

GMB

UNION

Local Government and School Support Staff

24 June 2024

LOCAL GOVERNMENT, COUNCIL, SCHOOLS & ACADAMIES BALLOT NOW OPEN!

GMB pay ballot covering all workers across local government, school & academies that follow National Joint Council (NJC Green Book) pay, terms and conditions across England, Wales and Northern Ireland is now open.

GMB only members will have their say on pay and we now need you to take part in this important ballot and let us know if you are prepared to **accept** or **reject** the pay offer.

The closing date for the ballot is **Friday 5th July 2024**.

GMB joint Local Government and Schools Committee representatives have discussed the full and final pay offer and have agreed to not make any recommendation as they believe that you the members should now decide.

A vote to reject, is also your vote in favour of a move to a formal industrial action ballot.

From school support staff to refuse workers, from town hall workers to social workers. Hundreds of occupations are covered by this pay offer. (Approximately 1 million workers plus are covered).

2024/25 Local Government & Schools Pay offer is for one year and is as follows:

- With effect from **1 April 2024**, an increase of **£1290** on all **NJC pay points 2 – 43 (FTE)**. This equates to **5.77%** for **SCP2** and no less than

Local Government and School Support Staff

2.5 % for SCP43. (This will be pro rata for part time and term time only workers).

- With effect from **1 April 2024**, an increase of **2.5 %** on all pay points above the maximum of the pay spine but graded below deputy chief officer.
- With effect from **1 April 2024**, an increase of **2.5%** on all allowances (as listed in the 2022 NJC pay agreement circular dated 1 November 2022)

The employers also responded to other elements of the pay claim as follows:

Union Claim	Employer Response
Reviews of the gender, ethnicity and disability pay gaps in local government	The National Employers propose the NJC joint Secretaries discuss options for working together to capture pay gap information that will be of most benefit to the sector.
A 2-hour reduction in the working week with no detriment	The employers reject this element of the claim in relation to a proposed 35-hour week (34 in London).
An additional day of annual leave for personal or well-being purposes (with term time only staff receiving a full day rather than a pro rata amount, that they can use at any time, including term time)	Rejected
A phased approach to reaching a minimum pay rate of £15 an hour in a maximum of two years, sooner if possible.	Rejected.

GMB

UNION

Local Government and School Support Staff

The employers have also stated in their response that they wish to commence intense and meaningful negotiations with the joint NJC Trade unions on a redesigned national pay spine.

GMB is now asking you to vote to accept or reject the pay offer.

GMB LOCAL GOVERNMENT & SCHOOLS COMMITTEE

The National Joint Committees have considered the full and final offer in detail and agreed that they were disappointed with the offer, lack of meaningful negotiation and the length of time it has taken for the employers to respond to the unions' pay claim. The Committee also expressed concern this offer is made without central funding from Government which means the financial responsibility will fall to local councils, employers, and schools' budgets.

The Joint Committee delegates have informed us that GMB members are telling them that they do not want to prolong the ballot process. The Employer has put forward a full and final offer which demonstrates that the employer is not prepared to further negotiate.

The National Joint Committee have agreed not to make any recommendation on this year's offer, and they believe that the members should now decide.

What happens next is up to you. We need all our members to have their say on pay. Make sure you get your ballot and vote. If you have not received your ballot, please contact your local GMB branch/office, details at [GMB Regions | GMB](#).

Throughout this ballot we need you to help build bargaining power in your workplace so please do one or all of the following:

GMB

UNION

Local Government and School Support Staff

1. Once you have voted please encourage your work colleagues to cast their vote.
2. Become a GMB rep if you haven't got one in your workplace: gmb.org.uk/become-workplace-representative
3. Recruit a GMB member - colleagues not in a union? Sign them up here: gmb.org.uk/join

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

Not a GMB member? Join today at www.gmb.org.uk/join