

# Local Government NJC "Green Book" Noticeboard

27 Feb 2023

23rd February 2023

## NJC PAY OFFER RECEIVED – 2023/24

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.

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1st February 2023

## **NJC PAY 2023/24 UPDATE**

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

## Previous Bulletins

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?Date: 18/01/2021

### **LOCAL GOVERNMENT AND SCHOOL SURVEY HEADLINE RESULTS**

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.

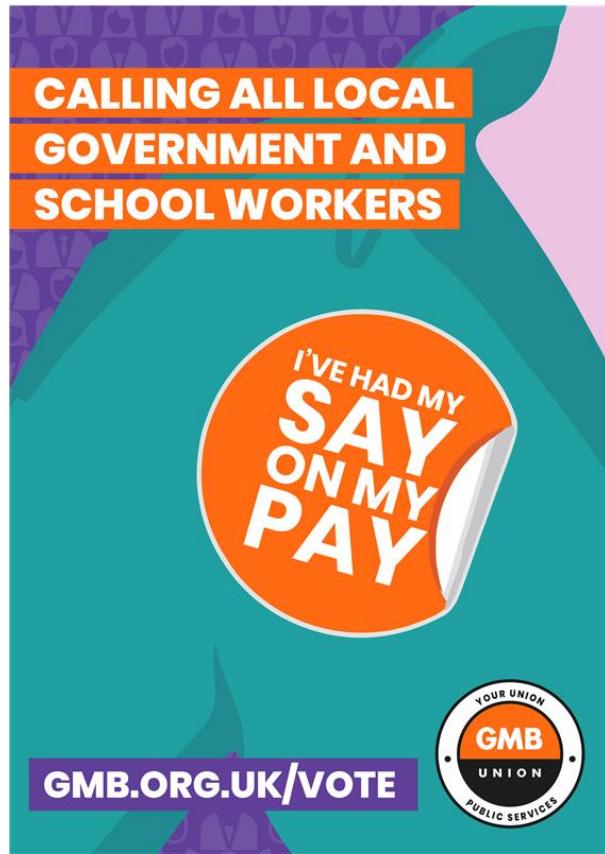
## TIMELINE (subject to change please visit this page regularly as it will be updated)

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><li>• ON-GOING TALKS WITH LGA EMPLOYERS</li></ul>
MARCH 2021	<ul style="list-style-type: none"><li>• ONCE FINAL OFFER RECEIVED ENSURE ALL MEMBERS 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>

Date: 16/07/2020

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





**17/04/2020**

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:

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](#)
2. 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.
2. 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.
3. 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%
4. 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

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Karen Leonard

GMB National Officer

