

REPORT TITLE: Application of Chief Executives National Pay Award

To: Employment Committee (9 October 2025)

Report by:

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Wards affected:

None

Director Approval: The Chief Operating Officer, Jane Wilson, confirms that the report author has sought the advice of all appropriate colleagues and given due regard to that advice; that the equalities impacts and other implications of the recommended decisions have been assessed and accurately presented in the report; and that they are content for the report to be put to the Cabinet/Cabinet Member for decision.

1.	Recommendations
1.1	To approve the pay award of 3.2% for the Chief Executive pay band in line with the nationally negotiated pay award already awarded to all other council employees, backdated to 1 April 2025.
2.	Purpose and reason for the report
2.1	The pay award for chief executive level posts is determined by national level collective bargaining between the Joint Negotiating Committee (JNC) for Chief Executives of Local Authorities and Trade Unions. Once agreed at a national level, the City Council usually implements the pay award in accordance with the terms outlined in employment contracts.
3.	Alternative options considered
3.1	The alternative to the proposal would be to not implement the pay award, However, City Council contracts of employment, including the Chief Executives, make reference to the pay award being nationally agreed and awarded. Not paying the increase could be deemed a breach of a contractual term of employment and would require further consultation with the postholder.
4.	Background and key issues

4.1	<p>Delegated authority to implement the pay award was previously given to the Head of People by Civic Affairs Committee. Since the introduction of the new Cabinet model, this delegation now resides with Employment Committee.</p> <p>The Chief Executive pay award agreed by the JNC this year is 3.2% on all pay points. The JNC circular outlining the detail on this is attached at appendix one.</p> <p>A table illustrating the impact this increase has on our Chief Executive pay points is illustrated below:</p> <table><tr><th>CEX Pay band</th><th>CEX1</th><th>CEX2</th><th>CEX3</th><th>CEX4</th></tr><tr><td>2024/2025</td><td>£135,028</td><td>£140,438</td><td>£145,888</td><td>£151,299</td></tr><tr><td>2025/2026</td><td>£139,535</td><td>£144,932</td><td>£150,556</td><td>£156,141</td></tr></table> <p>A pay award of 3.2% has been applied and paid to all other pay grades in the Council.</p>	CEX Pay band	CEX1	CEX2	CEX3	CEX4	2024/2025	£135,028	£140,438	£145,888	£151,299	2025/2026	£139,535	£144,932	£150,556	£156,141
CEX Pay band	CEX1	CEX2	CEX3	CEX4												
2024/2025	£135,028	£140,438	£145,888	£151,299												
2025/2026	£139,535	£144,932	£150,556	£156,141												
5.	Corporate plan															
5.1	<p>Cambridge City Council needs to continue to attract good candidates to work for us, and we need to continue to retain our existing staff to ensure delivery of our priorities, as outlined in the corporate plan:</p> <p>Corporate plan 2022-27: our priorities for Cambridge - Cambridge City Council</p> <p>Ensuring we have fair and comparable pay with other local partners is key. The Chief Executive’s pay has been compared with our partner Councils, with the following salary ranges:</p> <ul style="list-style-type: none">• South Cambs District Council - £133,473 - £151,875• Huntingdonshire District Council - £142,591 - £160,538															
6.	Consultation, engagement and communication															
6.1	<p>No local consultation has taken place, but the JNC consults with councils prior to the pay awards being settled. Trade Unions are aware of the pay awards and have been informed of the intention to pay these at Cambridge City Council.</p>															
7.	Anticipated outcomes, benefits or impact															
7.1	<p>The outcome will be a fair pay award in line with the nationally agreed settlement.</p>															

8.	Implications
8.1	Relevant risks
	<p>The financial risk of paying the award is identified in addition to a retention risk if the City Council Pay scale is not deemed comparable with other Councils.</p> <p>The finance risk is small and mitigated by the confirmation that money is available for the pay award.</p> <p>The retention risk is mitigated through confirmation that the proposed new pay range is comparable with local benchmarks.</p>
	Financial Implications
8.2	The changes in this paper are anticipated to result in an annual increase in the pay bill of around £5,000. The Council's 151 Officer has confirmed affordability of this.
	Legal Implications
8.3	Legal implications surrounding employment have been reviewed and no implications have been identified. Should the recommendation to pay the award not be agreed, legal advice may need to be sought about the contractual implications of non-payment.
	Equalities and socio-economic Implications
8.4	<p>There are no socio-economic implications identified.</p> <p>The post affected is occupied by a single postholder and therefore an equality impact assessment is not appropriate.</p>
	Net Zero Carbon, Climate Change and Environmental implications
8.5	There are no Net Zero Carbon, Climate Change and Environmental implications identified.

	Procurement Implications
8.6	There are no procurement implications as a result of these proposals
	Community Safety Implications
8.7	There are no community safety implications as a result of these proposals
9.	Background documents Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985
9.1	Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985 were the following: <ul style="list-style-type: none"> • JNC Chief Executives Pay Circular. • Huntingdonshire District Council pay scales on their intranet site. • South Cambridgeshire District Council pay scales on their intranet site.
10.	Appendices
10.1	JNC Pay Award Circular
	To inspect the background papers or if you have a query on the report please contact Lynsey Fulcher, Assistant Director, People and Change. Tel: 07592 384229, email: Lynsey.fulcher@cambridge.gov.uk

Appendix One

Joint Negotiating Committee for Chief Executives of Local Authorities

To: Chief Executives in England and Wales (N Ireland for information)
(to be shared with Finance Director and HR Director)
Regional Employer Organisations
Members of the Joint Negotiating Committee

23 July 2025

Dear Chief Executive,

CHIEF EXECUTIVES' PAY AGREEMENT 2025

Employers are encouraged to implement this pay award as swiftly as possible.

Agreement has now been reached on the pay award applicable from **1 April 2025** (covering the period 1 April 2025 to 31 March 2026).

The individual basic salaries¹ of all officers within scope of the JNC for Chief Executives of local authorities should be increased by **3.20 per cent** with effect from 1 April 2025.

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 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

Yours faithfully,

Naomi Cooke
Kathryn Hall

Joint Secretaries

¹ Basic salary should exclude other separately identified payments such as Returning Officer fees etc.

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