

# JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

12 August 2025

To JNC Council Members  
MSO/TUSO

## JOINT NEGOTIATING COUNCIL CIRCULAR NO. 368

### TEMPORARY COVER TO ENABLE PAYMENT OF REVALORISATION INCREASE FOR 2025/2026

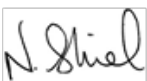
Further to Department of Education correspondence dated 01 August 2025, temporary cover approval has been secured to enable the EA to meet its contractual obligations regarding the payment of revalorisation increases to eligible NJC staff with effect from **1 April 2025**.

Please note that the applicable rates [with effect from 1 April 2025] are detailed in Annexes 1 and 1a. Annex 2 replicates the national pay agreement for information.


The Joint Secretaries of the Joint Negotiating Council for the Education Authority have agreed to the implementation of the pay award (revalorisation) with effect from 1 April 2025.



Management Side Secretary  
M McDermott



Trade Union Side Secretary  
N Shiel



Trade Union Side Secretary  
J McCusker



Trade Union Side Secretary  
J Donley

NJC PAY SCALES W.E.F. 01 APRIL 2025					
Grade	SCP (Following Pay & Grading Review 2024)	Salary w.e.f. 01.04.2024 £	Hourly Rate £	NJC Pay Award w.e.f. 01.04.2025 £	Hourly Rate £
<b>NJC Main 1 (Clerical Officer)</b>	5	£24,790	£13.2062	£25,583	£13.6288
	6	£25,183	£13.4156	£25,989	£13.8449
	7	£25,584	£13.6292	£26,403	£14.0654
	8	£25,992	£13.8466	£26,824	£14.2897
	9	£26,409	£14.0687	£27,254	£14.5189
	10	£26,835	£14.2957	£27,694	£14.7531
	11	£27,269	£14.5269	£28,142	£14.9917
	12	£27,711	£14.7623	£28,598	£15.2347
<b>NJC Main 2 (Senior Clerical Officer)</b>	13	£28,163	£15.0031	£29,064	£15.4832
	14	£28,624	£15.2487	£29,540	£15.7367
	15	£29,093	£15.4986	£30,024	£15.9945
	16	£29,572	£15.7537	£30,518	£16.2578
<b>NJC Main 3 (Executive Officer)</b>	17	£30,060	£16.0137	£31,022	£16.5261
	18	£30,559	£16.2795	£31,537	£16.8005
	19	£31,067	£16.5502	£32,061	£17.0798
	20	£31,586	£16.8266	£32,597	£17.3651
	21	£32,115	£17.1084	£33,143	£17.6559
	22	£32,654	£17.3956	£33,699	£17.9522
	23	£33,366	£17.7749	£34,434	£18.3437
	24	£34,314	£18.2799	£35,412	£18.8649
<b>NJC Main 4 (Senior Executive Officer)</b>	25	£35,235	£18.7705	£36,363	£19.3712
	26	£36,124	£19.2441	£37,280	£19.8600
	27	£37,035	£19.7295	£38,220	£20.3608
	28	£37,938	£20.2105	£39,152	£20.8572
<b>NJC Main 5 (Admin Officer)</b>	29	£38,626	£20.5770	£39,862	£21.2355
	30	£39,513	£21.0495	£40,777	£21.7231
	31	£40,476	£21.5626	£41,771	£22.2526
	32	£41,511	£22.1139	£42,839	£22.8216
<b>NJC Main 6 (Senior Admin Officer)</b>	33	£42,708	£22.7516	£44,075	£23.4796
	34	£43,693	£23.2763	£45,091	£24.0212
	35	£44,711	£23.8186	£46,142	£24.5808
	36	£45,718	£24.3551	£47,181	£25.1345
<b>NJC Main 7 (Assistant Principal Officer)</b>	37	£46,731	£24.8947	£48,226	£25.6914
	38	£47,754	£25.4397	£49,282	£26.2538
	39	£48,710	£25.9490	£50,269	£26.7794
	40	£49,764	£26.5105	£51,356	£27.3588
<b>NJC Main 8 (Principal Officer)</b>	41	£50,788	£27.0560	£52,413	£27.9218
	42	£51,802	£27.5962	£53,460	£28.4793
	43	£52,805	£28.1305	£54,495	£29.0307
	44	£53,871	£28.6984	£55,595	£29.6167
<b>NJC Main 9 (Senior Principal Officer 1)</b>	45	£54,920	£28.5435	£56,677	£30.1932
	46	£55,971	£29.0897	£57,762	£30.7714
	47	£56,999	£30.3649	£58,823	£31.3366
	48	£57,999	£30.1439	£59,855	£31.8860
<b>NJC Main 10 (Senior Principal Officer 2)</b>	49	£58,998	£30.6630	£60,886	£32.4354
	50	£60,068	£31.2192	£61,990	£33.0237
	51	£61,109	£31.7604	£63,065	£33.5963
	52	£62,158	£33.1131	£64,147	£34.1727
<b>NJC Main 11 (Education Officer)</b>	53	£63,204	£33.6701	£65,226	£34.7475
	54	£64,253	£34.2292	£66,309	£35.3246
	55	£65,302	£34.7878	£67,391	£35.9010
	56	£66,351	£34.4848	£68,475	£36.4781
	57	£67,381	£35.0204	£69,538	£37.0444
	58	£68,436	£35.5683	£70,626	£37.6243
	59	£69,492	£36.1173	£71,716	£38.2047
	60	£70,574	£36.6795	£72,833	£38.7998
<b>NJC Main 12 (Assistant Senior Education Officer)</b>	61	£71,662	£37.2451	£73,955	£39.3977
		£72,776	£37.8239	£75,105	£40.0102
		£73,903	£39.3697	£76,267	£40.6295
		£75,059	£39.9856	£77,461	£41.2651

**ALLOWANCES FOR LABORATORY TECHNICIANS, SOCIAL WORKERS,  
NURSERY STAFFS AND STAFF IN RESIDENTIAL ESTABLISHMENTS**

	01/04/2024	01/04/2025
<b><u>LABORATORY TECHNICIANS</u></b>		
Qualified Allowances	£243	£251
	£175	£181
<b><u>SOCIAL WORKERS</u></b>		
Standby Duty Allowance	£33.63	£34.71
<b><u>NURSERY STAFF</u></b>		
<i>Special Education Needs Allowances</i>		
Recognised/qualified	£1,491	£1,539
Unqualified	£1,095	£1,130
<b><u>DAY NURSERY STAFFS</u></b>		
Nursery Students	£288	£297
	£174	£180
<b><u>STAFF IN RESIDENTIAL ESTABLISHMENTS</u></b>		
Sleeping in Duty Payments	£41.78	£43.12

# National Joint Council for local government services

**Employers' Secretary**  
Naomi Cooke

**Trade Union Secretaries**  
Kevin Brandstatter, GMB

Mike Short, UNISON

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**To: Chief Executives in England, Wales and N Ireland  
(to be shared with Finance Director and HR Director)  
Regional Employer Organisations  
Members of the National Joint Council**

24 July 2025

Dear Chief Executive,

## LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2025

***NB: This circular replaces the one dated 23 July 2025 as it contained rounding errors in some of the hourly rates. The correct figures are now shown as underlined italics in the pay spine at Annex 1.***

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 per cent per annum, are attached at **Annex 1**.

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 5.4<sup>1</sup>.

The new rates for allowances, uprated by 3.20 per cent, are set out at **Annex 2**.

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

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<sup>1</sup> The Green Book Part 2 Para 5.4 provides that posts paid above the maximum of the pay spine but graded below deputy chief officer are within scope of the NJC. The pay levels for such posts are determined locally, but once fixed are increased in line with agreements reached by the NJC.

the ex-employee has pre-April 2014 LGPS membership and / or underpin protection) accordingly.

Further detail is provided in section 15 of the HR guide and the Backdated Pay Award FAQs, which are available on the [employer resources section](#) of [www.lgpsregs.org](http://www.lgpsregs.org)

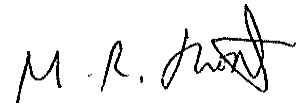
Yours faithfully,

*Naomi  
Cooke*

**Naomi Cooke**



**Kevin Brandstatter**



**Mike Short**

SCP	01-Apr-24		01-Apr-25	
	per annum	per hour	per annum	per hour
1	<i>Deleted wef 01 Apr 23</i>			
2	£23,656	£12.26	£24,413	£12.65
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
6	£25,183	£13.05	£25,989	£13.47
7	£25,584	£13.26	£26,403	£13.69
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
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
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
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
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
33	£42,708	£22.14	£44,075	£22.85
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
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
43	£52,805	£27.37	£54,495	£28.25

NB: hourly rate calculated 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)

Part 3 Paragraph 2.6(e) Sleeping-in Duty Payment:

**1 April 2025**  
£43.12

**RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2025  
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

**Paragraph 28(3) Nursery Staffs in Educational Establishments - Special Educational Needs Allowance**

**1 April 2025**  
£1,539

**Paragraph 28(14) Laboratory / Workshop Technicians**

City and Guilds Science Laboratory Technician's Certificate Allowance:

**1 April 2025**  
£251

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

**1 April 2025**  
£181

**Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum**

Inner Fringe Area:

**1 April 2025**  
£1,045

Outer Fringe Area:

**1 April 2025**  
£729

**Paragraph 36 Standby Duty Allowance - Social Workers (1)(a)(i) Allowance - Per Session**

**1 April 2025**  
£34.71

**FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)**

**Section 1 Paragraph 3 London and Fringe Area Allowances £ Per Annum**

Inner Fringe Area:

**1 April 2025**

£1,045

Outer Fringe Area:

**1 April 2025**

£729