



**PAY
JUSTICE
NOW.**

LOCAL GOVERNMENT & SCHOOLS HAVE YOUR SAY ON PAY

GMB Workplace Organisers Resource Pack (Pay Claim Details)

Following the all members survey GMB Senior Reps met earlier this year to agree the Local Government & Schools Pay Claim for 2021/22 across England, Wales & Northern Ireland. The joint union pay claim was submitted to Local Government employers early February 2021.

Discussions on your pay have now started with your employers. As we demand pay justice we need every member across Local Government and Schools to play their part in this important pay round. Headlines of the pay claim include:

- **A substantial increase with a minimum of 10% on all spinal column points.**

In addition:

- **We are seeking a pay round which underpins and respects the collective bargaining arrangements in place.**
- **A separate conditions claim included; a new homeworking allowance for staff working from home; a national minimum agreement on homeworking policies; a reduced working week to 35 hours with no loss of pay (34 hours in London); a minimum of 25 days leave plus public holidays and statutory days for all starting employees and an extra day on other service related rates; a best**

practice programme or mental health support for NJC staff; a joint review of job descriptions, career development and pay banding for school support staff, and completion of the outstanding work of the joint term-time only review group; and a joint review of the Green Book sections on maternity / paternity / shared parental /adoption leave.

In order for us to get the best outcome to this pay round we need all GMB workplace organisers to agree a work plan that sets out a diary of dates to arrange meetings with members so you can brief members on the details of the pay claim.

GMB reps will be key to how members engage in the 'Have Your Say on Pay' Campaign. See below five key-ways members can get involved through your leadership across your workplaces:

1. GMB is campaigning for pay rises to be properly funded and we need every member to sign GMB petition calling for the Government to properly fund the Local Government and Schools Pay. Follow the link to sign the petition <https://gmb.org.uk/no-pay-freeze>
2. GMB are asking members to contact their local councillor and ask them to support GMB model motion on Pay Justice. Model motion is at the following link: <https://gmb.org.uk/pay-justice-now/email>
3. Organise a meeting/campaign day to discuss pay and to build support for the pay rise. A link to a campaign pack can be found at the following link: <https://gmb.org.uk/pay-justice-now/rep-resources>
4. Encourage a member to become a GMB Workplace Organiser. Details can be found at the following link: <https://www.gmb.org.uk/become-workplace-representative>
5. Recruit a member. Our strength are in our numbers can you recruit a work colleague not in a union to join GMB join up at <https://gmb.org.uk/pay-justice-now/join>

Have Your Say on Pay across Local Government & Schools resource pack includes:

- Meeting Notice – download this poster to publicise your local Government & Schools pay campaign meeting in the workplace
- Attendance list – record who comes to the meeting and follow up on actions afterwards
- Workplace posters
- Petition on Rishi Sunak
- Tool to send local councillors an email
- Copy of the joint pay claim
- Local government and schools join form
- Pay Justice Model motion for councillors
- Become a workplace Organiser

See all these resources here: <https://www.gmb.org.uk/pay-justice-now/regs-resources>



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