

Last update: 15 Jul 2026

Latest Bulletins

GMB@NESO BULLETIN – LEVEL 1 TO 8 FINAL PAY OFFER

Posted on: 15 July 2026

Dear member,

Negotiations with NESO have been taking place over the past couple of months. The talks have been constructive, and we have got to a position where the company has made a final offer, which is above inflation and in line with other increases in the sector. Please see the summary of the pay offer below.

The final pay offer is for 1 year and payable from 1st July 2026.

- A 4.75% consolidated increase to base pay and allowances.
- A 3.75% increase to the salary scales.
- The pay award is capped to the maximum of the salary scales (96% of 1 to 8 employees will receive the full 4.75% pay offer).
- An increase to the Shift Allowance payment
- A minimum base pay underpin that sees no employees paid less than £15 per hour
- For the Company to continue to make pension contributions during maternity
- Reaffirmed a commitment to an enduring pay progression system



- A review of maternity and paternity leave
- A £100 subsidy towards Private Medical Insurance within Flexible Benefits (offered in addition to the pay claim items)
- An additional day of leave to be available for purchase through Flexible Benefits at the next annual enrolment.

The pay award is designed to recognise both annual pay movement and the absence of a longer-term progression framework for L6-8 for 2025-26. There is a commitment to continue negotiations on a sustainable and equitable progression model for future years.

Next Steps

We believe the final pay offer is the best that can be achieved through negotiation and we're recommending GMB members accept the offer.

GMB will be holding a postal ballot for GMB members. If you're not yet a GMB union member and would like a say on your pay, you can join online at www.gmb.org.uk/join

The GMB ballot will close at 12 Noon on Wednesday 29th July 2026.

In Solidarity

Gary Carter

National Officer

