Agenda Item

LLANTWIT FARDRE COMMUNITY COUNCIL
CYNGOR CYMUNED LLANILLTUD FAERDREF

COUNCIL MEETING

28TH September 2026

REPORT OF THE CLERK AND EXECUTIVE OFFICER

1. 2026/27 NATIONAL SALARY AWARD

1.1 Members are informed that the National Joint Council for Local Government Services (NJC) has agreed the new pay scales for 2026/27, which should be implemented from April 2026.

1.2 Notification from Rhondda Cynon Taf Payroll Services has informed the Clerk that the pay award will be reflected in employees' salaries from October 2026 and will be backdated to 1 April 2026.

1.3 In respect of employees who have left the Council's employment since 1 April 2026, the NJC recommends that, where requested by an ex-employee, employers should pay any monies due in respect of the pay award for the period from 1 April 2026 to the employee's last day of employment. Members are advised that this provision does not apply to any current or former employee of this Council.

1.4 The agreed pay award represents an increase of **3.3% in salary costs for 2026/27**.Members should take this additional cost into consideration when reviewing the Council's current and future budget requirements and when preparing future budgets.

1.5 Members should also note that the NJC has resolved to delete **Spinal Column Point (SCP) 2** with effect from 1 April 2026. Consequently, the salary scale applicable to the Council's Cleaner/Caretaker post will need to be amended from SCP 2 to **SCP 3**, to ensure that the Council's pay arrangements comply with the applicable minimum wage requirements.

1.6 The implementation of the NJC pay award will result in an additional salary cost of approximately **3.3% for 2026/27**, together with the associated increase in employer National Insurance and pension contributions, where applicable.

1.7 The backdated payment from 1 April 2026 will need to be met from the Council's existing budget and reserves, as appropriate.The Clerk/RFO will ensure that the revised salary costs are reflected in the Council's financial records and will take the increased costs into account when preparing future budget estimates.

2. RECOMMENDATIONS

Members are asked to:

2.1 Approve the implementation of the NJC 2026/27 pay award with effect from 1 April 2026**.**

2.2 Approve the consequential amendment to the Cleaner/Caretaker salary scale from SCP 2 to SCP 3, with effect from 1 April 2026.

2.3 Approve the payment of any arrears due as a result of the pay award, including any arrears due to an eligible former employee for the period from 1 April 2026 to their last day of employment, where requested.

2.4 Note the financial implications of the 3.3% increase in salary costs and ensure that the additional expenditure is taken into consideration when preparing future Council budgets.