

# NJC "Green Book" Noticeboard

Last update: 12 May 2025

## Latest Bulletins

### NJC Ballot Open Now!

Posted on: 12 May 2025

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 members will 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 **20 June**.

**GMB joint Local Government and Schools Committee representatives have discussed the full and final pay offer and recommend a vote to reject the offer**

A vote to reject is also your vote in favour of a move to a formal industrial action ballot.

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).

**2025/26 Local Government & Schools Pay offer is for one year and is as follows:**

- With effect from **1 April 2025**, an **increase of 3.2%** (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all **NJC pay points 2 to 43** inclusive



and on all pay points above the maximum of the pay spine but graded below deputy chief officer (in accordance with Green Book Part 2 Para 5.42)

- With effect from **1 April 2025, an increase of 3.2% on all allowances** (as listed in the 2024 NJC pay agreement circular dated 22 October 2024)
- With effect from **1 April 2026, the deletion of pay point 2** from the NJC pay spine

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

Union Claim	Employer Response
A clear plan to reach a minimum pay rate of £15 an hour	Rejected.
One extra day of annual leave for all staff	Rejected.
A reduction in the working week by two hours, with no loss of pay	Rejected.
The ability for school staff to take [at least] one day of their annual leave during term time, with no loss of pay	Rejected.

**GMB is now asking you to vote on the pay offer.**

#### **GMB Joint Local Government & Schools Committee**

The National Joint Committees have considered the full and final offer in detail and recommend that members vote to **reject** the offer, as it is inadequate and the employers refused to negotiate and simply asked the Local Government Association just to present this full and final offer to the unions.

A vote to reject is also your vote in favour of a move to a formal ballot for industrial action. For a formal ballot for industrial action to take place, GMB will need at least half of our members to vote for a rejection.

What happens next is up to you. We need all our members to have their say on pay. Make sure you get your ballot and vote. If you have not received your ballot, 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. Become a GMB rep if you haven't got one in your workplace: [gmb.org.uk/become-workplace-representative](https://gmb.org.uk/become-workplace-representative)
3. Recruit a GMB member – colleagues not in a union? Sign them up here: [gmb.org.uk/join](https://gmb.org.uk/join)

Please see this Frequently Asked Questions document for more information about the pay offer and ballot:

[10-njc-pay-25-26-consult-ballot-faq.pdf](#)

## NJC 2025/26 Pay Offer



**Posted on: 23 April 2025**

The National Employers (NJC) have made a full and final pay offer for 2025/26.

**The recognised Unions (GMB, Unison & Unite) submitted a pay claim for:**

An increase of at least £3,000 across all NJC spinal column points

In addition:

- A clear plan to reach a minimum pay rate of £15 an hour
- One extra day of annual leave for all staff
- A reduction in the working week by two hours, with no loss of pay
- The ability for school staff to take [at least] one day of their annual leave during term time, with no loss of pay

**We have now received an offer for:**



- With effect from 1 April 2025, an increase of 3.20% to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive and on all pay points above the maximum of the pay spine but graded below deputy chief officer (in accordance with Green Book Part 2 Para 5.42)
- With effect from 1 April 2025 an increase of 3.20% on all allowances (as listed in the 2024 NJC pay agreement circular dated 22 October 2024)
- With effect from 1 April 2026, the deletion of pay point 2 from the NJC pay spine

**The employers rejected the other elements of the pay claim. Their position is:**

A clear plan to reach a minimum pay rate of £15 an hour

- 'The Employers reject this element of the claim. In order to achieve this objective would require increasing the bottom pay point by 22.35 per cent over the period 2025-27. That, plus the subsequent knock-on effect of increases to all subsequent pay points would be prohibitively expensive for councils at any time, not least during the current difficult financial circumstances.'

One extra day of annual leave for all staff

- 'The Employers reject this element of the claim. All NJC employees currently receive a minimum of 23 days' leave (with a further three days after five years' service), plus two extra statutory days, plus public holidays. Many councils have a more generous basic leave entitlement.'

A reduction in the working week by two hours, with no loss of pay

- 'The Employers reject this element of the claim in relation to a proposed 35-hour week (34 in London). Such a reduction would be out of line with norms in local government and would result in an increase in costs that would adversely affect local authority services.'

The ability for school staff to take [at least] one day of their annual leave during term time, with no loss of pay



- 'The Employers reject this element of the claim. With the impending reinstatement of the School Support Staff Negotiating Body (SSSNB), that will have responsibility for considering changes to pay and conditions for this group, we believe school employers in particular would have concerns about the NJC reaching a national agreement that gave all their non-teaching NJC employees the right to take "[at least] one day" off in term time. The cost of having not only to pay for that day but also for cover, would be significant at a time when schools are struggling financially and there is significant uncertainty about the SSSNB's remit and timetable.'

Your joint Local Government and Schools Committees will meet to discuss the final offer before we move to a full consultation of members.

More details will follow shortly.

## NJC Joint TU Pay Claim 2025/26



**Posted on: 31 January 2025**

Dear Members,

We want to thank everyone who participated in the recent survey regarding your aspirations for pay this year.

The survey results were discussed at a joint meeting of the GMB National Local Government and Schools Committees on 16<sup>th</sup> January 2025. I am pleased to inform you that your feedback has been carefully considered, and it was unanimously agreed that GMB would ask for the following points to be included in this year's pay claim:

- A £3000 flat rate increase on all pay points. This would ensure that all Local Government and Schools workers receive at least an uplift of RPI plus 2%. (the RPI rate is forecast at 3.5% April 2025)
- School support staff – to be allowed to take 1 day of their current annual leave during term time.
- A reduction in the working week by two hours for Local Government workers



The NJC Executive made up of representatives from GMB, Unison and Unite, met on 24<sup>th</sup> January 2025 to discuss each union's proposed pay claim. Following thorough discussions and negotiations, a headline claim has been agreed for the joint union pay claim. The claim is:

### **NJC TRADE UNION SIDE PAY CLAIM 2025**

An increase of at least £3,000 on all spinal column points.

#### **In addition:**

- A clear plan to reach a minimum pay rate of £15 an hour
- One extra day of annual leave for all staff
- A reduction in the working week by two hours, with no loss of pay
- The ability for school staff to take [at least] one day of their annual leave during term time, with no loss of pay

You can read the full pay claim here: [njc-pay-claim-2025-26.pdf](#)

This claim has now been submitted to the Local Government Association. Employers will be briefed on the joint union pay claim and we expect pay negotiations to commence in April. Further updates will follow in due course.

## **GMB NJC Pay Claim 2025/26 - Update**



**Posted on: 17 January 2025**

Dear Members,

Following the NJC pay survey of GMB members, a joint meeting was convened of the

National Local Government and National Schools Committees on Thursday 16 January to discuss the GMB pay claim for NJC 2025/26. After much debate and consideration, the following GMB NJC pay claim for 2025/26 on behalf of GMB members was agreed.



- A £3000 flat rate increase on all pay points. This would ensure that all Local Government and Schools workers receive at least an uplift of RPI plus 2%. (the RPI rate is forecast at 3.5% April 2025)
- School support staff – to be allowed to take 1 day of their current annual leave during term time as a contractual right.
- A reduction in the working week by two hours for Local Government workers.

We would like to thank the joint National Local Government and Schools Committee for their input and work on this.

GMB are meeting with the National Joint Council for Local Government Services Executive Trade Unions (GMB, Unison and Unite) next week to agree the headline claims and arrangements before submitting the joint claim to the National Employers at the end of January 2025.

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



Posted on: 18 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

## NJC 2024/25 London Pay Scales



**Posted on: 29 October 2024**

Dear Members

The circular for London pay scales the period 1 April 2024 to 31 March 2025 has been issued. You can read it via this link:

[london-payscales-01apr24.pdf](#)

## **NJC 2024/25 Pay Scales**



**Posted on: 23 October 2024**

Dear Members,

Please follow this link to read the NJC pay agreement for 2024, which contains the new pay scales:

[lgs-pay-01apr24.pdf](#)

## **NJC 2024/25 Ballot Results**



**Posted on: 22 October 2024**

Dear Member,

The National Pay Award for Local Government for 2024/25 has now been settled.

Unison and Unite ballots have now concluded and the majority of the 3 recognised NJC unions have accepted the offer.

The Local Government Association has been notified and official communication will be sent out as soon as possible.





We will be in negotiation with your employer to ensure you receive your pay as soon as possible.

We will also be preparing for next year's pay claim and look forward to hearing from you directly when visiting workplaces and in consultative surveys.

## NJC And Schools Update



**Posted on: 9 August 2024**

Dear GMB Members

As you are aware, following the outcome of the NJC pay ballot for Local Government and Schools, the majority of GMB members who participated in the ballot decided to accept.

During the ballot process, many GMB members told us that, although they were disappointed with the pay offer, they are struggling to make ends meet due to the cost-of-living crisis and they did not want to experience delays in receiving the pay award for this year and just wanted the pay in their pockets now.

Unite and Unison also consulted their members on the offer which was rejected and have now decided to proceed to industrial action ballots.

Both unions will be conducting their ballots between the end of August and mid-October.

On the 29<sup>th</sup> of July the Chancellor, Rachel Reeves, announced that this new government accepts the public sector pay review bodies recommendations in full. In response to this announcement the joint recognised unions, GMB, Unison and Unite responded in writing to the National Employers of the LGA.

Please see the **attached** link below to the joint letter.

[joint-union-letter-1-aug-2024.pdf](#)

On the 7<sup>th</sup> of August the National Employers responded to the joint trade union letter in writing.

Please see the **attached** response by clicking on the link below.

[emps-to-njc-tus-07aug24.pdf](#)

GMB will continue to campaign locally on issues that matter to you, our members, including funding arrangements, equal pay and campaigns around local industrial issues.



In September, GMB will launch school-specific local campaigns around issues that GMB members are telling us are important to them. Some of these include:

- **Make My Day** – GMB school support staff members overwhelmingly told us that they wanted an extra paid day off that they could take for personal or wellbeing purposes that they could take during term time. This was included in the joint trade union pay claim for 2024/25 but rejected by the National Employers.
- **SEND Campaign** – Supporting GMB members working in education settings.
- **(TTO) Term Time Only Working Project** – Aimed at addressing issues specific to term time-only working arrangements.

**GMB NJC Ballot Update – GMB Members Accept The NJC Pay Offer 2024/25**



**Posted on: 9 July 2024**

GMB are writing to advise that a majority of GMB members who voted in the recent NJC ballot voted to accept the NJC pay offer for 2024/25.

We understand that a significant number of GMB members were very disappointed in other elements of the joint trade union pay claim being rejected by the National Employers, including the additional days leave that School Support Staff would have been able to take in term time.

GMB will continue to work with the LGA on negotiating improvements to other conditions as promised in the pay offer.

GMB will also continue to work on national campaigns that matter to you. These include local government and schools funding campaigning and the School Support Staff Negotiating Body (SSSNB)

Finally, we would like to thank all GMB members who participated in this years NJC pay ballot 2024/25.

Sharon Wilde

National Officer



## NJC Ballot Update



**Posted on: 8 July 2024**

Thank you to all GMB members who have voted in the recent NJC ballot. The ballot has now closed and the votes are being counted. There will be a further update in the next few days.

## NJC 2024/25 Pay Ballot Now Open



**Posted on: 3 June 2024**

Dear Members,

The NJC Pay Ballot for 2024-25 is now open.

Please vote and have your say on pay!

## NJC 2024/25 Pay Ballot Update



**Posted on: 24 May 2024**

Dear Members,

The Joint Local Government and Schools Committee met today to discuss the NJC Pay Offer 2024/25 and agree the GMB position on the offer from the National Employers.

The National Joint Committees have considered the full and final offer in detail and agreed that they were disappointed with the offer, lack of meaningful negotiation and the length of time it has taken for the employers to respond to the unions pay claim. The Committee also expressed concern this offer is made without central funding from Government which means the financial responsibility will fall to local councils, employers, and schools' budgets.

The Joint Committee delegates have informed us, that GMB members are telling them that they do not want to prolong the ballot process. The Employer has put forward a full and final offer which



demonstrates that the employer is not prepared to further negotiate.

The National Joint Committee have agreed not to make any recommendation on this year's offer, and they believe that the members should now decide.

The ballot timeline has been agreed and will open on **Monday 3 June 2024** and close on **Friday 5 July 2024** at midday.

## NJC Pay Offer 2024/25 Update



**Posted on: 17 May 2024**

The National Employers (NJC) have made a full and final pay offer for 2024/25.

**The recognised Unions (GMB, Unison & Unite) submitted a pay claim for:**

An increase of at least £3,000 or 10% (whichever is greater) on all spinal column points.

In addition:

- Reviews of the gender, ethnicity and disability pay gaps in local government
- A 2-hour reduction in the working week with no detriment
- An additional day of annual leave for personal or well-being purposes (with term time only staff also receiving a full day rather than a pro rata amount, that they can use at any time, including term time)
- A phased approach to reaching a minimum pay rate of £15 an hour in a maximum of two years, sooner if possible

**The offer that has now been received is for:**

- With effect from 1 April 2024, an increase of £1,290 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive.



- With effect from 1 April 2024, an increase of 2.50 per cent on all pay points above the maximum of the pay spine but graded below deputy chief officer (in accordance with Green Book Part 2 Para 5.41)
- With effect from 1 April 2024 an increase of 2.50 per cent on all allowances (as listed in the 2023 NJC pay agreement circular dated 1 November 2023)

**In response to the other elements of the pay claim, the employer's position is:**

- Reviews of the gender, ethnicity and disability pay gaps in local government."
- The LGA monitors councils statutory reporting of the Gender Pay Gap, providing annual updates through the LG Inform platform. This year, the LGA will be undertaking a programme of work which will include examining how councils report any pay gaps across their workforce, particularly in relation to employees with certain protected characteristics. The National Employers propose the NJC Joint Secretaries discuss options for working together to capture pay gap information that will be of most benefit to the sector.

**Employers rejected the following elements of the pay claim:**

- A two-hour reduction in the working week, with no detriment.
- An additional day of annual leave for personal or well-being purposes (with termtime only staff also receiving a full day rather than a pro rata amount, that they can use at any time, including term time)
- A phased approach to reaching a minimum pay rate of £15 an hour in a maximum of two years, sooner if possible.

Your joint Local Government and Schools Committees will meet to discuss the final offer received before we move to a full consultation of members.

More details will follow shortly.

**NJC PAY CLAIM 2024/25 UPDATE**



**Local Government and School Support Staff say**

**WE'RE  
WORTH  
MORE**

29th February 2024

**NJC PAY CLAIM 2024/25 UPDATE**

Dear GMB Members,

We want to thank everyone who participated in the recent survey regarding your aspirations were for pay this year.

The survey results were discussed at a joint meeting of the GMB National Local Government and Schools Committees on 26<sup>th</sup> February 2024. I am pleased to inform you that your feedback has been carefully considered, and it was unanimously agreed that GMB would ask for the following points to be included in this year's pay claim:

- An increase of £3,000 or 10%, whichever is the greater, fully funded by the government.
- A clear plan to reach £15 per hour minimum rate by next year's pay implementation date 2025.
- An additional day's annual leave for personal / wellbeing purposes. For Term Time Only staff this equates to an additional day of leave during term time.
- End the current unfair term time only contract model and work with the NJC trade union side to develop a replacement that gives support staff the value and recognition they deserve.

The NJC Executive made up of representatives from GMB, Unison and Unite, met on 27<sup>th</sup> February 2024 to discuss each unions proposed pay claim. Following thorough discussions and negotiations, a headline claim that has been agreed for the joint union pay claim. This claim has now been submitted to the Local Government Association.



Employers will now be briefed on the joint union pay claim and we expect pay negotiations to commence in April. Further updates will follow in due course.

#### **NJC PAY CLAIM: 2024/25**

- An increase of at least £3,000 or 10% whichever is the greater.

In addition:

- Reviews of the gender, ethnicity and disability pay gaps in local government.
- A 2-hour reduction in the working week with no detriment
- An additional day of annual leave for personal or well-being purposes (with term time only staff also receiving a full day rather than a pro rata amount, that they can use at any time, including term time)
- A phased approach to reaching a minimum pay rate of £15 an hour in a maximum of two years, sooner if possible.

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](http://www.gmb.org.uk/join)

**Please click the links below to read the joint Trade Union letter and joint Trade Union detailed NJC Pay Claim 24/25**

[joint-tu-letter-final-29th-february.pdf](#)

[njc-pay-claim-2024-25.pdf](#)



**Posted on: 31 October 2023**

Dear GMB Member

Many thanks to all GMB members in both schools and local government who participated in the recent NJC industrial action ballot over pay.

Following the GMB consultative ballot many GMB members asked to be balloted for strike action to get a fully funded better deal. We listened to our members who were clearly unhappy and wanted to express their frustrations.

Following the conclusion of the NJC Industrial Action ballot the message from the majority of GMB members was clear – though clearly angry, members are struggling in the current climate and need the money in pay packets now.

The GMB National Local Government and Schools Committees met today, 31 October 2023, to discuss the NJC Industrial Action ballot results and next steps. It was agreed that, due to anti Trade Union legislation, GMB has not secured enough mandates to pursue effective Industrial Action and that we should prioritise and focus our attention on pay for 2024/25.

We will also be asking GMB members what would make work better for you, listen to GMB members on local issues other than pay and build local campaigns on these issues.

We will continue to campaign for the full funding of future NJC pay offers from central government.

We will now inform the employers that the 2023/24 pay offer has been accepted.

If you want to get involved in GMB campaigns going forward, please get in touch by contacting. [publicservices@gmb.org.uk](mailto:publicservices@gmb.org.uk)

**Posted on: 24 October 2023**





The GMB ballot of Local Government and School Support Staff over pay and funding for 2023/24 has now closed.

Thank you to every member who returned their ballot in this crucial vote.

All ballot results will now be analysed, and your National Local Government and School's Committees will be meeting in the coming days to determine the next steps in this campaign.

More details will be published in the coming days.

## NJC Update



**Posted on: 20 September 2023**

The three recognised Local Government Trade Unions, GMB, Unite and Unison met on 19 September 2023 at a full NJC committee meeting to discuss the Joint Trade Unions positions on the pay offer for 2023/24.

The position currently is that Unite are taking strike action in some areas and undertaking industrial action ballots of other Unite members to support their strike.

The GMB industrial action ballots are currently underway and the GMB industrial action ballot closes on 24 October 2023. Can all GMB members ensure that you return your completed ballot papers.

The Joint Trade Union position is that no decisions will be made on pay until all the ballots are concluded and the individual trade unions have considered their next steps. The Joint Trade Union Committee will reconvene following this process.

## Noticeboard Bulletin - 17-08-2023



**Posted on: 17 August 2023**

The Joint NJC Trade Union side joint secretaries have written to the Local Government Association to urge the employer to return to the negotiating table.

### Joint Letter to Employers



Here is the response we received.

## Response from the Employers

### NJC PAY 2023/24 UPDATE



**Posted on: 16 August 2023**

Following the rejection of the pay offer for 2023/24 in the consultative ballot of GMB members we will now be proceeding to a formal Civica industrial action ballot of members in some areas. GMB will also be working with GMB members in other areas on local campaigns that are important to them.

Please contact your Regional Office for full details regarding the above.

### GMB MEMBERS VOTE TO REJECT LOCAL GOVERNMENT PAY OFFER



**Posted on: 5 May 2023**

If negotiations aren't reopened GMB Union will move to industrial action ballots

GMB members across England, Wales & Northern Ireland have voted to reject the local Government pay offer.

A majority of 64 per cent voted to reject the offer of £1,925 – on a pro rata for part time and term time only workers – for 2023/24.

Unless negotiations are reopened, GMB will move to an industrial action ballot in some areas.

Sharon Wilde, GMB National Officer, said:

“GMB members across England, Wales & Northern Ireland have voted to reject the NJC pay offer for this year.

“We now call on the Local Government Association (LGA) to return to the table and make an improved offer that recognises the true value of our members working in our schools and across our councils.



"We will also be calling on central government to provide additional funding to allow employers and schools to pay more and invest in their workforce.

"If negotiations aren't reopened and a revised offer made, we will move to industrial action ballots in some areas."

## 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	Rejected.



rates of pay in order to bring the minimum rate up to £15 per hour within two years.	
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. Become a GMB rep if you haven't got one in your workplace: [gmb.org.uk/become-workplace-representative](https://gmb.org.uk/become-workplace-representative)



3. 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)

## WORKERS ON 23/24 PAY DEAL



Posted on: 9 March 2023

### GMB TO BALLOT MORE THAN 100,000 LOCAL GOVERNMENT WORKERS ON 23/24 PAY DEAL

Workers including carers, school support staff, social workers, and refuse collectors will be recommended to reject the deal

GMB is set to ballot more than 100,000 local government workers after the NJC pay deal for 2023/24.

Workers including carers, school support staff, social workers, refuse collectors will be recommended to reject a flat rate proposed settlement from the local government employers.

GMB's Local Government Staff Council is recommending that members reject the offer after the Local Government Association (LGA) said that it was the last and final offer on the table.

If workers reject the deal in the ballot, which will run for six weeks from the end of March, GMB will move to a full strike vote.

**Sharon Wilde, GMB National Officer, said:**

"Simply put, this deal isn't enough to make up for a decade of austerity, followed by a cost-of-living crisis.

"In addition for many of GMB's part time workers, including over a hundred thousands school support staff, the part time nature of the role means their pay rise will be far less than the headline figures.

"In addition, several non-pay related demands from GMB were rejected by the LGA.



“Ultimately it’s up for GMB members to decide, but that’s why our local government and schools committees are recommending rejection.”

## NJC PAY OFFER RECEIVED – 2023/24



**Posted on: 23 February 2023**

National Local Government (NJC) employers have now made their pay offer for 2023/24.

**The recognised Unions (GMB, Unison & Unite) submitted a pay claim for:**

- An increase of RPI + 2% on all spinal column points
- 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
- A review and improvement of NJC terms for family leave and pay
- A review of job evaluation outcomes for school staff whose day to day work includes working on Special Educational Needs (SEN)
- An additional day of annual leave for personal or well-being purposes
- A homeworking allowance for staff for whom it is a requirement to work from home
- A reduction in the working week by two hours
- 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 offer that has now been received is for:**

- A one year (1 April 2023 – 31 March 2024) pay increase of £1,925 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC points 2-43 inclusive.



- An increase of 3.88% on all allowances (as listed in the 2022 NJC Pay Agreement Circular dated 1st November 2022).

**In response to the other elements of the pay claim, the employers position is:**

- National employers propose that exploratory 'without prejudice' informal discussions are undertaken to map out considerations of how and when the pay spine may be reviewed.
- To enter into discussions on the broader family leave and pay issues raised in the claim.
- A review of all school support staff role profiles to be undertaken by the Job Evaluation Technical Working Group.

**Employers rejected the following elements of the pay claim:**

- Consideration of a flat rate increase to a minimum rate of £15 per hour within two years.
- Establishing model role profiles for school support staff jobs, with advisory banding structures.
- A homeworking allowance for staff for whom it is a requirement to work from home.
- A reduction in the working week by two hours.

Unions will now engage further with employers on this offer. Your joint local government and schools committees will meet to discuss any final offer received before we move to a full consultation of members.

More details will follow shortly.

**NJC PAY 2023/24 UPDATE**



**Posted on: 1 February 2023**





Thank you to all GMB members who took part in the recent survey consulting on what your aspirations were for pay this year. The results were discussed at a joint meeting of the GMB National Local Government and Schools Committees on 11th January 2023 and it was agreed that GMB would ask for the following to be included in this year's pay claim:

- RPI +2%, or £2000 payment on SCP2-43, whichever is the greater, fully funded by government.
- Restoration of the SEN Allowance in mainstream schools.
- An additional day's annual leave for personal / wellbeing purposes. For Term Time Only staff this equates to an additional day of leave during term time.
- A home working allowance for staff where it is a requirement for them to work from home.

The NJC Executive (GMB, Unison and Unite), met on 16th January 2023 to discuss each unions proposed pay claim. The following has been agreed for the joint union pay claim for 2023/24 and this has now been submitted to the Local Government Association.

### **NJC PAY CLAIM: 2023/24**

- An increase of RPI+2% on all spinal column points.

In addition:

- 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.
- A review and improvement of NJC terms for family leave and pay.
- A review of job evaluation outcomes for school staff whose day to day work includes working on Special Educational Needs (SEN).
- An additional day of annual leave for personal or well-being purposes.
- A homeworking allowance for staff from whom it is a requirement to work from home.
- A reduction in the working week by two hours.



- 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.

You can request a copy of the detailed pay claim from your local GMB Representative.

Employers will now be briefed on the joint union pay claim and we expect pay negotiations to commence before the end of February. Further updates will follow in due course.

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 [GMB](#)

## Previous Bulletins

### LOCAL GOVERNMENT AND SCHOOL SURVEY HEADLINE RESULTS



**Posted on: 8 January 2021**

The NJC pay survey closed in November 2020. The headline results are as follows:

**31%** of respondents would be willing to accept a **5% pay increase to at least maintain standard of living**

**93%** respondents think GMB should continue to campaign for a **minimum £10.00 starting rate**

**63%** respondents say excluding a percentage increase there is not anything else they would like GMB to submit on the claim (we have agreed to supplement this year's pay claim with a conditions pay claim)

**37%** of respondents work **regular unpaid overtime**

**69%** of respondents **have taken time off due to Covid-19**

**94%** were paid whilst off due to Covid 19

Due to pandemic and restricted access to workplaces:



100+ people requested socially distanced workplace meetings.

100+ requested online workplace meeting.

100+ respondents would be interested in becoming a GMB Rep in the workplace

## NEXT STEPS

GMB are meeting with NJC Unions to agree the full staff side pay claim. GMB NJC meetings have already taken place with the majority view that we move to a pay claim that asks for a substantial pay increase but that this pay round we include a condition's claim as there are several areas NJC unions want to discuss with the employer in the next pay round.

## TIMELINE (subject to change please visit this page regularly as it will be updated)

JANUARY 2021	<ul style="list-style-type: none"><li>■ AGREE PAY CLAIM WITH NJC UNIONS</li><li>■ MEET WITH BOTH THE GMB LOCAL GOVERNMENT AND SCHOOLS COMMITTEES</li><li>■ ISSUE AN ALL-MEMBERS COMMS ONCE PAY CLAIM IS AGREED</li><li>■ TALKS WITH LGA EMPLOYERS TO COMMENCE ON PAY AND NEGOTIATIONS TO START ON THE PAY CLAIM</li></ul>
FEBRUARY 2021	<ul style="list-style-type: none"><li>■ ASK MEMBERS TO CONTACT THEIR COUNCILLORS/GENERIC MOTION SEEKING SUPPORT FOR PAY CLAIM</li><li>■ ALL MEMBERS MEETING (DIGITAL AND IN PERSON)</li></ul>



	<ul style="list-style-type: none"> <li>■ ON-GOING TALKS WITH LGA EMPLOYERS</li> </ul>
MARCH 2021	<ul style="list-style-type: none"> <li>■ ONCE FINAL OFFER RECEIVED ENSURE ALL MEMEBERS HAVE THEIR SAY ON PAY IN A CONSULTATIVE BALLOT.</li> </ul>
APRIL 2021+	<ul style="list-style-type: none"> <li>■ THE BALLOT WILL RUN DIGITALLY, AS WE ARE STILL LIKELY TO HAVE RESTRICTED ACCESS TO WORKPLACES, UPDATES TO FOLLOW THE RESULT!</li> </ul>

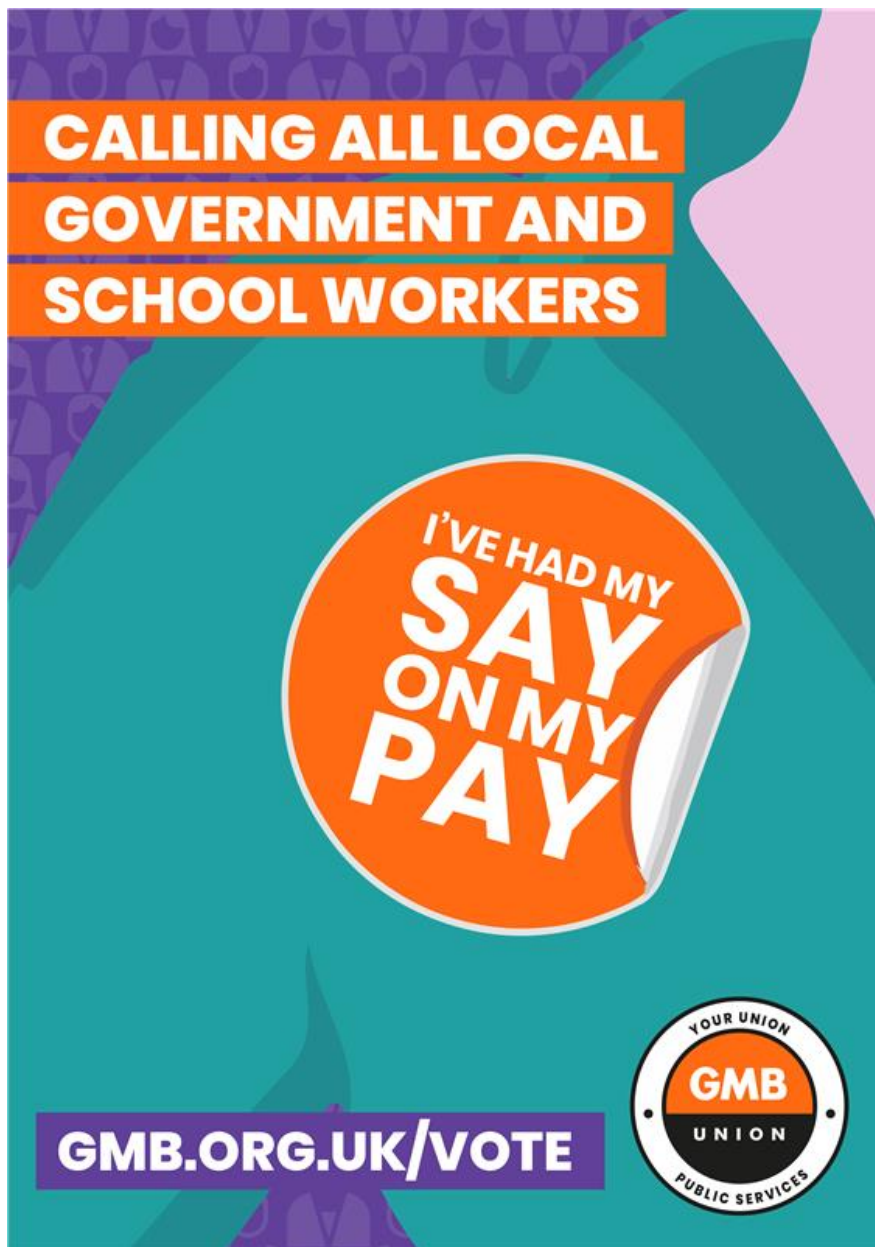
## Noticeboard Bulletin - 11-07-2020



Posted on: 11 July 2020

**The GMB 2020 NJC Pay Ballot is now open!**





**VOTE NOW! @ THE HYSOYP HUB**

## Noticeboard Bulletin - 17-04-2020



**Posted on: 17 April 2020**

As you will be aware NJC trade unions have been in on-going pay talks with Local Government and School employers for some time and well before we moved into this unprecedented Coronavirus



pandemic.

Whilst GMB's priority has been to support all our members across Local Government and School through the pandemic we have continued to hold talks with the Local Government Association (LGA) on the pay claim trade union submitted last June 2019.

## TO RECAP

The initial offer of 2% tabled by the employers a few months ago was rejected outright and the trade unions asked the employers to improve the offer. We also wrote to the employers as we moved into this pandemic:

### Joint Union Letter to Naomi Cooke

Today (16/04/20) the LGA employers tabled their revised offer headlines of the offer are as follows:

- With effect from 1 April 2020, an increase of 2.75 per cent on all NJC pay points 1 and above
- With effect from 1 April 2020, an increase of one day to the minimum annual leave entitlement as set out at Part 2 Para 7.2 in the National Agreement. This increase would apply just to those employees whose leave entitlement at 1 April 2020 is twenty-one days (plus extra statutory and public holidays)
- An agreement that the Joint Secretaries should continue discussions on "a comprehensive joint national review of the workplace causes of stress and mental health"
- The National Employers have also proposed that the Joint Secretaries enter into discussions, without prejudice, in order to examine all options for ensuring the sector – and the NJC pay spine – can meet the challenge of the Government's target for the National Living Wage in the coming years.
- 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.



## GMB INITIAL RESPONSE

The GMB alongside sister unions have responded to the offer expressing disappointment. Please see as follows:

1. Joint trade union response to LGA 16/04/20 [Letter](#)

1. Joint Union Press Release [160420 Press Release](#)

## In response to the offer

*Rehana Azam, GMB National Secretary, said:*

"We rejected the initial opening offer of 2% as it was woefully low – and that was before the seismic shift caused by coronavirus.

"Right now, our most precious resources are our key workers. They are getting us through this pandemic with their invaluable and selfless dedication in numerous critical roles.

That's why we are so disappointed the LGA hasn't made a strong enough case before tabling a 2.75% offer to government to fund a key workers allowance.

"The ask is simple; we want employers and the Government to recognise the strain and huge risks our members are working under. Many of them are struggling to access PPE and are still waiting for the coronavirus testing they have been promised.

"We will continue to make representations for the best settlement and let GMB members have their say on pay.

## NEXT STEPS

In GMB our members always have a say on their pay so a full pay ballot for you to have a vote on the offer will follow but please note the next steps are as follows:



1. A full meeting of Senior Reps of the GMB Local Government and Schools Committee's will take place Monday 20th April 2020. The meeting will be held virtually.

1. GMB members will be asked to support our efforts in pushing government to top the tabled 2.75% and details will emerge on how you can do this.

1. A timetable for the ballot will be worked out but we do not anticipate the ballot to open until we have exhausted the push to government to top up the 2.75.

1. We will continue to carry on with the pay negotiations on the areas that need further talks until we conclude to a final pay offer

## CONCLUSION

GMB appreciates how difficult the current working environment our members are operating under and we will continue to ensure we make full representation on your pay. Once we reach a conclusion the final offer will be put to every member to a vote to have their say on pay.

## SIGN UP

GMB appreciate that key workers are on the frontline but please now is the time to build our union power so if you are aware of any work colleagues not in a union please encourage them to join at [www.gmb.org.uk](http://www.gmb.org.uk)

We appreciate you may have a number of questions on the next steps but please be assured will continue to provide regular prompt update in the coming days and weeks. If you need to raise anything on pay please contact your local GMB Rep/Officer.

Can we take this opportunity to thank you for keeping us safe and for all you are doing in getting us through this pandemic.

Best Wishes

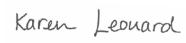






Rehana Azam

GMB National Secretary



Karen Leonard

GMB National Officer

