

To: Chief Fire Officers, Chairs/PFCCs/Deputy Mayors, Directors of HR

Please see details below/attached of the green book pay award agreed yesterday afternoon.

Dated: 22 October

For immediate transmission to all council Chf Execs, HR and Finance Dirs, and school leaders

Agreement has this afternoon been reached on the 2024 pay awards for local government services ('Green Book') employees and local authority Chief Executives. Both agreements cover the period 1 April 2024 to 31 March 2025. The details are set out in the **attached circulars**.

For a fourth consecutive year, Unite has refused to have its details included in the NJC pay agreement circular. This is disappointing but does not prevent a formal collective agreement from being reached as the necessary Constitutional requirement for a majority on each Side of the NJC to be in favour has been met, which means the pay award can now be implemented.

Local authority Craftworkers

I am unable to give any indication of when the pay deal for JNC ('Red Book') Craftworkers might be reached. We advise very strongly against imposing the pay offer ahead of a national collective agreement being finalised. To do so would not only fragment the unity of the employers' position but would also leave councils vulnerable to questions being asked by auditors about why, in the absence of a national collective agreement, expenditure had been unnecessarily incurred. Perhaps more importantly, councils would need to consider very carefully the wider legal issues, including those arising out of the cases of [Kostal UK Limited v Dunkley](#) and [INEOS Infrastructure Grangemouth Limited v Jones & others](#).

A reminder that the [2024 pay award for local authority Chief Officers](#) was reached on 22 July.

Kind Regards,

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