

Batheaston Parish Council – HR Committee
Clerk's Report



National Pay

The Parish Council subscribes to the national framework for remuneration of its staff, which is tied to the "Green Book" for [Local government terms and conditions \(Green book\) | Local Government Association](#). The annual pay award is negotiated by the "National Joint Council for Local Government Services"

The award for the current year was agreed on 25th August. The award covers the period from 1st April 2026 to 31st March 2027; there will therefore be back-dated payments in the September pay run.

The detailed [Advice Note from NALC](#) is appended below, in which I have highlighted the relevant grades for BPC's 3 staff, which are as follows:

	Annual Salary 25/26	Hourly	Agreed Salary and Hourly Pay w.e.f 1 st April 2026		BPC Staff
Grade 2 moving to Grade 3	£24,413	£12.65	Deleted with effect from 1 April 2026		Cleaner Handyman
	£24,796	£12.85	£25,614	£13.28	
Grade 9	£27,254	£14.13	£28,153	£14.59	Financial Administrator
Grade 29	£39,862	£20.66	£41,177	£21.34	Clerk and RFO

The impact on the Council's budget is an increase of approximately 3.5%, which is in line with the budgeted figure.

Recommendation

The Committee **is asked to note** the proposed plan of action.

Richard Maccabee,
Parish Clerk and Responsible Finance Officer
15th September 2026

Appendix: NALC – [Briefing note](#) - Local government services pay agreement 2026/27, 25th August 2026.

“The National Joint Council for Local Government Services (NJC) has reached an agreement on rates of pay applicable from 1 April 2026 to 31 March 2027. We encourage employers to implement this pay award as soon as possible.

Backpay for employees who have left employment since 1 April 2026. If an ex-employee requests it, we recommend that employers pay any monies due to that employee from 1 April 2026 to the employee's last day of employment. The table below 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 2026.

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

These hourly rates do not now differ from those published by NJC for principal authorities as the calculation bases are in agreement. The NJC resolved to delete SCP 1 with effect from 1 April 2023, and the NJC has resolved to delete SCP 2 with effect from 1 April 2026.

*** Hourly rate**

	1 April 2025		1 April 2026		Scale ranges
SCP	£ per annum	* £ per hour	£ per annum	* £ per hour	Based on SCP
1	Deleted with effect from 1 April 2023				Below LC Scale (for staff other than clerks)
2	£24,413	£12.65	Deleted with effect from 1 April 2026		Below LC Scale (for staff other than clerks)
3	£24,796	£12.85	£25,614	£13.28	Below LC Scale (for staff other than clerks)
4	£25,185	£13.05	£26,016	£13.48	Below LC Scale (for staff other than clerks)
5	£25,583	£13.26	£26,427	£13.70	Below LC Scale (for staff other than clerks)
5	£25,583	£13.26	£26,427	£13.70	LC1 (below substantive range)
6	£25,989	£13.47	£26,847	£13.92	LC1 (below substantive range)
7	£26,403	£13.69	£27,274	£14.14	LC1 (substantive benchmark range)
8	£26,824	£13.90	£27,709	£14.36	LC1 (substantive benchmark range)
9	£27,254	£14.13	£28,153	£14.59	LC1 (substantive benchmark range)
10	£27,694	£14.35	£28,608	£14.83	LC1 (substantive benchmark range)

11	£28,142	£14.59	£29,071	£15.07	LC1 (substantive benchmark range)
12	£28,598	£14.82	£29,542	£15.31	LC1 (substantive benchmark range)
13	£29,064	£15.06	£30,023	£15.56	LC1 (above substantive range)
14	£29,540	£15.31	£30,515	£15.82	LC1 (above substantive range)
15	£30,024	£15.56	£31,015	£16.08	LC1 (above substantive range)
16	£30,518	£15.82	£31,525	£16.34	LC1 (above substantive range)
17	£31,022	£16.08	£32,046	£16.61	LC1 (above substantive range)
18	£31,537	£16.35	£32,578	£16.89	LC2 (below substantive range)
19	£32,061	£16.62	£33,119	£17.17	LC2 (below substantive range)
20	£32,597	£16.90	£33,673	£17.45	LC2 (below substantive range)
21	£33,143	£17.18	£34,237	£17.75	LC2 (below substantive range)
22	£33,699	£17.47	£34,811	£18.04	LC2 (below substantive range)
23	£34,434	£17.85	£35,570	£18.44	LC2 (below substantive range)
24	£35,412	£18.35	£36,581	£18.96	LC2 (substantive benchmark range)
25	£36,363	£18.85	£37,563	£19.47	LC2 (substantive benchmark range)
26	£37,280	£19.32	£38,510	£19.96	LC2 (substantive benchmark range)
27	£38,220	£19.81	£39,481	£20.46	LC2 (substantive benchmark range)
28	£39,152	£20.29	£40,444	£20.96	LC2 (substantive benchmark range)
29	£39,862	£20.66	£41,177	£21.34	LC2 (above substantive benchmark range)
30	£40,777	£21.14	£42,123	£21.83	LC2 (above substantive benchmark range)
31	£41,771	£21.65	£43,149	£22.37	LC2 (above substantive benchmark range)
32	£42,839	£22.20	£44,253	£22.94	LC2 (above substantive benchmark range)
33	£44,075	£22.85	£45,529	£23.60	LC3 (below substantive range)
34	£45,091	£23.37	£46,579	£24.14	LC3 (below substantive range)
35	£46,142	£23.92	£47,665	£24.71	LC3 (below substantive range)

36	£47,181	£24.46	£48,738	£25.26	LC3 (below substantive range)
37	£48,226	£25.00	£49,817	£25.82	LC3 (substantive benchmark range)
38	£49,282	£25.54	£50,908	£26.39	LC3 (substantive benchmark range)
39	£50,269	£26.06	£51,928	£26.92	LC3 (substantive benchmark range)
40	£51,356	£26.62	£53,051	£27.50	LC3 (substantive benchmark range)
41	£52,413	£27.17	£54,143	£28.06	LC3 (substantive benchmark range)
42	£53,460	£27.71	£55,224	£28.62	LC3 (above substantive benchmark range)
43	£54,495	£28.25	£56,293	£29.18	LC3 (above substantive benchmark range)
44	£55,801	£28.92	£57,642	£29.88	LC3 (above substantive benchmark range)
45	£57,139	£29.62	£59,025	£30.59	LC3 (above substantive benchmark range)
46	£58,523	£30.33	£60,454	£31.33	LC4 (below substantive range)
47	£59,922	£31.06	£61,899	£32.08	LC4 (below substantive range)
48	£61,198	£31.72	£63,218	£32.77	LC4 (below substantive range)
49	£62,852	£32.58	£64,926	£33.65	LC4 (below substantive range)
50	£64,373	£33.37	£66,497	£34.47	LC4 (substantive benchmark range)
51	£65,925	£34.17	£68,101	£35.30	LC4 (substantive benchmark range)
52	£68,053	£35.27	£70,299	£36.44	LC4 (substantive benchmark range)
53	£70,176	£36.37	£72,492	£37.57	LC4 (substantive benchmark range)
54	£72,307	£37.48	£74,693	£38.72	LC4 (substantive benchmark range)
55	£74,454	£38.59	£76,911	£39.86	LC4 (above substantive benchmark range)
56	£76,572	£39.69	£79,099	£41.00	LC4 (above substantive benchmark range)
57	£78,718	£40.80	£81,316	£42.15	LC4 (above substantive benchmark range)
58	£80,821	£41.89	£83,488	£43.27	LC4 (above substantive benchmark range)

59	£82,815	£42.93	£85,548	£44.34	LC4 (above substantive benchmark range)
60	£84,852	£43.98	£87,652	£45.43	LC4 (above substantive benchmark range)
61	£86,939	£45.06	£89,808	£46.55	LC4 (above substantive benchmark range)
62	£89,081	£46.17	£92,021	£47.70	LC4 (above substantive benchmark range)