



August 2025

GMB CRAFT WORKERS BULLETIN

Local Government Association
18 Smith Square
London
SW1P 3HZ

SENT ELECTRONICALLY

Dear XXXX

LOCAL GOVERNMENT ASSOCIATION FOR EMPLOYEES COVERED UNDER THE TERMS OF THE JNC LOCAL AUTHORITY CRAFT AND ASSOCIATED EMPLOYEES AGREEMENT (RED BOOK)

Following the meeting held on 30th July 2025, the employer leads requested a formal response outlining our concerns with their 2025 pay offer for discussion with their wider groups.

Please find the Trade Unions' (GMB & Unite) response set out below:

Building Labourer Grade SCP 2 to SCP 3 1st April 2026:

While it is appreciated that this would shift the Labourer grade further from the NMW than would be achieved solely through the 3.2% increase for 2025, the Trade Union side believe this requires more structure to ensure the Agreement doesn't stifle aspiration. The Trade Unions believe the Labourer grade should be distinct from the Operative grade and would therefore propose the following;

With effect from 1st April 2025:

- Building Labourer grade moved to NJC SCP3 plus 4% increase.
- Heating and Ventilation Mate grade moved to NJC SCP4 plus 4% increase.
- Building Operative grade moved to NJC SCP4 plus 4%.
- Plumber grade moved to NJC SCP5 plus 4%.
- Engineer and Electrician grade moved to NJC SCP6 plus 4%.

JNC Craft Apprentice rates:

Whilst the Trade Unions appreciate the Government's wish to move away from age related pay rates, the increment in Apprenticeship rates is designed to create differentials between the stages of apprenticeship and competency, not age. This is used to promote progression and encourages workers to be more productive through timely completion rates.



The Trade Unions have no appetite to move away from this model and believe this requires more industry thought as opposed to removing from our structures and allowing the Low Pay Commission to set rates according to age.

With this in mind, and reviewing the above section on SCP shift, the Trade Unions are proposing the following to retain a structured approach to apprenticeship delivery:

Building & Civil Engineering Apprentices (excluding Plumbers)

Rate per week and rate for calculation of overtime and other premium rates:

Based on 37 hours as no delineation for rates in or out of London

From April 2025**

Age at entry	1st Year	2nd year and until Skills Test or NVQ Level 2 is passed*	On passing Skills Test or NVQ Level 2
16	£7.90 per hour	£9.21 per hour	£12.50 per hour
	£292.30 @ 37 hours	£340.77 @ 37 hours	£462.57 @ 37 hours
	60% rate	70% rate	95% rate
17	£7.90 per hour	£11.19 per hour	£12.50 per hour
	£292.30 @ 37 hours	£414.00 @ 37 hours	£462.57 @ 37 hours
	60% rate	85% rate	95% rate

Equivalent Rates for Other Craft Apprentices

**Note: Where Apprentices are in their second year and are aged 18-20 the £11.19 rate should apply.*

***Note: Where an Apprentice is in the 2nd or 3rd year of training and is over the age of 21, Employers must ensure those Apprentices are being paid the correct rate through the National Minimum Wage and National Living Wage. In these situations, the Employer must always pay the highest rate which the Apprentice is entitled to. The National Minimum Wage and the National Living Wage rates are due to increase on 1st April 2026 and 1st April 2027. The applicable new rates will be available to view at: <https://www.gov.uk/national-minimum-wage-rates>*

It is the responsibility of the Employer to ensure that Apprentices are paid the correct rate.”

George Georgiou, GMB National Officer, Public Services Section