

Dear Colleagues,

Re: Implementation of New Pay Table from 1 April 2026

Thank you to everyone who took the time to provide feedback during the recent consultation on the proposed changes to the NJC Pay Table. The consultation period has now closed, and all feedback has been carefully considered.

Following approval by Cabinet and Full Council, I am pleased to confirm that the new Pay Table will be implemented on **1 April 2026**. This change reflects our commitment to creating a fairer and more sustainable pay structure for all staff on NJC terms and conditions.

Key points to note:

- The new Pay Table will take effect from **1 April 2026**.
- Any increments due on that date will be applied first, followed by assimilation to the new pay structure.
- No employee will see a reduction in pay as a result of these changes.
- The new pay table and assimilation table is attached for your information and to understand your salary as of the 1 April 2026. These can also be found on the Council's website on: www.denbighshire.gov.uk/salary-scales
- Please Note: this pay table does not include the annual pay award from April 2026, this will be updated as normal once agreement is reached.

We appreciate your engagement throughout this process and look forward to implementing these improvements. If you have any questions, please contact PayandRewards@denbighshire.gov.uk.

Yours sincerely



Catrin Roberts
Head of Service – Corporate Support Services – People

