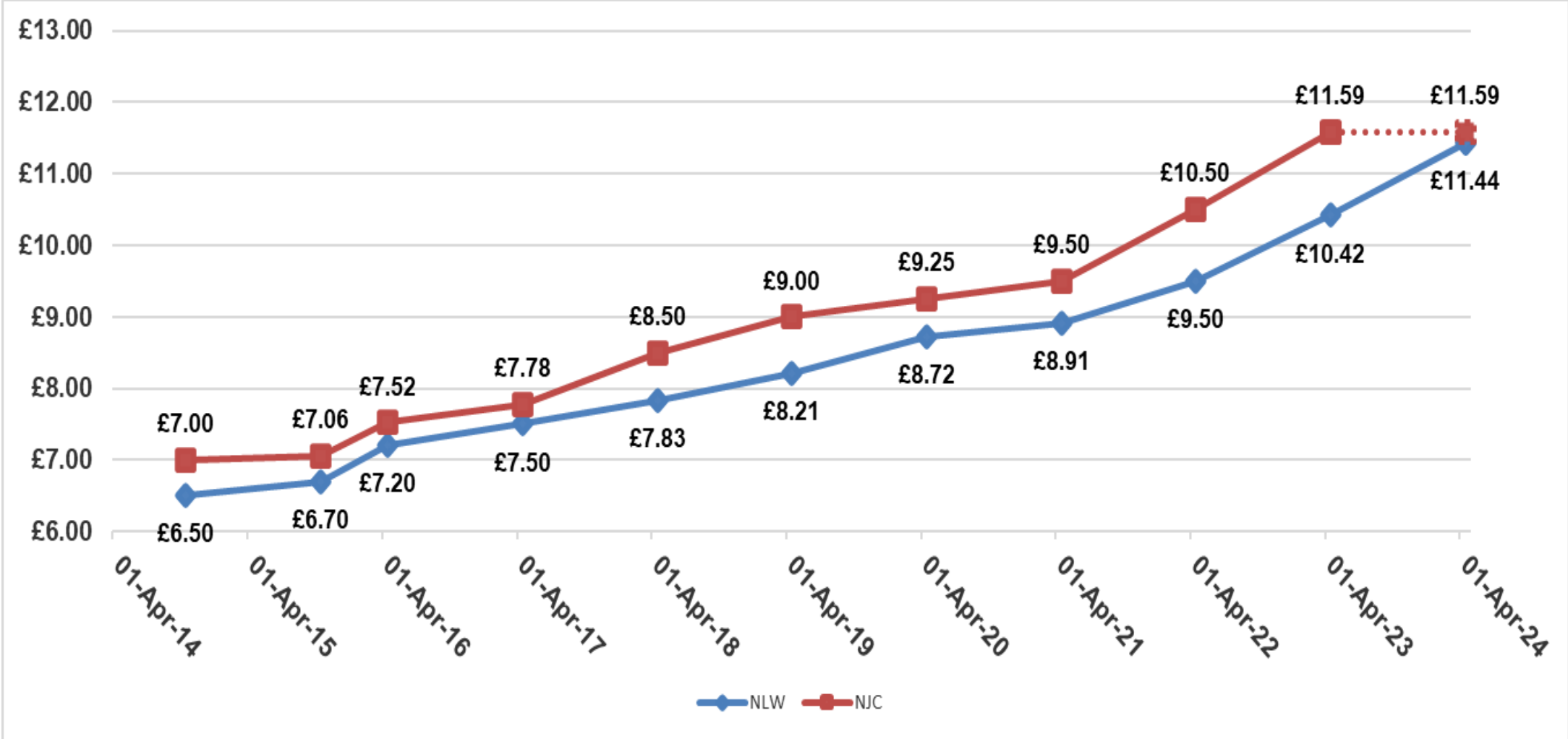
- NJC bottom pay point (1 Apr 23) = £ 11.59
- NLW 1 April 2023 = £ 10.42
- NLW 1 April 2024 = £ 11.44

*“Because this year’s recommendation takes us to the target for 2024, the Government has issued a second remit asking for evidence to inform future minimum wage policy, beyond 2024. We will submit this advice by the end of 2023.”*

Source: LPC, 22 November 2023

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# NJC minimum rate v NLW



# The 'overlap issue'

		01-Apr-21	01-Apr-22	01-Apr-23	01-Apr-24	01-Apr-25
NJC min		£9.50	£10.50	£11.59	£x?	£x?
NLW		£8.91	£9.50	£10.42	£11.44	£x?



# NJC pay spine 2023-24

SCP	£ per annum	£ per hour	SCP	£ per annum	£ per hour
1	Deleted wef 01 Apr 23		23	£32,076	£16.63
2	£22,366	£11.59	24	£33,024	£17.12
3	£22,737	£11.79	25	£33,945	£17.59
4	£23,114	£11.98	26	£34,834	£18.06
5	£23,500	£12.18	27	£35,745	£18.53
6	£23,893	£12.38	28	£36,648	£19.00
7	£24,294	£12.59	29	£37,336	£19.35
8	£24,702	£12.80	30	£38,223	£19.81
9	£25,119	£13.02	31	£39,186	£20.31
10	£25,545	£13.24	32	£40,221	£20.85
11	£25,979	£13.47	33	£41,418	£21.47
12	£26,421	£13.69	34	£42,403	£21.98
13	£26,873	£13.93	35	£43,421	£22.51
14	£27,334	£14.17	36	£44,428	£23.03
15	£27,803	£14.41	37	£45,441	£23.55
16	£28,282	£14.66	38	£46,464	£24.08
17	£28,770	£14.91	39	£47,420	£24.58
18	£29,269	£15.17	40	£48,474	£25.13
19	£29,777	£15.43	41	£49,498	£25.66
20	£30,296	£15.70	42	£50,512	£26.18
21	£30,825	£15.98	43	£51,515	£26.70
22	£31,364	£16.26			

# External influencing factors

- NLW policy post-2024?
  - Local and General Elections
  - TUC “£15 NLW as soon as possible”
  - Inflation / other public sector settlements
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# Q&As

Keep up to date with the pay negotiations:

<https://www.local.gov.uk/our-support/workforce-and-hr-support/local-government-services>

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