

2024/25 Confirmed Pay Awards

12 November 2024



Introduction

Both the Local Government Pay and Teachers 2024/25 Pay Awards have been confirmed.

Local Government Pay 2024/25 Pay Award

- Local Government Services Pay Agreement 2024 was reached on 22 October 2024. Pay award back dated to 1 April 2024 (covering the period 1 April 2024 to 31 March 2025).
- £1,290 pay increase (pro rata for part-time employees) for NJC pay points 2 – 43.
- 2.50% pay increase on all points above the maximum of the pay spine (graded below deputy chief officer) and all allowances.
- All Schools, Academies and Trusts which follow the Local Government (NJC/JNC) Pay “Green Book” Provisions must implement the pay award as soon as possible.
- For Bradford Council’s Payroll Services customers, the Local Government Pay Award will be paid in **December 2024 salaries with allowances being paid in January 2025**, both back dated to 1 April 2024.

Teachers 2024/25 Pay Award

- The Praying Period ended in Parliament on 8 November 2024, which is the formal end of the process. Pay award backdated to 1 September 2024 (covering the period 1 September 2024 to 31 August 2025).
- 5.5% pay increase on all pay points and allowances.
- All Schools, Academies and Trusts which follow the STPCD must implement the pay award as soon as possible.
- For Bradford Council’s Payroll Services customers, the Teachers’ Pay Award will be paid in **December 2024 salaries with allowances being paid in January 2025**, both back dated to 1 September 2024.

For PACT HR clients who do not purchase Bradford Council Payroll Services, please contact your payroll provider for confirmation of when the award will be paid.

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PACT HR Pay and Appraisal Policies

We are in our final stage of trade union consultation for a revised 2024/25 Pay Policy and Appraisal Policy. It is expected that these policies will be made available for PACT HR Advisory SLA customers week commencing 25 November 2024.

Updated Pay Scales

For PACT HR customers, updated pay scales will be available on the Contracts and Administration Portal and the PACT HR Advisory SLA Online Information Hub, and Bradford Schools Online for Bradford Council's Payroll Customers.