



April 2026

GPD-PN 03/26

Mega Project delivery bodies pay freedoms

Dear Chief Project Delivery Officers and Heads of Profession,

Issue

This letter is to inform you that Government Project Delivery has published a [‘Process for agreeing senior pay freedoms for Mega Project delivery bodies’](#) for use by programmes and projects with, or seeking, Mega Project status.

Action

Organisations should be aware that current Mega Projects, or programmes and projects seeking Mega Project status, can follow the guidance to obtain automatic senior pay freedoms for their delivery bodies.

Context

Through the [Office for Value for Money’s studies](#), the government has granted Mega Projects’ delivery bodies automatic freedoms to determine pay for specialist roles that require skills not typically held by civil servants.

The guidance was developed by Government Project Delivery to outline the process by which Mega Projects can agree project-specific arrangements for delivery body senior pay delegations via a project’s strategy and delivery plan and the Mega Projects Decision Panel.

Scope and status

From 1 April 2026, the guidance outlines the route to obtain senior pay delegations for programmes and projects seeking Mega Project status.

For current Mega Projects, existing delivery body pay arrangements will remain as previously agreed with HM Treasury.

RLWood

Becky Wood

Government Head of Function for Project Delivery

Chief Executive Officer, National Infrastructure and Service Transformation Authority