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Local Government and School Support Staff say

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NJC PAY 2025/26 – CONSULTATIVE BALLOT

FREQUENTLY ASKED QUESTIONS

What is the pay offer?

The 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%** 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 the other parts of the pay claim as follows:

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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.

How will the pay increase be paid?

The pay increase is consolidated and therefore it will be added to the employee's annual salary and be paid monthly. If this pay offer is accepted, it will be back dated to 1 April 2025.

What are the allowances impacted by this pay offer?

The allowances impacted by this pay offer are:

- **GREEN BOOK:** Part 3, Para 2.6(e) Sleeping-in Duty Payment
- **PURPLE BOOK (Former APT&C Agreement):**
 - Para 28(3) Nursery Staff in Educational Establishments – Special Educational Needs Allowance
 - Para 28(14) Laboratory / Workshop Technicians:
 - ** City & Guilds Science Laboratory Technicians Certificate Allowance
 - ** City & Guilds Laboratory Technicians Advance Certificate Allowance
 - Para 32 London Weighting and Fringe Area Allowance (Inner & Outer Fringe Area)
 - Para 35 Standby Duty Allowance – Social Workers (1)(a)(i) Allowance

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- **WHITE BOOK (Former Manual Worker Agreement):**
 - Section 1, Para 3 London and Fringe Area Allowances (Inner & Outer)

Who does this apply to?

All staff on NJC Green Book conditions working in councils, schools, academies and various other bodies. Over 1 million workers are covered by NJC Green Book conditions. The NJC agreement covers workers in England, Wales & Northern Ireland. It is important to note that some employers in these sectors have opted out of the NJC.

The pay offer is a one year pay deal with effect from 1 April 2025.

Who doesn't this apply to?

This offer doesn't apply to Craft Workers on Red Book terms, staff on Chief Officer Terms, or staff coming under any pay arrangements other than the NJC Green Book. For example, this does not apply to staff working in academies that do not follow green book terms and conditions (although some workers who have transferred from a local authority and retained their terms and conditions under a TUPE transfer may still come under the NJC). For Craft and Chief Officers there are on-going discussions. Details can be found on the online noticeboards:

Chief Officers - [Local Government Chief Officers Noticeboard | GMB](#)

Craft Workers - [Local Government Red Book Craft Workers Noticeboard | GMB](#)

I work in an academy, how do I know if the proposals apply to me?

For the vast majority of academy staff, the pay offer will apply because your pay is still determined by NJC. However, for a small number it is not determined in this way. For example, in a Multi-Academy Trust that has moved away from NJC and negotiates pay separately and where staff have a new academy contract.

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If you are unsure, contact your local GMB Representative or Branch. Details of GMB Regions can be found at [GMB Regions | GMB](#)

What are spinal column points and how do they apply to me?

Spinal Column Points (SCPs) are a set of salary levels. Together they make up the national pay spine, which is what the NJC negotiates on. These salary levels are used by employers to design their local pay grades or pay scales and there are many variations, depending on which local authority you are contracted to work in.

What are the proposals worth to members?

The offer is for a 3.2% increase to each Spinal Column Point. SCP2 would be deleted from 1 April 2026. There is also an increase of 3.2% to all allowances.

If you receive Universal Credit, your benefits may be impacted. You may wish to contact your local benefits office for support and advice.

Cash change in annual earnings (FTE)

(Calculated on a full time, 37-hour week salary)

Note: these are GMB estimates based on the published pay spines. There may be very small differences with the final figures produced by the LGA. This is due to rounding effects.

SCP	2024/25	2025/26	Increase %	Increase £
1	Deleted with effect from 1 April 2023			
2	£23,656	£24,412.99	3.20%	£756.99
3	£24,027	£24,795.86	3.20%	£768.86
4	£24,404	£25,184.93	3.20%	£780.93
5	£24,790	£25,583.28	3.20%	£793.28
6	£25,183	£25,988.86	3.20%	£805.86
7	£25,584	£26,402.69	3.20%	£818.69

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8	£25,992	£26,823.74	3.20%	£831.74
9	£26,409	£27,254.09	3.20%	£845.09
10	£26,835	£27,693.72	3.20%	£858.72
11	£27,269	£28,141.61	3.20%	£872.61
12	£27,711	£28,597.75	3.20%	£886.75
13	£28,163	£29,064.22	3.20%	£901.22
14	£28,624	£29,539.97	3.20%	£915.97
15	£29,093	£30,023.98	3.20%	£930.98
16	£29,572	£30,518.30	3.20%	£946.30
17	£30,060	£31,021.92	3.20%	£961.92
18	£30,559	£31,536.89	3.20%	£977.89
19	£31,067	£32,061.14	3.20%	£994.14
20	£31,586	£32,596.75	3.20%	£1,010.75
21	£32,115	£33,142.68	3.20%	£1,027.68
22	£32,654	£33,698.93	3.20%	£1,044.93
23	£33,366	£34,433.71	3.20%	£1,067.71
24	£34,314	£35,412.05	3.20%	£1,098.05
25	£35,235	£36,362.52	3.20%	£1,127.52
26	£36,124	£37,279.97	3.20%	£1,155.97
27	£37,035	£38,220.12	3.20%	£1,185.12
28	£37,938	£39,152.02	3.20%	£1,214.02
29	£38,626	£39,862.03	3.20%	£1,236.03
30	£39,513	£40,777.42	3.20%	£1,264.42
31	£40,476	£41,771.23	3.20%	£1,295.23
32	£41,511	£42,839.35	3.20%	£1,328.35
33	£42,708	£44,074.66	3.20%	£1,366.66
34	£43,693	£45,091.18	3.20%	£1,398.18
35	£44,711	£46,141.75	3.20%	£1,430.75
36	£45,718	£47,180.98	3.20%	£1,462.98
37	£46,731	£48,226.39	3.20%	£1,495.39

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38	£47,754	£49,282.13	3.20%	£1,528.13
39	£48,710	£50,268.72	3.20%	£1,558.72
40	£49,764	£51,356.45	3.20%	£1,592.45
41	£50,788	£52,413.22	3.20%	£1,625.22
42	£51,802	£53,459.66	3.20%	£1,657.66
43	£52,805	£54,494.76	3.20%	£1,689.76

Cash change in hourly earnings

(Calculated on a full time, 37-hour week salary)

Note: these are GMB estimates based on the published pay spines. There may be very small differences with the final figures produced by the LGA. This is due to rounding effects.

SCP	2024/25	2025/26	Increase %	Increase £
1	Deleted with effect from 1 April 2023			
2	£12.26	£12.65	3.20%	£0.39
3	£12.45	£12.85	3.20%	£0.40
4	£12.65	£13.05	3.20%	£0.40
5	£12.85	£13.26	3.20%	£0.41
6	£13.05	£13.47	3.20%	£0.42
7	£13.26	£13.68	3.20%	£0.42
8	£13.47	£13.90	3.20%	£0.43
9	£13.69	£14.13	3.20%	£0.44
10	£13.91	£14.36	3.20%	£0.45
11	£14.13	£14.58	3.20%	£0.45
12	£14.36	£14.82	3.20%	£0.46
13	£14.60	£15.07	3.20%	£0.47
14	£14.84	£15.31	3.20%	£0.47
15	£15.08	£15.56	3.20%	£0.48

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16	£15.33	£15.82	3.20%	£0.49
17	£15.58	£16.08	3.20%	£0.50
18	£15.84	£16.35	3.20%	£0.51
19	£16.10	£16.62	3.20%	£0.52
20	£16.37	£16.89	3.20%	£0.52
21	£16.65	£17.18	3.20%	£0.53
22	£16.93	£17.47	3.20%	£0.54
23	£17.29	£17.84	3.20%	£0.55
24	£17.79	£18.36	3.20%	£0.57
25	£18.26	£18.84	3.20%	£0.58
26	£18.72	£19.32	3.20%	£0.60
27	£19.20	£19.81	3.20%	£0.61
28	£19.66	£20.29	3.20%	£0.63
29	£20.02	£20.66	3.20%	£0.64
30	£20.48	£21.14	3.20%	£0.66
31	£20.98	£21.65	3.20%	£0.67
32	£21.52	£22.21	3.20%	£0.69
33	£22.14	£22.85	3.20%	£0.71
34	£22.65	£23.37	3.20%	£0.72
35	£23.17	£23.91	3.20%	£0.74
36	£23.70	£24.46	3.20%	£0.76
37	£24.22	£25.00	3.20%	£0.78
38	£24.75	£25.54	3.20%	£0.79
39	£25.25	£26.06	3.20%	£0.81
40	£25.79	£26.63	3.20%	£0.83
41	£26.32	£27.16	3.20%	£0.84
42	£26.85	£27.71	3.20%	£0.86
43	£27.37	£28.25	3.20%	£0.88

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Cash change in allowances

(GMB estimated increases)

- **GREEN BOOK:** Part 3, Para 2.6(e) Sleeping-in Duty Payment

2024/25	Increase	2025/26
£41.78	3.2%	£43.12

- **PURPLE BOOK (Former APT&C Agreement):**

- Para 28(3) Nursery Staff in Educational Establishments – Special Educational Needs Allowance

2024/25	Increase	2025/26
£1491	3.2%	£1,538.71

- Para 28(14) Laboratory / Workshop Technicians:

** City & Guilds Science Laboratory Technicians Certificate Allowance

2024/25	Increase	2025/26
£243	3.2%	£250.78

** City & Guilds Laboratory Technicians Advance Certificate Allowance

2024/25	Increase	2025/26
£175	3.2%	£180.60

- Para 32 London Weighting and Fringe Area Allowance (Inner & Outer Fringe Area) (per annum)

Area	2024/25	2025/26
Inner	£1013	£1,045.42

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Outer	£706	£728.59
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- Para 35 Standby Duty Allowance – Social Workers (1)(a)(i) Allowance (per session)

2024/25	Increase	2025/26
£33.63	3.2%	£34.71

- **WHITE BOOK (Former Manual Worker Agreement):**

- Section 1, Para 3 London and Fringe Area Allowances (Inner & Outer) (per annum)

Area	2024/25	2025/26
Inner	£1013	£1,045.42
Outer	£706	£728.59

What about part-time workers?

Your pay should be increased in line with your Full Time Equivalent Spinal Column Point on a pro-rata basis, in a way that is no less favorable than the treatment of full-time workers.

Under the NJC agreement, 'part time employees shall have applied to them the pay and conditions of service pro-rata to comparable full-time employees in the same authority' (8.1).

What about term-time workers?

The exact changes to your salary will depend on the annualisation formula that your employer uses. These formulas can vary depending on where your employer is based. For more details on this please consult your GMB Representative.

Below is a formula which may assist you in calculating an approximate amount for what the increase means to you:

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Formula: New Annual Salary / 52.143 weeks = Full Time Equivalent Rate (FTE)
FTE x number of weeks paid for = New Annual Salary (NEW)
NEW / 12 months = New Monthly Salary

Example SCP8 Teaching Assistant:

$26,823.74 / 52.143 = £514.43 \times 38 \text{ (weeks)} = £19,548.21 / 12 = £1,629.02$
Approximate new monthly pay, before tax and national insurance.

I have more than one job, what about me?

The increase is applied to your salary for each job.

My employer pays me a Living Wage supplement, what happens to me?

The increase will apply to your basic pay. It is up to your employer, but they may adjust the offer. Please seek support from your union rep if this is the case.

My employer pays me a Market Forces supplement, what happens to me?

The increase will apply to your basic pay. It is up to your employer, but they may adjust the offer. Please seek support from your union rep if this is the case.

What about pensions?

Your contribution rate is based on how much you are paid. When you join, and every April afterwards, your employer will decide your contribution rate.

If you have more than one job, your employer will set your contribution rate separately for each job. If your pay changes in the year, your employer may decide to review your contribution rate.

The table below shows the pay bands and contribution rates that apply from April 2025.

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If your actual pensionable pay is:	You pay a contribution rate of:
Up to £17,800	5.5%
£17,801 to £28,000	5.8%
£28,000 to £45,600	6.5%
£45,601 to £57,700	6.8%
£57,701 to £81,000	8.5%
£81,001 to £114,800	9.9%
£114,801 to £135,300	10.5%
£135,301 to £203,000	11.4%
£203,001 or more	12.5%

Contribution bands for 2025/26

You can find more information here: <https://www.lgpsmember.org/your-pension/the-essentials/your-contributions/>

What about leavers and new starters?

Anyone who left before April 2025, i.e. before any of these proposals would become effective, would not receive the increase. A new starter would get whatever is applicable from the day they join.

I'm on official leave, what happens to me?

Whether on maternity leave, adoption leave, parental leave or sick leave, the increases will apply to basic pay (and allowances where applicable). However, they are not paid to anyone on a career break.

How was the pay offer achieved?

DATE	ACTION
Dec 2024/Jan 2025	GMB Regions consulted members on pay aspirations

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16 Jan 2025	GMB National Local Government & School Support Staff Committees agree GMB's Pay Claim
24 Jan 2025	GMB presents pay claim to recognised unions (Unison & Unite). Joint unions agree joint pay claim
31 Jan 2025	Unions submit joint union pay claim to LGA
Feb – April 2025	LGA consult local authority employers on pay claim
22 April 2025	Pay offer received
2 May 2025	GMB National Local Government & School Support Staff Committees meet to discuss offer

Will the pay offer be funded by government?

We do not expect any additional funding for this pay offer.

What is GMB's position on the offer?

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 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 is a consultative ballot?

A consultative ballot offers all members a vote to have their say on pay. Members can vote to accept or reject the offer. A rejection of the pay offer also indicates a willingness to participate in industrial action to pursue the campaign for a pay increase.

How do I vote?

Each GMB region is running their own ballots, using a variety of methods i.e. workplace ballots, email, SMS, postal, etc. Contact your local GMB Representative or Office to request details of how you can vote.

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Why should I vote?

This is your opportunity to have your say on your pay and to let GMB, your employer and the government know whether you accept or reject this pay offer. As a union member, it's crucial that you don't miss this chance to vote. The higher the turnout of member votes we receive, the more accurate reflection we have of our members' views on their pay.

What's the schedule for the consultation?

In GMB all members have a say on their pay and GMB regions will shortly be launching consultative ballots. The pay ballot will open **12 May** and close **20 June at midday**.

Only union members in recognised unions will have an influential vote in this ballot to indicate whether a majority of employees accept or reject the pay offer. The recognised unions are GMB, Unison and Unite.

If accepted by the majority of the unions' membership, then the offer will apply from 1st April 2025. If rejected by the majority of the members an industrial action campaign will start.

What happens when the vote closes?

Once the ballot closes on **20 June at midday** GMB Organisers and reps will meet to consider the results and determine the next steps in this campaign. An all-members communication will be issued with the results.

What will happen if GMB members reject the pay offer?

If the pay offer is rejected by the majority of GMB members we will look to move to a formal ballot for industrial action. (Over 50% of eligible members return their ballot papers with a majority voting to reject).

I'm not a member, can I vote?

Only GMB members can vote. Join today at www.gmb.org.uk and you can have your say on pay. Once you have joined, contact your local GMB office/branch to request a ballot paper.

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Would you like information on becoming a GMB Representative in your workplace? Email PublicServices@gmb.org.uk

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