

# All Local Government Noticeboard

Last update: 13 Nov 2024

## Latest Bulletins

### SoS For Education Responds To GMB Letter About Funding Crisis

Posted on: 13 November 2024

Dear Members,

You may recall on 9<sup>th</sup> October we published a letter we received from Angela Rayner SoS for Housing, Communities and Local Government in response to a letter from GMB concerning the funding crisis and were awaiting a response from SoS for Education.

We have now received a response from Bridget Phillipson regarding school support staff pay and high needs funding. There is also a commitment to look at the merits of collecting information on school support staff vacancies, which is welcomed. Please read the letter here:

[bridget-phillipson-response-09-11-24.pdf](#)

Kind regards,

Stacey Booth and Sharon Wilde, National Officers for Schools and Local Government

### GMB Writes To Secretaries Of State About Funding Crisis

Posted on: 9 October 2024



Dear Members,

GMB has written to Angela Rayner, Secretary of State for Housing, Communities and Local Government and Bridget Phillipson, Secretary of State for Education, highlighting the funding crisis in Local Government and Schools.

The main ask is "...for an increase in ringfenced financial assistance to support both local government and schools' employers for the purpose of paying the wages of these public service employees for 2025/26..."

You can read the letter here: [20240830-gmb-public-sector-pay-to-mhclg.pdf](#)

We have received a response from Angela Rayner, which you can read here: [mhclg-response-20221.pdf](#)

We are yet to hear from Bridget Phillipson. When we receive a response we will share it with you.

Kind regards,

Stacey Booth and Sharon Wilde, National Officers for Schools and Local Government

## Latest bulletin for local government workers: NJC 2023 PAY OFFER

**LOCAL GOVERNMENT, COUNCIL & SCHOOLS BALLOT NOW OPEN!**



**Posted on: 12 April 2023**

GMB pay ballot covering all workers across local government, school & academies that follow National Joint Council (NJC Green Book) pay, terms and conditions across England, Wales and Northern Ireland is now open.

In GMB only members have their say on pay and we now need you to take part in this important ballot and let us know if you are prepared to **accept** or **reject** the pay offer.

The closing date for the ballot is **Friday 28<sup>th</sup> April 2023**.

**GMB joint Local Government and Schools Committee representatives have discussed the pay offer and believe that you are worth more than the current pay offer and are recommending that you vote to**



## REJECT

A vote to reject, is also your vote in favour of industrial action as a next step in this campaign if there is no improvement to the current offer.

From school support staff to refuse workers, from town hall workers to social workers. Hundreds of occupations are covered by this pay offer. (Approximately 1 million workers plus are covered).

### **2023/24 Local Government & Schools Pay offer is for one year and is as follows:**

- With effect from **1 April 2023**, an increase of **£1,925** on all **NJC pay points 2 – 43 (FTE)**. This equates to **9.42%** for **SCP2** and no less than **3.88%** for **SCP43**. (This will be pro rata for part time and term time only workers).
- With effect from **1 April 2023**, an increase of **3.88%** on all allowances (as listed in the 2022 NJC pay agreement circular dated 1 November 2022)

The employers also responded to other elements of the pay claim as follows:

Union Claim	Employer Response
A review of the pay spine, including looking at the top end, and discussions about the link between how remuneration can be used to improve retention.	The Joint Secretaries will enter into exploratory 'without prejudice' informal discussions in order to map out the practical considerations of how and when the pay spine might be reviewed once the future policy direction of the National Living Wage has been confirmed.
A review and improvement of NJC terms for family leave and pay.	Agree to enter into discussions on the broader family leave and pay issues. Also to incorporate into the National Agreement's Maternity Scheme, the statutory provisions that provide for an additional week's leave for each week a neonatal baby is in



	hospital, for up to 12 weeks, paid currently at the statutory rate of £156.66 per week (or 90% of earnings, if less).
A review of job evaluation outcomes for school staff whose day-to-day work includes working on Special Educational Needs (SEN).	Reject that outcomes are reviewed as these are matters for local determination. They are aware that model profiles for school support staff roles are ten years old. They propose that the Job Evaluation Technical Working Group will conduct a review of all the 2013 profiles.
Consideration of a flat rate increase to hourly rates of pay in order to bring the minimum rate up to £15 per hour within two years.	Rejected.
Establish model role profiles for school support staff jobs, with advisory banding structures.	Rejected.
An additional day of annual leave for personal or well-being purposes.	Rejected.
A homeworking allowance for staff for whom it is a requirement to work from home.	Rejected.
A reduction in the working week by two hours.	Rejected.





**GMB is now asking you to vote to accept or reject the pay offer.**

**GMBs Local Government & Schools Committees are recommending that you REJECT.**

What happens next is up to you. We need all our members to have their say on pay. Make sure you get your ballot paper and vote. If you have not received your ballot paper, please contact your local GMB branch/office details at [GMB Regions | GMB](#)

Throughout this ballot we need you to help build bargaining power in your workplace so please do one or all of the following:

1. Once you have voted please encourage your work colleagues to cast their vote.
2. Recruit a GMB member – colleagues not in a union? Sign them up here: [gmb.org.uk/join](https://gmb.org.uk/join)

Would you like information on becoming a GMB Representative in your workplace? Email [PublicServices@gmb.org.uk](mailto:PublicServices@gmb.org.uk)

Not a GMB member? Join today at [www.gmb.org.uk/join](https://www.gmb.org.uk/join)

## Latest bulletin for local government workers: NJC 2022 PAY OFFER

**Minister Responsible For Public**



**Posted on: 14 December 2022**

### **Minister Responsible For Public Spending's Response to GMB's Letter**

HM Treasury,  
1 Horse Guards Road,  
London,  
SW1A 2HQ

Rachel Harrison  
National Secretary,  
GMB Mary Turner House



Dear Rachel,

Thank you for your letter of 18 October to the former Secretary of State for Levelling Up, Housing and Communities, the Rt Hon Simon Clarke MP, about local government spending. Your letter has been passed to HM Treasury. I am replying as the Minister responsible for public spending. I would like to offer my apologies for the delayed response.

Local councils play an essential role in the fabric of our country – providing services which we all rely on and supporting some of the most vulnerable people in our communities.

At Spending Review 2021, the Government set out that councils in England will receive

£4.8 billion of new grant funding between 2022–23 and 2024–25, the largest annual increases in core funding for local authorities in over a decade.

However, the Government recognises that inflation is higher than it was when these budgets were set and is committed to supporting councils to deliver high-quality public services. At the Autumn Statement on 17 November 2022, the Chancellor announced an historic increase in funding for social care, making available an additional £2.8 billion in 2023–24 and £4.7 billion in 2024–25. This includes £1 billion of new grant funding in 2023–24 and £1.7 billion in 2024–25, further flexibility on council tax, and savings from delaying the rollout of adult social care charging reforms.

The Government remains committed to tackling low pay. From 1 April 2023, the National Living Wage (NLW) will increase by 9.7 per cent to £10.42 an hour for workers aged 23 and over. This represents an increase of over £1,600 to the annual earnings of a full-time worker on the NLW and is expected to benefit over 2 million low paid workers. Young people and apprentices on the National Minimum Wage will also see a boost to their wages.

It's right that workers are fairly rewarded for their input into the economy. This will help us build a high skilled, high productivity, high wage economy. The Government is continuing to support businesses with their energy costs through its generous package of support. Local government pay is negotiated between the National Joint Councils employer and union representatives. Pay is ultimately a decision for local councils.

However, the Government would expect councils to take into account wider public sector pay awards and overall affordability when negotiating the pay settlement.

The Government continues to work closely with the sector to understand the pressures that local authorities are facing across their services. The Government is ready to talk to any council with concerns



about its financial position where it cannot take steps to manage pressures locally.

The Department for Levelling Up, Housing and Communities will set out plans for funding allocations in 2023-24 through the upcoming Local Government Finance Settlement.

My sincere thanks for taking the trouble to make me aware of these concerns.

Yours sincerely,  
THE RT HON JOHNGLEN MP

**Secretary Of State For Levelling Up**

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**Posted on: 12 December 2022**

## **Secretary of State for Levelling up, Housing and Communities Response to GMB's Letter**

**Lee Rowley MP**

*Parliamentary Under-Secretary of State for  
Local Government and Building Safety Department  
for Levelling Up, Housing and Communities*  
Fry Building  
2 Marsham Street  
London  
SW1P 4DF

Rachel Harrison  
National Secretary  
Mary Turner House  
22 Stephenson Way London  
NW1 2HD

Dear Ms Harrison,

Thank you very much for your letter of 18 October regarding the letter sent by the National Employers for Local Government Services. I would like to express my sincere apologies for the delay in response to both your letter and the letter sent from the National Employers.



You are right that local government staff are a vital part of our national infrastructure – providing services that everyone relies on and protecting some of the most vulnerable in our society. We are grateful for all of their important work and focus over a difficult year.

I understand that the National Joint Council has reached agreement on the Local Government Services pay offer for 2022–23. Pay is ultimately an issue for local councils, and it is the responsibility of employers to make an assessment on what is affordable within the overall available resources.

We recognise that local government is facing a range of inflationary pressures including those relating to pay. At the Autumn Statement, the Government announced that approximately £6.5 billion will be made available for councils to deliver services in 2023/24 and 2024/25, in addition to what was agreed at Spending Review 2021.

Yours sincerely,  
Lee Rowley MP

## GMB's Letter To Secretary



Posted on: 9 December 2022

## GMB's Letter to Secretary of State for Levelling Up, Housing and Communities

18th October 2022

Rt Hon Simon Clarke MP  
Secretary of State Department for Levelling Up,  
Housing & Communities  
2 Marsham Street  
London  
SW1P 4DF

Sent by email: [ministerial.correspondence@levellingup.gov.uk](mailto:ministerial.correspondence@levellingup.gov.uk)

Dear Secretary of State,

GMB Union is writing to express concern that to date, you have not yet responded to the letter from the Chair of National employers for Local Government Services dated 25th July to your predecessor, Rt Hon Greg Clark MP and to highlight to you how this is impacting our members.



The letter from Cllr Sian Golding was seeking an “urgent commitment from the government that the cost to local government employers of central government’s policy on the National Living Wage (NLW) will be met for this year, 2022–3 and in future local government settlements.” The letter also stated that without “the estimated £800m cost of workable NLW compliance being met by central government some councils and other employers will have significant difficulty in affording the pay award” which would result in jobs and services being put at risk.

At a time of economic crisis for millions of people, with the cost of living spiralling out of control there should be clarity and leadership from Government, and it is disappointing that your department has chosen to ignore such an important issue.

As Government departments now face being tasked with identifying efficiency savings, GMB cannot express strongly enough how unacceptable further cuts would be. The letter sent to you in July set out the crisis within Local Government and School funding and this needs to be properly addressed, not further exacerbated by cuts. At a time of rising inflation, high energy costs and increased mortgage and rent payments our members deserve a fully funded, inflation linked pay rise. It is not acceptable that Government is failing in its responsibility to ensure sufficient funding for vital public services and that its’ failure to do so may potentially mean that merely ensuring compliance with the NLW, could result in job losses and cuts to public services.

GMB members, many of them in schools working with the most vulnerable pupils, deserve to be paid a decent wage and yet the local government workforce is on average the lowest paid. Working across communities and delivering some of the most important public services should be properly remunerated and instead years of underfunding, pay freezes and pay cuts has resulted in one third of Local Government workers being paid the National Living Wage.

It is unacceptable that a letter seeking an urgent commitment has been ignored and this lack of response and commitment could result in job losses. GMB Union is calling on you to urgently address this pressing matter and offer financial support to protect jobs and services.

Yours sincerely,  
  
Rachel Harrison  
National Secretary

**NJC PAY 2022: ACCEPTED**



**Posted on: 1 November 2022**



In the recent GMB 2022/23 pay consultation, 67% of members voted to accept the pay offer. Unison members also voted to accept the offer. The vote has therefore carried and employers have now been notified.

Local employers will be contacted immediately and advised to implement the pay offer.

### **Pay 2023/24**

Work will now start on consulting for next year's pay claim. A member consultation will be issued in the coming weeks for you to complete to ensure you have your say on your pay.

## **NJC PAY 2022/23 – GMB BALLOT RESULT**



**Posted on: 25 October 2022**

GMB's consultative ballot on the NJC Pay Offer for 2022/23 has now closed.

Thanks to all members who voted.

67% of GMB members voted in favour of the employers pay offer.

GMB will meet with the other recognised unions (Unison & Unite) on Tuesday 1st November 2022 and notify them and the employers of our result.

More details will follow next week.

Not a GMB member? Join today [www.gmb.org.uk/join](http://www.gmb.org.uk/join)

## **LOCAL GOVERNMENT & SCHOOLS PAY UPDATE**



**Posted on: 25 July 2022**

Dear GMB Member,

GMB members working in local government and school & academies that follow National Joint Council (NJC Green Book) pay, terms and conditions across England, Wales and Northern Ireland, have received



a pay offer today.

**2022/23 Local Government & Schools Pay offer is for one year and it is as follows:**

- With effect from **1 April 2022**, an increase of **£1,925** on all **NJC pay points 1 and above**. This equates to **10.50%** for **SCP1** and no less than **4.04%** for **SCP43**.
- With effect from **1 April 2022**, an increase of **4.04%** on all allowances (as listed in the 2021 NJC pay agreement circular dated 28 February 2022)
- With effect from **1 April 2023**, **an increase of one day** to all employees' annual leave entitlement
- With effect from **1 April 2023**, the **deletion of pay point 1** from the NJC pay spine

The employers have already agreed to complete the work of the joint term-time only review group and have begun discussions on homeworking policies but are not prepared to discuss a homeworking allowance. On Mileage Allowances, the LGA has agreed to make representation to the HMRC.

The employers rejected the following elements of the pay claim:

- A one-off COVID-19 recognition payment that covers all NJC workers
- Introduction of a homeworking allowance for all staff who are working from home
- The introduction of a school support staff retention payment scheme, supported by Green Book guidance
- A reduction of the working week to 35 hours with no loss of pay, and a reduction to 34 hours a week in London.

Our demand in the pay claim was fair: ***we wanted a pay award that keeps pace with inflation; a Covid recognition payment, a review of term time only contracts and consideration of retainers; a reduction in the working week (without loss of pay) to 35 hours (34 hours in London); a review of mileage rates.***

## **NEXT STEPS**

GMB Senior reps across Local Authorities, Schools and Academies will be meeting on **Wednesday 3<sup>rd</sup> August 2022**. At this meeting a timetable will be agreed for a pay ballot. In GMB, all members have



their say on pay. Make sure all your membership contact details are up to date. Follow the link below to do this.

Look out for more details soon...

#### FOUR WAYS TO MAKE WORK BETTER

Help build the union in your workplace.

1. **Update your details** – every GMB member will get their vote make sure your details are up to date.
2. **Become a workplace organiser** – step up to be your work colleagues voice in your workplace!
3. **Recruit a member** – Strength in numbers! The more people who join GMB, the stronger we can make your work better
4. **Organise a workplace meeting or email us and we will organise one at [publicservices@gmb.org.uk](mailto:publicservices@gmb.org.uk)**

## NJC Pay



Posted on: 6 June 2022

The joint union NJC Pay Claim for 2022 has now been submitted to employers for their consideration.

Thank you to all GMB members who responded to recent surveys regarding your aspirations for pay this year. All of the results were collated and considered by your GMB teams of Officers and Reps and the GMBs National Local Government and Schools Committees.

GMBs National Committees agreed that our claim should include: an increase of no less than RPI; a Covid recognition payment, review of term time only contracts and consideration of retainers; a reduction in the working week (without loss of pay) to 35 hours (34 hours in London); a review of mileage rates.





GMB presented this claim to Unison and Unite in discussions to agree this year's joint union pay claim. The final pay claim, as agreed by all three unions, and which has now been submitted is:

A headline claim of an increase of £2,000 on each pay point, or of the current RPI rate, whichever is the greater

A Covid-19 recognition payment

Review of term time only contracts and consideration of retainers

Reduction in the working week (without loss of pay) to 35 hours (34 in London)

One additional day of annual leave across the board

Introduction of a home working allowance for all staff who are working from home

A national minimum agreement on homeworking policies for all councils

A separate urgent review of all mileage rates currently applying

Employers will now consider the pay claim ahead of pay negotiations starting.

GMB members who completed surveys, also indicated other key issues of importance this year. All results are being analysed by regional teams to identify potential local campaigning targets outside of this national pay claim. If you and your colleagues want a GMB campaign in your workplace to improve your terms and conditions, please contact your local GMB Representative.

Not a GMB member? Join today [www.gmb.org.uk/join](http://www.gmb.org.uk/join)

Want information about being a GMB Rep in your workplace? Email [PublicServices@gmb.org.uk](mailto:PublicServices@gmb.org.uk)

## NJC PAY UPDATE Make Work Better For Public Sector Workers



**Posted on: 8 July 2022**

Workers across Local Authorities, Schools and Academies deserve better. For too long the people who are at the heart of our communities have been failed by their employers. They are the people collecting our bins and sweeping our streets in all weathers, educating and looking after our children, taking care of



our elderly, sick, and most vulnerable, and doing all the other countless, crucial jobs for the public. With the increasing prices and the cost of living rising to an all-time high, this failure is hitting hard.

### **GMB says this must change**

The pandemic has shown us how much the country needs our hard-pressed, public service heroes and how much GMB members care, so passionately, about what they do. But, for so many workers in the public sector, every day is a real struggle, and it's getting worse. Prices are skyrocketing, with inflation about to hit 10%. Energy bills are out of control. The cost of filling up a car is at record levels.

It's a scandal that people doing some of the most important jobs in our society are dealing with this cost-of-living crisis whilst living with chronically low pay.

The public deserve better too. Years of real terms funding cuts have led to dirty streets, closed libraries, and low pay across our schools.

GMB members throughout councils and schools want to deliver for the public they serve, but just don't have the resources or numbers of staff to do it.

It's not just GMB that is shouting about this. Councils across England, Wales and Northern Ireland say they need a fair funding settlement from Government to survive.

GMB is clear. Public sector workers and the people of our country deserve better. It's time to make work better. That's why GMB submitted the following pay claim this year:

- **An increase of £2,000 on each pay point, or the current RPI rate, whichever is the greater**
- **A Covid-19 recognition payment**
- **Review of term time only contracts and consideration of retainers**
- **Reduction in the working week (without loss of pay) to 35 hours (34 in London)**
- **One additional day of annual leave across the board**
- **Introduction of a home working allowance for all staff who are working from home**
- **A national minimum agreement on homeworking policies for all councils**
- **A separate urgent review of all mileage rates currently applying**



Our demand is fair: for a pay award that keeps pace with inflation. GMB will ask all members in scope of NJC pay to make sure they have their say on pay. Look out for more details soon.

## FOUR WAYS TO MAKE WORK BETTER

**Help build the union in your workplace.**

**Update your details** – every GMB member will get their vote make sure your details are up to date.

**Become a workplace organiser** – step up to be your work colleagues voice in your workplace!

**Recruit a member** – Strength in numbers! The more people who join GMB, the stronger we can make your work better

**Organise a workplace meeting or email us and we will organise one at [publicservices@gmb.org.uk](mailto:publicservices@gmb.org.uk)**

### Noticeboard Bulletin – 01-03-2022



**Posted on: 1 March 2022**

Further to recent updates GMB is now able to announce that the 2021 1.75% pay award has finally been agreed by Unison as well as GMB meaning that it can now be paid to you.

Having delivered our ballot in January, it has been frustrating waiting for news from the other unions knowing that any payment made after March will be subject to higher National Insurance costs as a result of the increase due on 1<sup>st</sup> April. Although the costs involved in this are negligible (for example, an employee on £20,000 PA would lose £4.38) we believe that you should get every penny of what a low award is and have been pushing to ensure that you get it.

GMB reps and officers are now pushing for Councils to make the payment in March to ensure that you get your back pay as soon as possible.

Now that the current pay round has been concluded, GMB will be consulting with members on your pay aspirations for 2022.

We know that inflation is at a level not seen for thirty years and that is before the additional costs caused by the increase in the energy price cap come into effect. Government and your employers need to understand that you simply can't be expected to accept further below inflation pay awards and we will



need to send a message that unless they table a decent rise, our members will not accept it. As a result, please keep an eye out for further bulletins as we fight for fair wages over the coming months.

## Covid-19 Restrictions Lifted, England



Posted on: 19 July 2021

Dear Colleagues

Please see latest agreed Local Government [NJC Circulars](#) | [GMB](#). Please note in this NJC circular we have focused on the need for all risk assessments to be updated as restrictions are lifted in England today. (Separate advice is in place for **Wales** and **Northern Ireland**).



Please note the following and the need for employers to work with union reps locally:

1. For members **who have worked from home** employers should discuss the timing and phasing of a return with their employees and trade union representatives.
2. Before any changes to COVID-19 control measures are implemented, **risk assessments which are associated with the hazard of COVID-19 transmission should be reviewed**. This needs to be undertaken in **consultation with union representatives**, especially where the change to the Government's guidelines and legislation removes or



modifies COVID-19 controls.

3. **For Clinically Extremely Vulnerable (CEV)** please note CEV employees should be offered individual risk assessments and their requests to continue working from home should be properly considered and granted unless there are compelling reasons not to do so. Consideration should be given to requests from employees to be based at a site other than their usual workplace.
4. **For other vulnerable groups** please note – Employers should update risk assessments and should ensure all measures are taken to minimise the risk of transmission.
5. **On Self-Isolation** If members are instructed to self-isolate we expect this on normal pay and absence should not be recorded as sickness absence.
6. **Vaccinations** – Employers are asked to ensure that every possible effort is made in providing employees with reasonable time off for members to receive their jab.
7. **Face Coverings** – Following risk assessments, employers should give consideration to mandating the wearing of face coverings in workplaces, particularly those which are public spaces and / or could become crowded, along with other mitigation measures such as barriers / screens, effective ventilation, and changes to the layout of workplace.

As restrictions have been lifted across England, we need to ensure all updated risk assessments are in place.

[GMB Coronavirus Hub resources can be found at here.](#)

[Coronavirus Hub](#)

If you feel your workplace is not safe, or would like a GMB rep to support you in making your workplace safe please get in touch with your local GMB office by clicking the button below.

[Contact your local team](#)



**Posted on: 15 July 2021**

In the last GMB update we advised you that we have approached Local Government employers across England, Wales and Northern Ireland setting out our disappointment on the pay offer.

You will be aware that the employers made a pay offer of **1.5% for 2021**.

GMB have asked National Joint Council (NJC) national employers across Local Government, Councils and Schools to join with the trade unions and make a joint approach to the Westminster Government, for more funding for Local Government pay.

The employers are assessing their position on this, and we are expecting a response on this shortly.

We have continued to press for further talks and an improved pay offer. We expect a formal response is coming soon so we are gearing up to ensure that all GMB members have a say on their pay. Please ensure your details are up to date as only GMB members will get a vote in our ballot.

Throughout the Covid-19 pandemic our Local Government, School and Council workers have continued to work tirelessly to keep the country going, working above and beyond the call of duty, putting themselves and their families at risk to support the effort against Covid-19. Now that many protections will be removed on Monday 19th July, whilst infection rates are rising, we know that our members once again will be on the frontline, providing vital services to the public whilst putting themselves at risk.

GMB's priority is to make sure your workplace is safe so please do get in touch if you are worried about lack of safety measures at work

**Contact the PS Team**

### **FIVE WAYS TO HAVE YOUR SAY ON PAY**

The success of busting the pay freeze was down to members coming together to campaign for pay justice – we need you to do this again. Help build the union in your workplace:



1. **Message a friend** on Facebook, Twitter or WhatsApp
2. **Organise a meeting to discuss pay** and to build support for the pay rise using our campaign resources
3. **Update your details** – every GMB member will get their vote make sure your details are up to date.
4. **Become a workplace organiser** – stand up to injustice in your workplace!
5. **Recruit a member** – Strength in numbers! The more people who join GMB, the stronger we are!

You can find resources to help you at the

## Pay Justice Hub

### **GMB Writes To Local Government Employers Across England, Wales And Northern Ireland.**



Posted on: 23 June 2021

**GMB have written to the NJC national employers across local government, councils and schools asking them to join with the trade unions and make a joint approach to the Westminster Government, for more funding for local government pay.**

The employers have made an offer of 1.5% for 2021 and have said that it cannot offer more because local authority finances are severely stretched. They have made calls for more funding for local government – and for a more stable long-term financial settlement. As unions we have also been campaigning for this, as we have seen the impact Covid has had on local authority budgets, and consequently on services and our members jobs and pay.

Following the pay offer which falls short of our pay claim we need a much stronger message to government, so we have written to the employers calling specifically for them to join us and call for more funding for local government pay.



Set against this context, the Employers' offer of a 1.5% offer is not enough. The NJC trade unions acknowledge the financial situation faced by councils and schools, and for that reason we have written to employers to propose a joint campaign with employers' bodies, calling for additional funding from Westminster for local government pay.

[illegible]

## 1. Recruit a member.





The success of busting the pay freeze was down to members coming together to take an active role in campaigning for pay justice and we need your help again in achieving this.

## 2. Share on Facebook

~ [Post on Twitter](#) ~

[Message someone on WhatsApp](#)

## 3. Organise a meeting

To discuss pay and to build support for the pay rise. – [You can download all the campaign materials at the hub.](#)

GMB is campaigning for pay to be properly funded. Email your local councillors asking them to lobby Government for proper funding for Local Government, Councils and Schools. [Click here to email your councillors](#)

## 4. Lobby your Council

We are asking councillors to debate and sign this [model motion for councils.](#)

## 5. Are you the sort of person who can't sit and do nothing when you can see injustice or something wrong in your workplace?

[Become a workplace organiser](#)

2022

Noticeboard Bulletin – 08-02-2022



Posted on: 8 February 2022



Further to recent updates, we wanted to keep you informed as to developments in the 2021 pay offer. As you are aware, GMB members rejected the 1.75% offer although on a turn out significantly below that required to give us any confidence that we could win a ballot for industrial action. As a result of this, GMB informed the employers of our rejection and asked for the offer to be improved. The response from the employer's side was to refuse to do this having already stated that it was the final offer.

Since then, we have received news that of the other unions, Unison's members in England and Wales also rejected the offer but as their ballot turnout was a low turnout, they also have no ability to progress the issue via any form of industrial action. Unison's ballot result for Northern Ireland is not due until Thursday 10th February. The other union in the negotiations, Unite, do not conclude their ballot until 21st February.

As a result of this position, we have held a meeting of the GMB NJC committee with a view of getting a way forward. Because of the employer's refusal to increase the offer, coupled with the increase in National Insurance contributions which is due on 1st April 2022, we have pushed for the offer to be agreed in order to ensure that members get the back pay in March as opposed to losing some in extra tax by paying this in April. Although the sums involved in this are largely negligible (for example an employee on £20k per year would lose only £4.38 of the back pay), we strongly believe that you have waited long enough and should get every penny owed.

Sadly, although GMB were willing to ensure that you received the money as soon as possible, this view has not been supported by the other unions. Under the NJC constitution, if two unions accepted, the deal could have been signed off and paid before April to ensure you get all the money. At the time of writing, we have yet to get agreement for this to happen and the current delays make this less likely due to the time needed to process the payments.

Despite this, we are continuing to push for the agreement from the other unions in the hope that we can still get this paid in March and will update you very shortly with an update.

If you require more information about this, please contact your local rep of GMB branch.

## Noticeboard Bulletin – 14-01-2022



**Posted on: 14 January 2022**

We would like to apologise for the delay in sending this out considering that the ballot closed on 13<sup>th</sup> December. However, as the results have been broken down by local authority, it has taken some time to analyse these which is necessary to understand the strength of feeling in different parts of the country.



We would like to thank all members who took the time to vote and for the hard work of all the reps and branches in keeping members informed and working so hard to get the ballot out.

In terms of the ballot result, we can now inform you that GMB members covered by the National Joint Council for Local Government have rejected the latest pay offer of 1.75% and have voted for industrial action with 60% of returns in favour of action. However, the turnout did not meet the legal threshold required to take industrial action on a national level although a number of branches across the country have demonstrated the level of support which does give us a range of options to escalate the dispute if further talks are not successful.

As a result of this, we will inform the employer that our members have once again overwhelmingly rejected the offer and have mandated us to seek further talks for a new and significantly improved deal.

In terms of the result, we understand that the costs of living crisis is having a major impact and we are looking for the employers to recognise this. We know that you have worked providing essential services throughout the pandemic and that you have more than demonstrated your worth in keeping this country going. As such, for you to be facing a pay rise that is significantly below inflation is not acceptable and we are concerned that your commitment to the job and to the people you support every day is simply being taken for granted.

We will inform the employers of the result and are awaiting the outcome of the ballots of our sister unions. Once we have these, we will be able to update you further.

2021

## Noticeboard Bulletin - 13-12-2022



Posted on: 13 December 2022

**FAO: ALL GMB MEMBERS WORKING IN LOCAL AUTHORITIES, COUNCILS, SCHOOLS AND ACADEMIES ON NJC CONDITIONS**

**ENGLAND, WALES, & NORTHERN IRELAND**

**THANK YOU**



Thank you to all GMB members for taking the time to vote in the recent Indicative Industrial Action Ballot. Your participation really matters.

Over 100,000 plus GMB members across Local Authorities, Councils, Schools and Academies in England, Wales, and Northern Ireland were included, so it going to take some time to collate all the results and determine next steps.

## WHAT NEXT?

Your GMB regions will now be analysing all the results with their Local Government and School Trade Union Representatives to discuss what happens next.

In addition, your National Local Government and Schools Committees will meet in the New Year to discuss what steps we take in this pay campaign.

This could either mean continuing to seek further talks with the employers or moving to an Industrial Action Ballot campaign.

## KEEP UP TO DATE

We put all Local Government, Councils, Schools and Academies Pay updates covered by the NJC on the GMB website, so please visit [www.gmb.org.uk](http://www.gmb.org.uk) to find out the latest.

Also, keep any eye on the following link where regular updates will be posted [GMB Workplace Noticeboards](#)

## MERRY CHRISTMAS

It's been a tough year for so many people, especially for everyone who has worked so hard keeping the country's public services going. GMB really appreciates your incredible efforts and we wish you and your families a safe festive period.

## THREE WAYS TO MAKE WORK BETTER

Help build the union in your workplace.

1. **Update your details** – every GMB member will get their vote make sure your details are up to date.



1. **Become a workplace organiser** – step up to be your work colleagues voice in your workplace!
1. **Recruit a member** – Strength in numbers! The more people who join GMB, the stronger we can make your work better.

## COVID-19: Return To Working At Home



Posted on: 10 December 2021

The Government has urged everyone in England, from next Monday 13 December, to work at home where possible. Separate guidance applies to councils in Wales and Northern Ireland.

Given the experience of the past twenty-one months, all councils should already have flexible working policies that set out protocols for employees whose roles readily lend themselves to working at home and we expect those arrangements to now be kicking in again.

Employers need to support employees to take steps to look after their wellbeing during their period of working from home. This includes:

- maintaining regular contact with their manager and colleagues
- taking regular breaks
- avoiding being 'always on' by ensuring that they identify non-working time
- contacting the employee assistance programme if they need support, for example, in relation to heightened feelings of anxiety
- being aware of the things that can cause them poor wellbeing and the activities and resources that can help to address this

The latest NJC circular focuses on the Government's announcement on working from home across England only. All risk assessments will need to be updated and there are previous circulars covering this which can be found [online](#).



Employers need to continue to work with our reps locally.

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### GMB UNION LODGES OFFICIAL PAY DISPUTE WITH LOCAL GOVERNMENT EMPLOYERS TO STOP PAY CUTS



Posted on: 15 October 2021

#### FAO: Local Government, Council and School workers across England, Wales, & Northern Ireland

GMB union met with the Local Government employers on Wednesday 13th October 2021. We communicated the clear strength of feeling among local government, council and school workers about how disappointed and angry people are and why members have rejected the plans for pay cuts.

Over the last year GMB members working in councils, local government and schools have shown how indispensable you are. You are true Covid heroes, keeping the nation's essential public services going during the toughest of times, often putting your own health and safety at risk. The employers' 1.75% offer is wholly inadequate and with energy bills skyrocketing, shopping bills going up, and inflation high and rising, it represents yet another pay cut for workers who have seen a quarter of the value of their pay wiped out since 2010.

GMB, alongside other unions, has formally written to the employers to lodge an official pay **dispute** for the 2021/22 pay round. This means all members will now get a vote to decide on whether to take strike action to stop these pay cuts. We will start our consultative ballot in November.



GMB urges Local Government employers to get back round the table and improve the pay offer – NOW.

## WHAT NEXT?

A consultative industrial action ballot will start in November 2021. Your local GMB branch/office will be contacting you shortly to discuss how you can vote in this consultative ballot and how you can get active in your pay campaign to stop these pay cuts.

Please ensure your details are up to date as only GMB members will get a vote in our ballot.

## THREE WAYS TO MAKE WORK BETTER

Help build the union in your workplace.

1. **Update your details** – every GMB member will get their vote make sure your details are up to date.
2. **Become a workplace organiser** – step up to be your work colleagues voice in your workplace!
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## GMB INDICATIVE INDUSTRIAL ACTION BALLOT IS OPEN



Posted on: 1 November 2021

### FAO: Council, Local Authority and Local Government workers across England, Wales, & Northern Ireland

GMB members working across councils, local authorities and local government recently voted to reject the pay cuts being proposed by local government employers. For every four GMB members who voted, three rejected the employers **1.75%** pay offer for 2021/22.

Over the last year GMB members working in councils, local authorities and local government have shown how indispensable you are. You are true Covid heroes, keeping the nation's essential public services going during the toughest of times, often putting your own health and safety at risk. The employers' 1.75% offer is wholly inadequate and with energy bills skyrocketing, shopping bills going up, and inflation high and rising, it represents yet another pay cut for workers who have seen a quarter of the value of their pay wiped out since 2010.



We are urging GMB members to **VOTE YES** in this indicative ballot for strike action/action short of strike and return the ballot paper by 12 noon on **Monday 13<sup>th</sup> December 2021**.

GMB continues to press the Local Government employers to get back round the table and improve the pay offer.

**IT IS VERY IMPORTANT THAT YOU VOTE – GMB IS CAMPAIGNING FOR A HUGE TURNOUT TO DEMONSTRATE TO YOUR EMPLOYERS WE WON'T ACCEPT FURTHER PAY CUTS.**

GMB, alongside other unions formally wrote to the employers to lodge an official pay **dispute** for the 2021/22 pay round. This means all members will now get a vote to decide on whether to take strike action to stop these pay cuts. If the majority of GMB members vote **YES**, a formal ballot for industrial action will take place.

## WHAT NEXT?

An indicative industrial action ballot has started. Your local GMB branch/office should have contacted you to discuss how you can vote in this ballot and how you can get active in your pay campaign to stop these pay cuts.

Please ensure your details are up to date as only GMB members will get a vote in our ballot.

Not had a vote contact [publicservices@gmb.org.uk](mailto:publicservices@gmb.org.uk)

## THREE WAYS TO MAKE WORK BETTER

Help build the union in your workplace.

1. **Update your details** – every GMB member will get their vote make sure your details are up to date.
2. **Become a workplace organiser** – step up to be your work colleagues voice in your workplace!





3. **Recruit a member** – Strength in numbers! The more people who join GMB, the stronger we can make your work better.

The indicative ballot closes at 12 noon on **Monday 13<sup>TH</sup> December 2021**, and the result will be posted on the GMB website as soon as possible thereafter, along with notification to all members. [www.gmb.org.uk](http://www.gmb.org.uk)

**Vote** and **vote YES** for Strike Action/Action Short of a Strike.

If you would like GMB to visit your workplace to update you on the pay offer and ballot, please contact your Regional GMB office and we will arrange a date to come to your workplace.

[Contact your GMB Region](#)

## GMB MEMBERS VOTE TO REJECT THE NJC PAY OFFER



**Posted on: 5 October 2021**

**FAO: England, Wales, & Northern Ireland**

GMB members across Local Government, Councils and Schools have been having their say on pay and the results are in! Three quarters of GMB members balloted (75%) have voted to reject the pay offer.

GMB Members have voted to reject the 1.75% pay offer set out by the NJC employers.

Senior GMB reps from across Local Government, Councils and Schools met today (5/10/21) to discuss the GMB members rejection and have overwhelmingly agreed to trigger an Industrial Action consultative ballot.

School staff, refuse collectors and council workers have kept our country moving through the coronavirus crisis, often putting themselves in harm's way.

Inflation is running at above 4% and workers have faced 23% real terms pay cut over the last decade. Local Government employers have only tabled a 1.75% pay offer. A pay cut in real terms.

GMB will urge Local Government employers to get back round the table and improve the pay offer or GMB members will have no alternative but to begin preparing for an Industrial Action Campaign for Pay Justice.



## WHAT NEXT?

A consultative industrial action ballot will start soon. Your local GMB branch/office will be contacting you shortly to discuss how you can vote in this consultative ballot and how you can get active in your pay campaign.

Please ensure your details are up to date as only GMB members will get a vote in our ballot.

## THREE WAYS TO MAKE WORK BETTER

Help build the union in your workplace.

1. **Update your details** – every GMB member will get their vote make sure your details are up to date.
2. **Become a workplace organiser** – step up to be your work colleagues voice in your workplace!

**Recruit a member** – Strength in numbers! The more people who join GMB, the stronger we can make your work better.

### LOCAL GOVERNMENT, COUNCIL & SCHOOLS



Posted on: 17 August 2021

*(England, Wales, & Northern Ireland)*

## BALLOT NOW OPEN!

*Work in a Local Authority? A Council? A School? An Academy? Perhaps you deliver a service across Local Government?*



# HAVE YOUR SAY ON YOUR PAY

GMB pay ballot covering all workers across local government, school & academies that follow National Joint Council (NJC Green Book) pay, terms and conditions across England, Wales and Northern Ireland is now open.

GMB is disappointed that the pay offer doesn't reflect the pay claim and have made strong representation to your employers for months that the pay offer falls short of expectations.

In GMB only members have their say on pay and we now need you to take part in this important ballot and let us know if you are prepared to **accept** or **reject** the pay offer.

**GMB joint Local Government and Schools Committee representatives have discussed the pay offer and are recommending you vote to REJECT the offer.**

From school support staff to refuse workers, from town hall workers to social workers. Hundreds of occupations are covered by this pay offer. (Approximately 1 million workers plus are covered).

**2021 Government, Councils & Schools Pay offer is as follows:**

- With effect from **1 April 2021**, an increase of **2.75%** on NJC **pay point 1**
- With effect from **1 April 2021**, an increase of **1.75%** on all NJC **pay points 2 and above**
- Completion of the outstanding work of the joint Term-Time Only review group



The employers have also agreed to joint discussions on the following:

- A national minimum agreement on homeworking policies for all councils.
- An agreement on a best practice national programme of mental health support for all local authorities and school staff.
- A joint review of the provisions in the Green Book for maternity / paternity / shared parental / adoption leave.

GMB expressed dismay at the opening offer of 1.5% tabled by your employers earlier this year. The employer has since considered this and increased it by 0.25% to 1.75%.

**GMB is now asking you to vote to accept or reject the pay offer at 1.75% (please note pay point 1 will be increased by 2.75%)**

What happens next is up to you. We need all our members to have their say on pay. Make sure you get your ballot paper and vote if you have not received your ballot paper, please contact your local **GMB Region or Branch Office**

**Tuesday 10th August 2021**

*FAO: England, Wales, & Northern Ireland*

## **GMB WILL RECOMMEND REJECTION OF THE PAY OFFER**

GMB senior reps across Local Government, Councils and Schools met today (10/08/21) to discuss the Local Government pay offer.

School staff, refuse collectors and council workers have kept our country moving through the coronavirus crisis, often putting themselves in harm's way.

GMB senior reps are disappointed that the Local Government employers have only tabled a 1.75% pay offer which is a pay cut in real terms.

Local Government workers know they need a proper pay rise and therefore GMB will be recommending members **REJECT** this pay offer.

## **WHAT NEXT?**



A pay ballot on the offer will start soon. Your local GMB branch/office will be contacting you shortly to discuss the pay offer and let you know how you can vote in this important pay ballot – Make sure you have your say on pay.

Please ensure your details are up to date as only GMB members will get a vote in our ballot.

## FIVE WAYS TO HAVE YOUR SAY ON PAY

Help build the union in your workplace.

1. Message a friend on [Facebook](#), [Twitter](#) or [WhatsApp](#)
2. [Organise a meeting](#) to discuss pay and to build support for the pay ballot using our campaign resources
3. [Update your details](#) – every GMB member will get their vote make sure your details are up to date.
4. [Become a workplace organiser](#) – stand up to injustice in your workplace!
5. Recruit a member – Strength in numbers! The more people who join GMB, the stronger we are!

[Visit Pay Justice Now Hub](#)

### FAO: Members In England, Wales, & Northern Ireland



**Posted on: 27 July 2021**

In the last GMB update we advised you that we have approached Local Government employers across England, Wales and Northern Ireland setting out our disappointment on the pay offer and asked it to be improved.

You will be aware that the employers made a pay offer of **1.5%** for 2021.

GMB asked National Joint Council (NJC) national employers across Local Government, Councils and Schools to join with the trade unions and make a joint approach to the Westminster Government, for more funding for Local Government pay. The employers declined to do this and today made the following full and final offer in response to our pay claim:



- With effect from **1 April 2021**, an increase of **2.75%** on NJC **pay point 1**
- With effect from **1 April 2021**, an increase of **1.75%** on all NJC **pay points 2 and above**
- Completion of the outstanding work of the joint Term-Time Only review group

The employers have also agreed to joint discussions on the following:

- A national minimum agreement on homeworking policies for all councils.
- An agreement on a best practice national programme of mental health support for all local authorities and school staff.
- A joint review of the provisions in the Green Book for maternity / paternity / shared parental / adoption leave.

### **INITIAL GMB RESPONSE**

**Rehana Azam, GMB National Secretary, said:**

"School staff, refuse collectors and council workers have kept our country moving through the coronavirus crisis, often putting themselves in harm's way.

"Now they are being told by Local Government employers all they deserve is a pay cut. It's a woeful pay offer".

"Local Government Employers refused to jointly make representation with the unions to the Chancellor on pay, which is frankly disgraceful.

"Local Government workers know they need a proper pay rise – and this isn't it.

"GMB will now meet with reps to discuss next steps for a ballot on the offer and if this leads to industrial action, members will have our full support."

Read the [full press release](#).

### **WHAT NEXT?**

GMB will meet with sister unions tomorrow and have arranged a GMB senior reps of the GMB Local Government and Schools Committees to discuss the final pay offer on **Tuesday 10<sup>th</sup> August 2021**. GMB



senior reps will assess their response to the offer and agree the ballot timeline to ensure all our members have a say on their pay.

**Please ensure your details are up to date as only GMB members will get a vote in our ballot.**

Throughout the Covid-19 pandemic our Local Government, School and Council workers have continued to work tirelessly to keep the country going, working above and beyond the call of duty, putting themselves and their families at risk to support the effort against Covid-19.

Now that many protections have been removed, we know that our members once again will be on the frontline, providing vital services to the public whilst putting themselves at risk.

GMB's priority is to make sure your workplace is safe so please do get in touch if you are worried about lack of safety measures at work – [publicservices@gmb.org.uk](mailto:publicservices@gmb.org.uk)

### **FIVE WAYS TO HAVE YOUR SAY ON PAY**

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**PAY JUSTICE NOW!**

2020

**LOCAL GOVERNMENT & SCHOOLS PAY UPDATE**



Posted on: 21 May 2020



The Local Government Association Board made up of elected councillors have done a U-turn on a key part of the Local Government Pay Offer. In the pay offer letter dated 16<sup>th</sup> April 2020 the employer said:

***‘Employer side to make representations to government in order to seek funding for an additional amount to be awarded above the tabled 2.75% to employees in recognition of the exceptional hard work’.***

However, in a letter recently received on 18<sup>th</sup> May, 2020 the LGA Board made up of councillors have informed us they will not be approaching the government for any more resources to award to employees in recognition of their response to the COVID-19 emergency.

GMB alongside sister unions have written to the employers setting out our disappointment and seeking reasons of this U-turn.

### **JOINT UNION LETTER**

It's important to stress the LGA Executive Advisory Board – which is made up of elected councillors have decided to override the view of the National Employers hence why it will be really helpful if you could write to your councillor asking why this is the case.

GMB launched a campaign to lobby councillors details of which can be found at it's not too late we need to keep the pressure up:

### **LOBBY YOUR COUNCILLOR!**

We are more than angry that elected officials from political parties are potentially suppressing the case to Government to boost the **2.75%** pay offer. We know how disappointed members will be of this disregard particularly at a time when our members are working so hard fighting this pandemic.

The vital contribution of our members comes on the back of 10 years of austerity during which the value of many employees' pay has dropped by 20% in real terms.

**IN GMB ALL MEMBERS HAVE A SAY ON THEIR PAY SO MAKE SURE DETAILS ARE UP TO DATE**

### **MY GMB DETAILS**

### **AVAILABLE AS PDF**

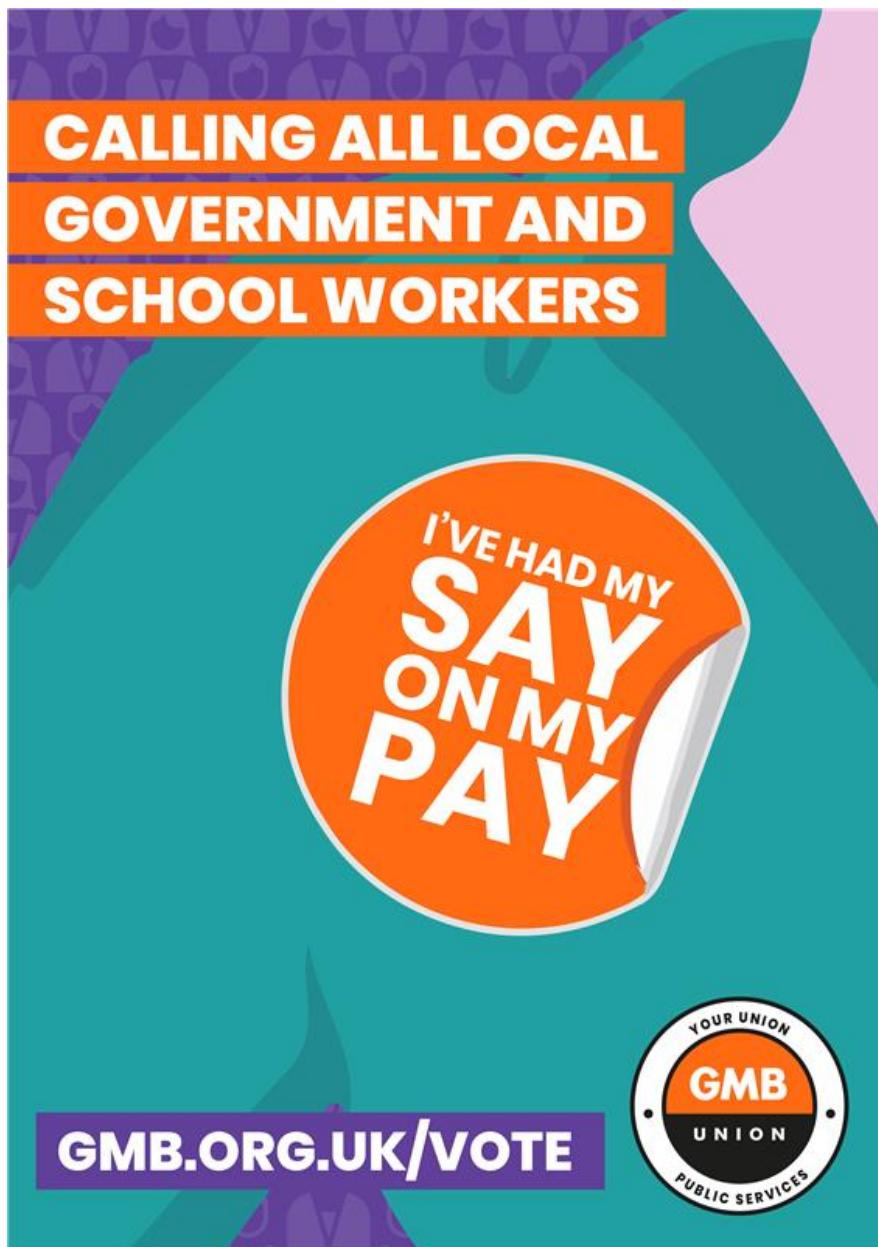
**The GMB 2020 NJC Pay Ballot Is Now Open!**



**Posted on: 16 July 2020**







VOTE NOW! @ THE HYSOYP HUB

## The GMB 2020 NJC Pay Ballot Is Now Closed!



Posted on: 24 August 2020

Thanks to reps and members who voted, joined us for online meetings, and got the vote out in their workplace! The results will be released shortly!



Posted on: 21 May 2020

The Local Government Association Board made up of elected councillors have done a U-turn on a key part of the Local Government Pay Offer. In the pay offer letter dated 16<sup>th</sup> April 2020 the employer said:

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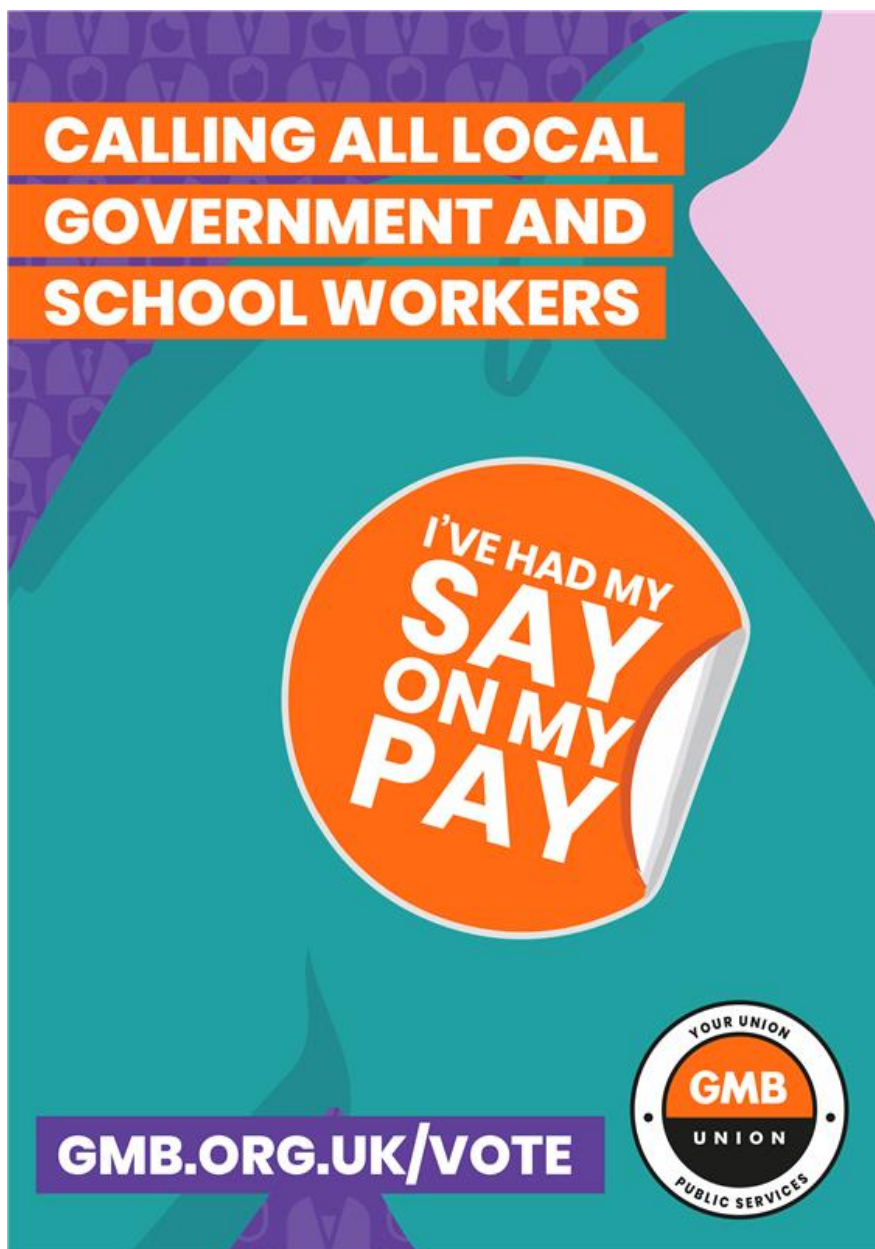


## Noticeboard Bulletin – 16-07-2020



Posted on: 16 July 2020

The GMB 2020 NJC Pay Ballot is now open!



## Noticeboard Bulletin – 24-08-2020



Posted on: 24 August 2020

### The GMB 2020 NJC Pay Ballot is now closed!

Thanks to reps and members who voted, joined us for online meetings, and got the vote out in their workplace! The results will be released shortly!

## Noticeboard Bulletin – 15-10-2020



Posted on: 15 October 2020

This has been a difficult year for workers across local government. After a decade of funding and pay cuts, you and your colleagues across local councils, schools and essential services are fighting the crisis of a generation as key workers protecting the public from Covid-19.

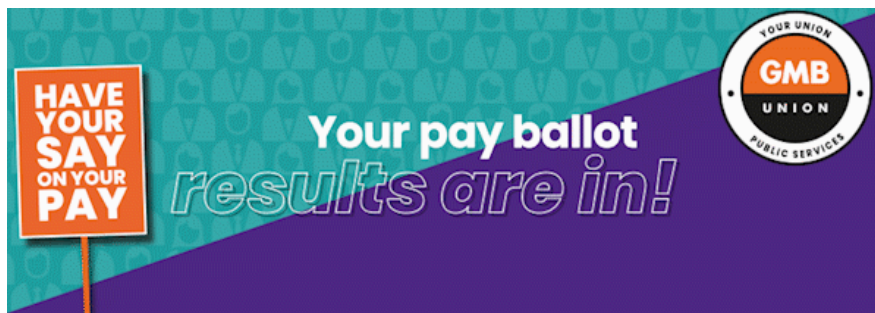
You have more responsibility and stress than ever before, but your pay continues to stagnate. GMB is determined to do something about that.

We are now entering into talks to make a collective pay claim for 2021-22 for all members in local government, and to do that, we need to hear from you:

**COMPLETE THE SURVEY!**

### RESULTS! GMB 2020 PAY BALLOT FOR LOCAL GOVERNMENT & SCHOOLS



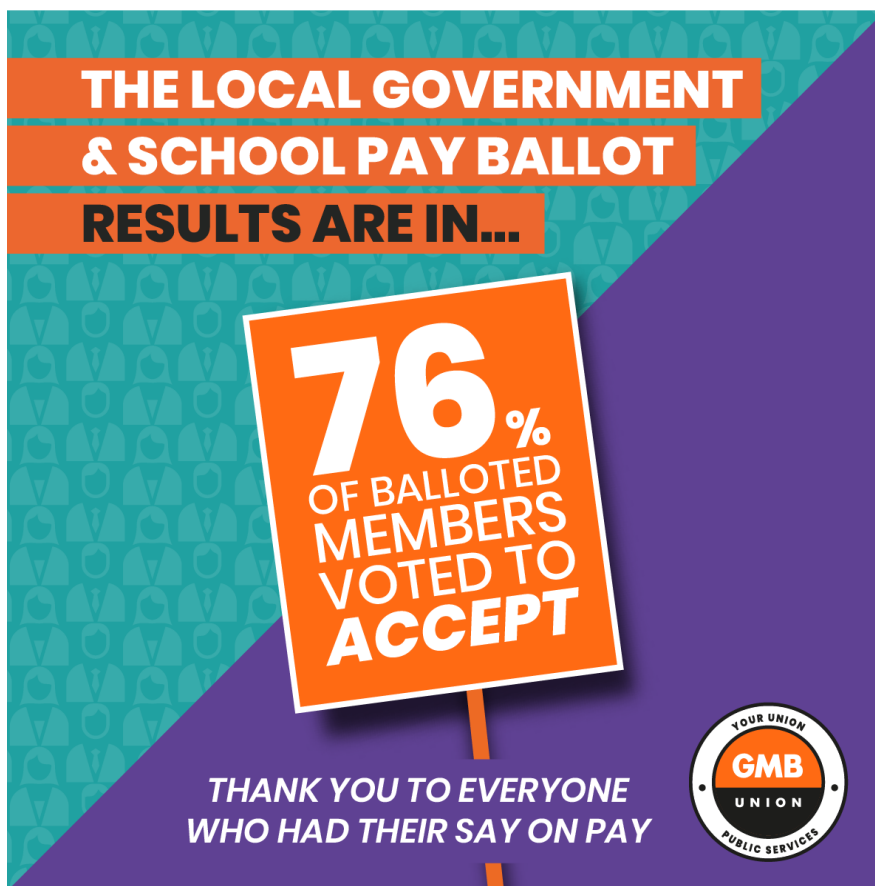


Members!

Thank you to the tens of thousands of GMB members that took part in the 'Have Your Say On Your Pay' Local Government and Schools Consultative ballot across England, Wales and Northern Ireland.

The results are in.

76% of members balloted in consultation over the local government employers' pay offer voted to accept it.



We asked all members – working in town halls, schools, academies and across local government – who



would be affected by the offer, what you thought. And the response was to accept the pay offer. Thanks so much to all of you that took the time to vote. Whilst voting in this ballot was set against an unprecedented time with members fighting Covid-19 and keeping communities' safe turnout was the best it could be under these circumstances.

### So what's next?

The ballot was consultative, so the offer isn't automatically applied. GMB and the other trade unions with members affected will be meeting once all ballots close and discuss next steps. Any offer that is accepted will be back dated to 1st April, 2020.

We'll keep you updated when we know more.

**Full details of the offer can be found [here](#).** And in the meantime, if you have any further questions about the offer please contact your local GMB Branch/Office.

Please also ensure your membership details are correct and you can update any changes [here](#).

In GMB only members have their say on pay so we thank you for taking part in this important consultative ballot.

Best wishes,

**Rehana Azam**  
National Secretary, GMB

## Posters For Local Noticeboards



**Posted on: 23 November 2020**

To promote our Local Government Survey, we've produced these posters for your local workplace noticeboards:

**SCHOOLS STAFF:**



BAKER LUNCH  
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**TAKE OUR 2021 PAY SURVEY!**

Your pay and conditions  
are negotiated nationally  
by your union, but YOU  
decide what we fight for:



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## TAKE OUR 2021 PAY SURVEY!

Your pay and conditions  
are negotiated nationally  
by your union, but YOU  
decide what we fight for:



 [gmb.org.uk/LOPay21](https://gmb.org.uk/LOPay21)

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MECHANIC ASSISTANT G/

**TAKE OUR 2021 PAY SURVEY!**

Your pay and conditions  
are negotiated nationally  
by your union, but YOU  
decide what we fight for:



 [gmb.org.uk/L0Pay21](https://gmb.org.uk/L0Pay21)

AS SERVICE ENGINEER  
MECHANIC ASSISTANT  
FROM PLUMBER G/

CHIEF OFFICERS:



CHIEF LEGAL OFFICER  
ASSISTANT DIRECTOR OF FINANCIAL  
FINANCIAL OFFICER ACCOUNTS  
PORT **CALLING** EXECUTIVE  
DIRECTOR OF **ALL** DEVELOPMENT  
**LOCAL GOVERNMENT** DIRECTOR  
STRATEGIC **CHIEF OFFICERS**  
CHIEF ECONOMIST HEAD OF  
OPERATIONS DIRECTOR OF COMMUNICATIONS  
ASSISTANT DIRECTOR OF COMMUNICATIONS  
CHIEF LEGAL OFFICER  
COMMUNITY INTERACTION  
REGIONAL REGENERATION

Take the Pay Survey now!



CHIEF LEGAL OFFICER  
ASSISTANT DIRECTOR OF FINANCIAL  
FINANCIAL OFFICER ACCOUNTS  
PORT **CALLING** EXECUTIVE  
DIRECTOR OF **ALL** DEVELOPMENT  
**LOCAL GOVERNMENT** DIRECTOR  
STRATEGIC **CHIEF OFFICERS**  
CHIEF ECONOMIST HEAD OF

**TAKE OUR 2021 PAY SURVEY!**

Your pay and conditions  
are negotiated nationally  
by your union, but YOU  
decide what we fight for:



CHIEF LEGAL OFFICER  
COMMUNITY INTEREST  
REGION REGENERATION

## Noticeboard Bulletin - 15-10-2020



Posted on: 15 October 2020

This has been a difficult year for workers across local government. After a decade of funding and pay cuts, you and your colleagues across local councils, schools and essential services are fighting the crisis of a generation as key workers protecting the public from Covid-19.



You have more responsibility and stress than ever before, but your pay continues to stagnate. GMB is determined to do something about that.

We are now entering into talks to make a collective pay claim for 2021-22 for all members in local government, and to do that, we need to hear from you:

**COMPLETE THE SURVEY!**

## **RESULTS! GMB 2020 PAY BALLOT FOR LOCAL GOVERNMENT & SCHOOLS**



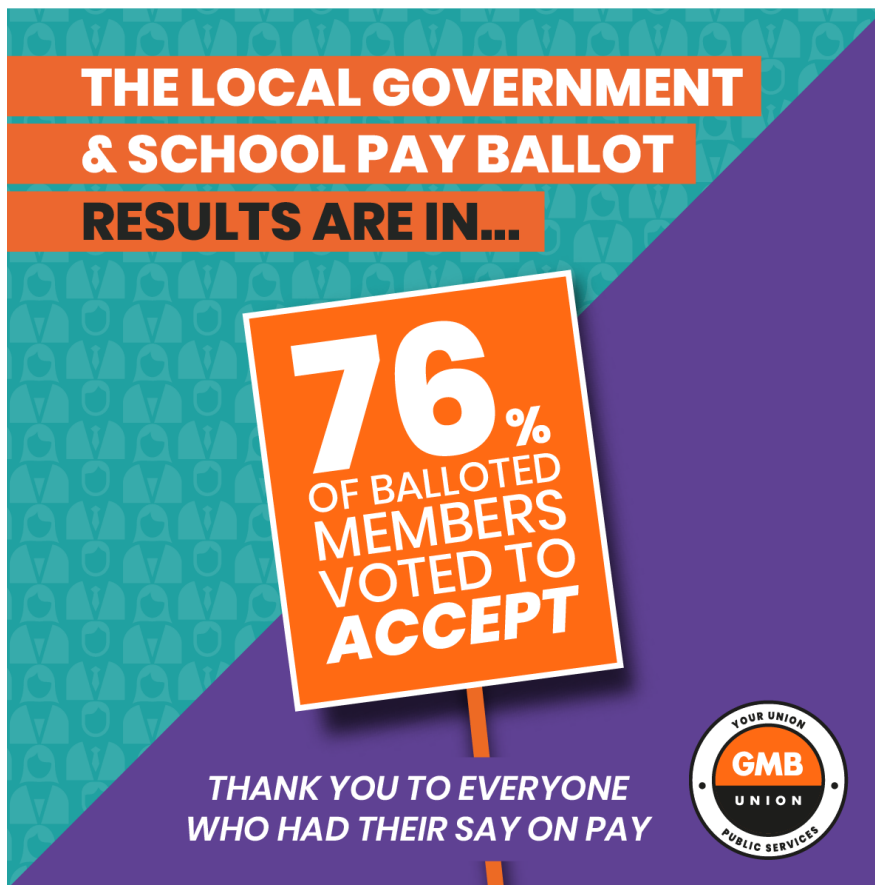
Members!

Thank you to the tens of thousands of GMB members that took part in the 'Have Your Say On Your Pay' Local Government and Schools Consultative ballot across England, Wales and Northern Ireland.

The results are in.

**76% of members balloted in consultation over the local government employers' pay offer voted to accept it.**





We asked all members – working in town halls, schools, academies and across local government – who would be affected by the offer, what you thought. And the response was to accept the pay offer. Thanks so much to all of you that took the time to vote. Whilst voting in this ballot was set against an unprecedented time with members fighting Covid-19 and keeping communities' safe turnout was the best it could be under these circumstances.

### So what's next?

The ballot was consultative, so the offer isn't automatically applied. GMB and the other trade unions with members affected will be meeting once all ballots close and discuss next steps. Any offer that is accepted will be back dated to 1st April, 2020.

We'll keep you updated when we know more.

**Full details of the offer can be found [here](#).** And in the meantime, if you have any further questions about the offer please contact your local GMB Branch/Office.

Please also ensure your membership details are correct and you can update any changes [here](#).





In GMB only members have their say on pay so we thank you for taking part in this important consultative ballot.

Best wishes,

**Rehana Azam**  
**National Secretary, GMB**

