

2025/26 Confirmed NJC Pay Award and update on Teachers' Pay Award 12 August 2025



Introduction

The Local Government Pay Award for 2025/26 has been confirmed.

Local Government Pay 2025/26 Pay Award

- Local Government Services Pay Agreement 2025 was reached on 22 July 2025. Pay award back dated to 1 April 2025 (covering the period 1 April 2025 to 31 March 2026).
- With effect from 1 April 2025, an increase of 3.20% to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive and on all pay points above the maximum of the pay spine but graded below deputy chief officer grades.
- With effect from 1 April 2025 an increase of 3.20% on 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.
- With effect from 1 April 2026, the deletion of pay point 2 from the NJC pay spine.
- For Bradford Council's Payroll Services SLA clients, the Local Government Pay Award will automatically be paid in **September 2025 with allowances being paid in October 2025**, both back dated to 1 April 2025. MATs or Academies who have negotiated out of NJC pay and conditions must inform payroll-externalteam@bradford.gov.uk by 5 September 2025 should they choose not to implement this pay award.
- 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.

Teachers' 2025/26 Pay Award Update

- Following consultation, a draft version of the STPCD was published on 22 July 2025 incorporating the School Teachers Review Body (STRB) 35th report and recommendations for Teachers and Leaders to receive a 4% pay rise on all pay points and allowances.
- This is the final stage of the process, and once the 21 day "praying period" is completed, the 2025/26 STPCD will be ready to come into effect from 1 September 2025.
- Percentage uplifts will be implemented from 1 September 2025.
- A further update will be provided early September 2025.

© CBMDC 2025 (reference PACT HR) Pay Award Update / August 2025



PACT HR Pay Policy

PACT HR will update its Pay Policy for Advisory SLA clients in September 2025 to reflect both 2025/26 pay awards, subject to final confirmation of the teachers' pay award. Schools that do not subscribe to the PACT HR Advisory SLA should consult their own HR provider for guidance.

Updated Pay Scales

For PACT HR customers, updated pay scales will be published 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 in September 2025.