

Greater London Provincial Council

DATE: 23 July 2025

GLPC CIRCULAR – JULY 2025

Dear Colleague

SALARY ARRANGEMENTS FOR LONDON – with effect from 1 April 2025

Agreement has been reached on the pay award for Local Government Services ('Green Book') employees, covering the period 1 April 2025 to 31 March 2026.

The London Agreement specifies that inner and outer London pay spines will be amended each year in line with the same methodology approach and key principles of the agreement reached at the National Joint Council (NJC) for Local Government Services.

The national pay agreement and relevant pay increases for London is outlined below.

- **With effect from 1 April 2025, an increase of 3.20 per cent to be paid as a consolidated, permanent addition on all pay points on the London pay spines below London borough chief officer pay arrangements.**
- **With effect from 1 April 2025 an increase of 3.20 per cent on all allowances, including overtime rates.**
- **With effect from 1 April 2026, the deletion of pay point 2 from the NJC pay spine. The deletion of pay point 2 will also be applied to the London pay spines.**

Based on the above offer the rates of pay applicable from **1 April 2025** for the Outer and Inner London pay spines are attached respectively at **Annex 1** and **Annex 2**.

The rates for allowances up-rated in line with the offer are set out below.

Agreed Increase to Planned Overtime Rates

The GLPC recommended planned overtime rates would be as follows with a 3.20% increase:

	Overtime rate 2022	Overtime rate 2023	Overtime rate 2024	Overtime rate 2025
Rate a)	£22.86	£23.75	£24.34	£25.12
Rate b)	£24.47	£25.42	£26.06	£26.89
Rate c)	£26.56	£27.59	£28.28	£29.19

These rates are relevant from spinal column point 23 and above. See **Annex 3** for an example of how the planned overtime rates work with typical London borough grading arrangements. Paragraph 2.4 of the Gold Book also provides guidance on the application of these rates.

Special London Allowance for Residential Staff

The rate from 1 April 2025 would be **£1,399**, an increase of £44 from £1,355 at April 2024.

Separate London Allowance

If your organisation continues to use a separate London Allowance or needs to identify it separately for payroll purposes for employees paid at spine point 50 and above, the following figures would be used. Note that the April 2025 allowances have been increased by 3.20% in line with the national pay offer.

	01-Apr-22	01-Apr-23	01-Apr-24	01-Apr-25
Inner London (APT & C)	£3,931	£4,083	£4,185	£4,319
Outer London (APT & C)	£2,094	£2,175	£2,230	£2,301
Greater London (Manual Workers)	£2,873	£2,985	£3,059	£3,157

Yours sincerely
Joint Secretaries



Helen Reynolds
UNISON



Lisa Bangs
GMB



London Regional
Employers' Secretary

To: The Chief Executives of the London boroughs
 The Heads of Human Resources of the London boroughs
 The Finance Directors of the London boroughs
 GLEF Employers' Side representatives
 London Councils Political Advisers'
 The constituent trade unions

Annex 1 – Outer London Pay Spines April 2025

NJC for LG Services - Final pay offer 22 April 2025 = 3.20% increase on all pay points.

Note – Pay spine point 1 deleted April 2023

Note - London convention of rounding up to £3 multiple

Outer London Spine pt	Outer London Apr 2023 pay agreed	Outer London Apr 2024 Agreed Rate	Outer London Apr 2025 Pay offer Rate
2	£25,854	£27,345	£28,221
3	£26,238	£27,729	£28,617
4	£26,634	£28,125	£29,025
5	£27,030	£28,521	£29,436
6	£27,438	£28,929	£29,856
7	£27,855	£29,346	£30,288
8	£28,272	£29,763	£30,717
9	£28,698	£30,189	£31,158
10	£29,139	£30,630	£31,611
11	£29,583	£31,074	£32,070
12	£30,033	£31,524	£32,535
13	£30,495	£31,986	£33,012
14	£30,963	£32,454	£33,495
15	£31,440	£32,931	£33,987
16	£31,926	£33,417	£34,488
17	£32,421	£33,912	£34,998
18	£32,925	£34,416	£35,520
19	£33,438	£34,929	£36,048
20	£33,957	£35,448	£36,585
21	£34,491	£35,982	£37,134
22	£35,031	£36,522	£37,692
23	£35,577	£37,068	£38,256
24	£36,045	£37,536	£38,739
25	£36,567	£38,058	£39,276
26	£37,443	£38,934	£40,182
27	£38,364	£39,855	£41,133
28	£39,264	£40,755	£42,060
29	£39,951	£41,442	£42,771
30	£40,833	£42,324	£43,680
31	£41,808	£43,299	£44,685
32	£42,840	£44,331	£45,750
33	£44,019	£45,510	£46,968
34	£45,021	£46,512	£48,003
35	£46,041	£47,532	£49,056
36	£47,040	£48,531	£50,085
37	£48,060	£49,551	£51,138
38	£49,083	£50,574	£52,194
39	£50,031	£51,522	£53,172
40	£51,093	£52,584	£54,267
41	£52,116	£53,607	£55,323

42	£53,136	£54,627	£56,376
43	£54,129	£55,620	£57,402
44	£55,155	£56,646	£58,461
45	£56,172	£57,663	£59,511
46	£57,201	£58,692	£60,573
47	£58,248	£59,739	£61,653
48	£59,328	£60,819	£62,766
49	£60,468	£61,980	£63,966
50	£61,617	£63,159	£65,181
51	£62,748	£64,317	£66,378
52	£63,879	£65,478	£67,575
53	£65,025	£66,651	£68,784
54	£66,156	£67,812	£69,984
55	£67,290	£68,973	£71,181
56	£68,439	£70,152	£72,399
57	£69,579	£71,319	£73,602
58	£70,710	£72,480	£74,802
59	£71,850	£73,647	£76,005
60	£73,311	£75,144	£77,550
61	£74,793	£76,665	£79,119
62	£76,311	£78,219	£80,724
63	£77,865	£79,812	£82,368
64	£79,446	£81,435	£84,042
65	£80,994	£83,019	£85,677

Annex 2 –Inner London Pay Spines April 2025

NJC for LG Services - Final pay offer 22 April 2025 = 3.20% increase on all pay points.

Note – Pay spine point 1 deleted April 2023

Note - London convention of rounding up to £3 multiple

Inner London Spine pt	Inner London Apr 2023 pay agreed	Inner London Apr 2024 pay agreed	Inner London Apr 2025 pay offer
2	£27,306	£28,881	£29,808
3	£27,711	£29,286	£30,225
4	£28,128	£29,703	£30,654
5	£28,545	£30,120	£31,086
6	£28,977	£30,552	£31,530
7	£29,412	£30,987	£31,980
8	£29,859	£31,434	£32,442
9	£30,309	£31,884	£32,907
10	£30,771	£32,346	£33,384
11	£31,242	£32,817	£33,870
12	£31,716	£33,291	£34,359
13	£32,205	£33,780	£34,863
14	£32,700	£34,275	£35,373
15	£33,204	£34,779	£35,892
16	£33,717	£35,292	£36,423
17	£34,239	£35,814	£36,963
18	£34,770	£36,345	£37,509
19	£35,313	£36,888	£38,070
20	£35,862	£37,437	£38,637
21	£36,423	£37,998	£39,216
22	£36,996	£38,571	£39,807
23	£37,575	£39,150	£40,404
24	£38,166	£39,741	£41,013
25	£38,769	£40,344	£41,637
26	£39,378	£40,953	£42,264
27	£40,005	£41,580	£42,912
28	£40,389	£41,964	£43,308
29	£41,286	£42,861	£44,235
30	£41,967	£43,542	£44,937
31	£42,855	£44,430	£45,852
32	£43,824	£45,399	£46,854
33	£44,862	£46,437	£47,925
34	£46,053	£47,628	£49,155
35	£47,043	£48,618	£50,175
36	£48,063	£49,638	£51,228
37	£49,071	£50,646	£52,269
38	£50,088	£51,663	£53,319
39	£51,099	£52,674	£54,360
40	£52,059	£53,634	£55,353
41	£53,109	£54,684	£56,436

42	£54,135	£55,710	£57,495
43	£55,158	£56,733	£58,551
44	£56,151	£57,726	£59,574
45	£57,177	£58,752	£60,633
46	£58,197	£59,772	£61,686
47	£59,220	£60,795	£62,742
48	£60,261	£61,836	£63,816
49	£61,347	£62,922	£64,938
50	£62,457	£64,032	£66,084
51	£63,582	£65,172	£67,260
52	£64,716	£66,336	£68,460
53	£65,853	£67,500	£69,660
54	£66,984	£68,661	£70,860
55	£68,136	£69,840	£72,075
56	£69,258	£70,992	£73,266
57	£70,401	£72,162	£74,472
58	£71,556	£73,347	£75,696
59	£72,669	£74,487	£76,872
60	£73,818	£75,666	£78,090
61	£75,273	£77,157	£79,629
62	£76,767	£78,687	£81,207
63	£78,270	£80,229	£82,797
64	£79,842	£81,840	£84,459
65	£81,411	£83,448	£86,121

GLPC planned Overtime rates against spinal points applicable from 1 April 2025

Outer London Planned Overtime Rates - Typical original GLPC Outer LB pay grades based on Hounslow and Greenwich

SCP	2024 Agreed - Outer London Salary			1 Apr 2024 GLPC Planned O/Time rates	2025 Offer - Outer London Salary	Offer New 1 Apr 25 Planned O/time rate
23	£37,068	SO1	PO1	£24.34	£38,256	£25.12
24	£37,536				£38,739	
25	£38,058				£39,276	
26	£38,934	SO2			£40,182	
27	£39,855				£41,133	
28	£40,755				£42,060	
29	£41,442	PO2	PO3	£26.06	£42,771	£26.89
30	£42,324				£43,680	
31	£43,299				£44,685	
32	£44,331				£45,750	
33	£45,510				£46,968	
34	£46,512				£48,003	
35	£47,532	PO4	PO5	£28.28	£49,056	£29.19
36	£48,531				£50,085	
37	£49,551				£51,138	
38	£50,574	PO6			£52,194	
39	£51,522				£53,172	
40	£52,584				£54,267	
41	£53,607				£55,323	
42	£54,627				£56,376	
43	£55,620				£57,402	
44	£56,646				£58,461	

See next page for Inner London Planned Overtime rates.

Inner London Planned Overtime Rates - Typical original GLPC Inner LB pay grades based on Lambeth and Hammersmith & Fulham

SCP	2024 agreed - Inner London Salary			1 Apr 2024 GLPC Planned O/Time rates	2025 Offer - Inner London Salary	Offer New 1 Apr 25 Planned O/time rate
23	£39,150	SO1	PO1	£24.34	£40,404	£25.12
24	£39,741				£41,013	
25	£40,344				£41,637	
26	£40,953	£42,264				
27	£41,580	£42,912				
28	£41,964	£43,308				
29	£42,861	£26.06		£44,235	£26.89	
30	£43,542			£44,937		
31	£44,430			£45,852		
32	£45,399			£46,854		
33	£46,437		£47,925			
34	£47,628		£49,155			
35	£48,618		£50,175			
36	£49,638	PO4	£28.28	£51,228	£29.19	
37	£50,646			£52,269		
38	£51,663			£53,319		
39	£52,674	PO5		£54,360		
40	£53,634			£55,353		
41	£54,684			£56,436		
42	£55,710	PO6		£57,495		
43	£56,733			£58,551		
44	£57,726			£59,574		

Inner London Planned Overtime Rates - Typical original GLPC Inner LB pay grades based on Lambeth and Hammersmith & Fulham

SCP	2023 agreed - Inner London Salary			1 Apr 2023 GLPC Planned O/Time rates	2024 Offer - Inner London Salary	Pay agreed 1 Apr 24 Planned O/time rate
23	£37,575	SO1	PO1	£23.75	£39,150	£24.34
24	£38,166				£39,741	
25	£38,769				£40,344	
26	£39,378	£40,953				
27	£40,005	SO2		£41,580		
28	£40,389			£41,964		
29	£41,286					
30	£41,967	PO2		£25.42	£42,861	£26.06
31	£42,855				£43,542	
32	£43,824				£44,430	
33	£44,862		£45,399			
34	£46,053	PO3	£46,437			
35	£47,043		£47,628			
36	£48,063		£48,618			
37	£49,071	PO4	£27.59	£49,638	£28.28	
38	£50,088			£50,646		
39	£51,099			£51,663		
40	£52,059	PO5		£52,674		
41	£53,109			£53,634		
42	£54,135		£54,684			
43	£55,158	PO6		£55,710		
44	£56,151			£56,733		
					£57,726	