



## Local Government and School Support Staff

13 April 2026

Dear Member,

### Re: 2026/27 NJC PAY OFFER

The NJC employers have now made their final offer on NJC pay for 2026/27. GMB will now be balloting all eligible GMB members. GMB regions will be coordinating the ballots across NJC employers.

The 2026/27 Local Government & Schools Pay offer is for one year and is as follows:

#### With effect from 1 April 2026:

- **an increase of 3.30 per cent to be paid as a consolidated, permanent addition on all NJC pay points 3 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 5.4<sup>1</sup>*)
- **an increase of 3.30 per cent on all allowances** (*as listed in the 2025 NJC pay agreement circular dated 24 July 2025*)

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

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<sup>1</sup> The Green Book Part 2 Para 5.4 provides that posts paid above the maximum of the pay spine but graded below deputy chief officer are within scope of the NJC. The pay levels for such posts are determined locally, but once fixed are increased in line with agreements reached by the NJC.

**GMB**

**U N I O N**



## Local Government and School Support Staff

Union Claim	Employer Response
A clear plan to reach a minimum pay rate of £15 an hour	Rejected
One extra day of annual leave for all staff	Rejected
A reduction in the working week by two hours, with no loss of pay	Rejected
The ability for school staff to take [at least] one day of their annual leave during term time, with no loss of pay	Rejected
The abolition of Level 1 Teaching Assistant role and instead all Level 1 role holders be moved onto Level 2	Rejected

### GMB Joint Local Government & Schools Committee

Having reviewed the full and final offer in detail, the National Joint Committees have adopted a **neutral position** and agreed that it is for GMB members to decide whether the offer is adequate. Members may wish to note that the employers' side agreed to meet but presented a full and final offer instead of entering negotiations, and that **the offer is not supported by any additional funding**.

A vote to reject is also your vote in favour of a move to a formal ballot for industrial action. For a formal ballot for industrial action to take place, GMB will need at least half of our members to vote for a rejection.

**GMB**

**U N I O N**

HAVE  
YOUR  
SAY  
ON YOUR  
PAY

## Local Government and School Support Staff

This ballot offers a chance to ensure all our members *have a say on their pay* and for members to notify GMB of their position. It's now time to get the vote out.

A vote to reject is also your vote in favour of a move to a formal ballot for industrial action. For a formal ballot for industrial action to take place, GMB will need at least half of our members to vote for a rejection.

### GMB Pay Ballot Details

The ballot opens **13 April 2026** and closes on **22 May 2026**.

Yours sincerely,



Kevin Brandstatter  
GMB National Officer



Stacey Booth  
GMB National Officer for Schools & Academies

**GMB**  
UNION