ALACE
'Stronger Together'

16 November 2026

Naomi Cooke
Employers' Secretary
Joint Negotiating Committee for Chief Executives of Local Authorities
Local Government Association
18 Smith Square
London
SW1P 3HZ

Dear Naomi,

JOINT NEGOTIATING COMMITTEE FOR LOCAL AUTHORITY CHIEF EXECUTIVES

PAY CLAIM FOR APRIL 2027 ONWARDS

I am pleased to submit the pay claim from the Association of Local Authority Chief Executives and Senior Managers (ALACE) in respect of staff covered by the Joint Negotiating Committee for Chief Executives of Local Authorities.

ALACE is reassured that for the last 3 years the link has been made between the Chief Executives' pay award and that awarded to staff at the top scale point of NJC.

Given this principle has been established, ALACE wishes this to continue for 2027/28.

ALACE seeks a pay increase for all chief executives in **April 2027, and subsequent years, that is the same percentage increase (or equivalent percentage if expressed in £'s) as that awarded to local government colleagues at the top point of the NJC scale.**

This Government has been very clear about the role it sees for Chief Executives and local government in delivering its priorities, especially in terms of Re-Wiring the State and combating some of the deeply ingrained societal pressures our communities face.

These demands are compounded by planned structural changes to local government in England and Scotland. The workload and leadership responsibilities generated by these Government policies are very significant.

As a union, the support we give to members continues to indicate a worrying increase in the amount of bullying and intimidation our members are receiving publicly. Our caseload is very high and the stress and huge responsibilities being shouldered by members, is very evident.

Equally visible however, is the stoic, quiet determination of chief executives to endure these circumstances and continue to do their best for local communities.

Consequently, the demands on chief executives remain high and unrelenting. It is on this basis that we believe continuing to treat chief executives in the same way as the largest staff group (those on the NJC scale) is fair and reasonable, not least because of the very low proportion of the overall pay bill that chief executives represent (less than 0.003%).

Indeed, given there is no financial reason to treat our members differently from other local government staff, we maintain that continuing the link with the NJC is affordable and justified.

As previously, we stress that the link to the pay increases for staff at the top of the NJC, does not mean that there is no longer a need for the JNC for Chief Executives. The unique nature of the role of head of paid service and its statutory basis, justify the continuing need for a separate negotiating body for local government's most senior officers.

So, to summarise for 2027/28 ALACE seeks a pay increase for all chief executives **that is the same percentage increase (or equivalent percentage if expressed in £'s) as that awarded to local government colleagues at the top point of the NJC scale.**

Like last year, if the 2027 pay deal for NJC staff involves any further increase in annual leave or other benefits, we would expect to see a matching improvement for chief executives.

We look forward to receiving the Employers' response and the opportunity to negotiate on this matter.

Finally, we respectfully remind you again of the strain within the sector and the consequent impact on chief executives. We submit this claim expecting that the employers also recognise the unique leadership contribution of our members.

Yours sincerely



Kathryn Hall
Honorary Secretary
ALACE

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