

2026/27 Confirmed NJC Pay Award and update on Teachers' Pay Award 3 September 2026



Introduction

The Local Government Pay Award for 2026/27 has been confirmed and draft proposals for Teachers' pay award 2026/27 have been submitted for consultation.

Local Government 2026/27 Pay Award

- Local Government Services Pay Agreement 2026 was reached on 24 August 2026 with the pay award back dated to 1 April 2026 (covering the period 1 April 2026 to 31 March 2027).
- With effect from 1 April 2026, an increase of 3.30% to be paid as a consolidated, permanent addition on all NJC pay points up to SP43 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 2026 an increase of 3.30% 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.
- For Bradford Council's Payroll Services SLA clients, the Local Government Pay Award will automatically be paid in **October 2026 with allowances being paid in November 2026**, both back dated to 1 April 2026. MATs or Academies who have negotiated out of NJC pay and conditions must inform payroll-externalteam@bradford.gov.uk by 22 September 2026 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' 2026/27 Pay Award Update

- Following consultation, a draft version of the STPCD was published on 1 July 2026 incorporating the School Teachers Review Body (STRB) 36th report recommendations as per the following:
 - From **1 September 2026**, a 3.5% increase will be applied to all pay and allowance ranges and advisory points, except for the minimum of the unqualified teacher range (rest of England) where a 5% increase will be applied
 - From **1 September 2027**, a 3% increase will be applied to all pay and allowance ranges and advisory points and an indicative increase of 3% to all teachers pay ranges and allowances for 2028/29.

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- The pay recommendations are currently going through the consultation stages for approval.
- The final stage of the consultation process known as the 21 days praying period is due to end on 6 November 2026 which allows MPs to raise any objections to the Teachers' Order. Once the praying period is completed, the 2026/27 STPCD will be ready to come into effect from 1 September 2026.
- Percentage uplifts will then be implemented from 1 September 2026.
- A further update will be provided early November 2026 once notification is received that the recommendations have been finalised for implementation.

PACT HR Pay Policy

PACT HR will update its Pay Policy for Advisory SLA clients in November 2026 to reflect both 2026/27 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 2026.