

Report to: Governance Committee

Date of meeting: 24 September 2025

By: Chief Operating Officer

Title: LMG Managers Pay 2025/26

Purpose: To agree the pay award for LMG Managers for 2025/26

RECOMMENDATION:

The Governance Committee is recommended to agree the pay award for LMG Managers for the financial year 2025/26 to mirror the national (NJC) award, as set out in paragraph 1.1 below.

1 Background

1.1 At its meeting on 27 August 2025, the Governance Committee received a report with regards to the 2025/26 pay offer for LMG Managers to be negotiated with Unison. Following due consideration, the Committee agreed the offer to be made as mirroring the national (NJC) pay award i.e. an increase of 3.20%.

2 Supporting information

2.1 Following the Governance Committee's decision on 27 August 2025, negotiations with UNISON have taken place and local managers have indicated their acceptance of the pay offer. Attached at Appendix 1 is a copy of the LMG salary scales showing the updated 2025/26 rates of pay.

3. Recommendation

3.1 The Governance Committee is recommended to agree the pay award for LMG Managers for the financial year 2025/26 to mirror the national (NJC) award, as set out in paragraph 1.1 above.

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