

## LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2024/25

This advice note was last updated on 23 October 2024.

The Local Government Association has informed us that the National Joint Council for Local Government Services (NJC) has agreed the new pay scales for 2024-25 to be implemented from 1 April 2024. Employers are encouraged to implement this pay award as swiftly as possible.

**Backpay for employees who have left employment since 1 April 2024.** If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2024 to the employee's last day of employment.

The attached Annex lists the new pay scales for clerks and other employees employed under the terms of the model contract including SCPs 50 and above. These should be retrospectively applied from 1 April 2024.

Hourly rates have been calculated using the NJC agreed formula by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) divided by 37 hours (the standard working week).

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| SCP | 1 April 2024 |              | Scale Ranges                                 |
|-----|--------------|--------------|--|
|     | £ per annum  | * £ per hour | Based on SCP                                 |
| 2   | £23,656      | £12.26       | Below LC Scale (for staff other than clerks) |
| 3   | £24,027      | £12.45       |  |
| 4   | £24,404      | £12.65       |  |
| 5   | £24,790      | £12.85       |  |
| 5   | £24,790      | £12.85       | LC1 (5-6)<br>(below substantive range)       |
| 6   | £25,183      | £13.05       |  |
| 7   | £25,584      | £13.26       | LC1 (7-12)<br>(substantive benchmark range)  |
| 8   | £25,992      | £13.47       |  |
| 9   | £26,409      | £13.69       |  |
| 10  | £26,835      | £13.91       |  |
| 11  | £27,269      | £14.13       |  |
| 12  | £27,711      | £14.36       |  |

|    |         |        |  |
|----|---------|--------|--|
| 13 | £28,163 | £14.60 | LC1 (13-17)<br>(above substantive range)           |
| 14 | £28,624 | £14.84 |  |
| 15 | £29,093 | £15.08 |  |
| 16 | £29,572 | £15.33 |  |
| 17 | £30,060 | £15.58 |  |
| 18 | £30,559 | £15.84 | LC2 (18-23)<br>(below substantive range)           |
| 19 | £31,067 | £16.10 |  |
| 20 | £31,586 | £16.37 |  |
| 21 | £32,115 | £16.65 |  |
| 22 | £32,654 | £16.93 |  |
| 23 | £33,366 | £17.29 |  |
| 24 | £34,314 | £17.79 | LC2 (24-28)<br>(substantive benchmark range)       |
| 25 | £35,235 | £18.26 |  |
| 26 | £36,124 | £18.72 |  |
| 27 | £37,035 | £19.20 |  |
| 28 | £37,938 | £19.66 |  |
| 29 | £38,626 | £20.02 | LC2 (29-32)<br>(above substantive benchmark range) |
| 30 | £39,513 | £20.48 |  |
| 31 | £40,476 | £20.98 |  |
| 32 | £41,511 | £21.52 |  |
| 33 | £42,708 | £22.14 | LC3 (33-36)<br>(below substantive range)           |
| 34 | £43,693 | £22.65 |  |
| 35 | £44,711 | £23.17 |  |
| 36 | £45,718 | £23.70 |  |
| 37 | £46,731 | £24.22 | LC3 (37-41)<br>(substantive benchmark range)       |
| 38 | £47,754 | £24.75 |  |
| 39 | £48,710 | £25.25 |  |
| 40 | £49,764 | £25.79 |  |
| 41 | £50,788 | £26.32 |  |
| 42 | £51,802 | £26.85 | LC3 (42-45)<br>(above substantive benchmark range) |
| 43 | £52,805 | £27.37 |  |
| 44 | £54,071 | £28.03 |  |
| 45 | £55,367 | £28.70 |  |

|    |         |        |   |
|----|---------|--------|---|
| 46 | £56,708 | £29.39 | LC4 (46-49)<br>(below substantive range)              |
| 47 | £58,064 | £30.10 |   |
| 48 | £59,300 | £30.74 |   |
| 49 | £60,903 | £31.57 |   |
| 50 | £62,377 | £32.33 | LC4 (50-54)<br>(substantive benchmark range)          |
| 51 | £63,881 | £33.11 |   |
| 52 | £65,943 | £34.18 |   |
| 53 | £68,000 | £35.25 |   |
| 54 | £70,065 | £36.32 |   |
| 55 | £72,145 | £37.39 | LC4 (55-62)<br>(above substantive benchmark<br>range) |
| 56 | £74,198 | £38.46 |   |
| 57 | £76,277 | £39.54 |   |
| 58 | £78,315 | £40.59 |   |
| 59 | £80,247 | £41.59 |   |
| 60 | £82,221 | £42.62 |   |
| 61 | £84,243 | £43.67 |   |
| 62 | £86,319 | £44.74 |   |