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NJC Pay Offer 2025/26

The National Employers (NJC) have made a full and final pay offer for 2025/26.

The recognised Unions (GMB, Unison & Unite) submitted a pay claim for:

An increase of at least £3,000 across all NJC spinal column points

In addition:

- A clear plan to reach a minimum pay rate of £15 an hour
- One extra day of annual leave for all staff
- A reduction in the working week by two hours, with no loss of pay
- The ability for school staff to take [at least] one day of their annual leave during term time, with no loss of pay

We have now received an offer for:

- With effect from 1 April 2025, an increase of 3.20% 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 3.20% 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 rejected the other elements of the pay claim. Their position is:

A clear plan to reach a minimum pay rate of £15 an hour

- The Employers reject this element of the claim. In order to achieve this objective would require increasing the bottom pay point by 22.35 per cent over the period 2025–27. That, plus the subsequent knock-on effect of increases to

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all subsequent pay points would be prohibitively expensive for councils at any time, not least during the current difficult financial circumstances.'

One extra day of annual leave for all staff

- 'The Employers reject this element of the claim. All NJC employees currently receive a minimum of 23 days' leave (with a further three days after five years' service), plus two extra statutory days, plus public holidays. Many councils have a more generous basic leave entitlement.'

A reduction in the working week by two hours, with no loss of pay

- 'The Employers reject this element of the claim in relation to a proposed 35-hour week (34 in London). Such a reduction would be out of line with norms in local government and would result in an increase in costs that would adversely affect local authority services.'

The ability for school staff to take [at least] one day of their annual leave during term time, with no loss of pay

- 'The Employers reject this element of the claim. With the impending reinstatement of the School Support Staff Negotiating Body (SSSNB), that will have responsibility for considering changes to pay and conditions for this group, we believe school employers in particular would have concerns about the NJC reaching a national agreement that gave all their non-teaching NJC employees the right to take "[at least] one day" off in term time. The cost of having not only to pay for that day but also for cover, would be significant at a time when schools are struggling financially and there is significant uncertainty about the SSSNB's remit and timetable.'

Your joint Local Government and Schools Committees will meet to discuss the final offer received before we move to a full consultation of members.

More details will follow shortly.