

SOULBURY COMMITTEE EMPLOYERS' SIDE

David Powell
Officers' Side Secretary
Soulbury Committee
Hamilton House
Mabledon Place
London
WC1 9BD

30 June 2026

Dear David

Soulbury Officers - Pay 2026

Thank you to you and your colleagues for taking the time on 17 June to meet with the National Employers to discuss your pay and conditions claim. As you know, following receipt of your claim in March, the National Employers consulted local authorities, and then met to agree a formal response.

I therefore set out below a one-year offer (1 September 2026 to 31 August 2027) on behalf of the National Employers in response to the Officers' Side's pay and conditions claim for 2026:

- **An increase of 3.6% on all pay points as a consolidated, permanent increase with effect from 1 September 2026.**
- **An increase of 3.6% on all allowances as a consolidated, permanent increase with effect from 1 September 2026.**

We recognise that our offer may fall short of your aspirations, but we have a duty to balance your claim with the interests of local residents and the level and quality of all services provided by local authorities. The proposed increase, greater than last year's, compares favourably with the current rate of CPI and indeed against many other public sector pay awards for 2026. All that said, the offer will be very difficult to fund in a number of local authorities as this offer is at the limits of most councils' levels of affordability, but we make it in good faith and in the hope of reaching agreement without delay

With regard to the other elements of your claim:

- A review of the SPA system
- A review of London Area Payments.

The National Employers agrees to continuing working with you on a review of the SPA system (including guidance), at Joint Secretarial level, on a without prejudice basis.

The National Employers cannot agree to an increase in London Area Payments but is prepared to continue the dialogue on this issue, at Joint Secretarial level, on a without prejudice basis.

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The National Employers understands that each of your unions and staff associations will have its own processes and procedures to follow, but we urge you all to please try and synchronise the timing and duration of your membership consultations in order that a final agreement is reached so that Soulbury Officers, who continue to provide such critical support to their communities, can receive this award as soon as possible. We look forward to hearing the Officers' Side's response.

Yours sincerely

A handwritten signature in black ink, appearing to read 'David Algie', written in a cursive style.

David Algie
Employers' Side Secretariat