2026/2027 Local Government Pay Offer

GMB UNION

Spinal Point	Pay Grade		Current Pay (2025/2026)			After Pay Offer (2026/2027)				
			1st April 2025	Weekly Rate	Hourly Rate	1st April 2026	% increase	Increase	Weekly Rate	Hourly Rate
3	Grade 1	Grade2	£24,796	£476.84	£12.89	£25,614.13	3.3%	£818.26	£492.58	£13.31
4	Grade 3		£25,185	£484.33	£13.09	£26,016.03	3.3%	£831.10	£500.31	£13.52
5		Grade 4	£25,583	£491.99	£13.30	£26,427.53	3.3%	£844.25	£508.22	£13.74
6			£25,989	£499.79	£13.51	£26,846.49	3.3%	£857.63	£516.28	£13.95
7	Grade 5		£26,403	£507.74	£13.72	£27,273.98	3.3%	£871.29	£524.50	£14.18
8			£26,824	£515.84	£13.94	£27,708.93	3.3%	£885.18	£532.86	£14.40
9			£27,254	£524.12	£14.17	£28,153.47	3.3%	£899.38	£541.41	£14.63
10			£27,694	£532.57	£14.39	£28,607.61	3.3%	£913.89	£550.15	£14.87
11		Grade 6	£28,142	£541.18	£14.63	£29,070.28	3.3%	£928.67	£559.04	£15.11
12			£28,598	£549.96	£14.86	£29,541.48	3.3%	£943.73	£568.11	£15.35
13			£29,064	£558.93	£15.11	£30,023.34	3.3%	£959.12	£577.37	£15.60
14			£29,540	£568.08	£15.35	£30,514.79	3.3%	£974.82	£586.82	£15.86
15	Grade 7		£30,024	£577.38	£15.60	£31,014.77	3.3%	£990.79	£596.44	£16.12
16			£30,518	£586.89	£15.86	£31,525.41	3.3%	£1,007.10	£606.26	£16.39
17			£31,022	£596.58	£16.12	£32,045.64	3.3%	£1,023.72	£616.26	£16.66
18			£31,537	£606.48	£16.39	£32,577.61	3.3%	£1,040.72	£626.49	£16.93
19			£32,061	£616.56	£16.66	£33,119.16	3.3%	£1,058.02	£636.91	£17.21
20		Grade 8	£32,597	£626.86	£16.94	£33,672.44	3.3%	£1,075.69	£647.55	£17.50
21			£33,143	£637.36	£17.23	£34,236.39	3.3%	£1,093.71	£658.39	£17.79
22			£33,699	£648.06	£17.52	£34,810.99	3.3%	£1,112.06	£669.44	£18.09
23			£34,434	£662.19	£17.90	£35,570.02	3.3%	£1,136.31	£684.04	£18.49
24	Grade 9		£35,412	£681.00	£18.41	£36,580.65	3.3%	£1,168.60	£703.47	£19.01
25			£36,363	£699.28	£18.90	£37,562.48	3.3%	£1,199.96	£722.36	£19.52
26			£37,280	£716.92	£19.38	£38,510.21	3.3%	£1,230.24	£740.58	£20.02
27		Grade 10	£38,220	£735.00	£19.86	£39,481.38	3.3%	£1,261.26	£759.26	£20.52
28			£39,152	£752.92	£20.35	£40,444.03	3.3%	£1,292.02	£777.77	£21.02
29			£39,862	£766.58	£20.72	£41,177.48	3.3%	£1,315.45	£791.87	£21.40
30	Grade 11		£40,777	£784.18	£21.19	£42,123.07	3.3%	£1,345.65	£810.06	£21.89
31			£41,771	£803.29	£21.71	£43,149.68	3.3%	£1,378.45	£829.80	£22.43
32			£42,839	£823.83	£22.27	£44,253.05	3.3%	£1,413.70	£851.02	£23.00
33		Grade 12	£44,075	£847.59	£22.91	£45,529.12	3.3%	£1,454.46	£875.56	£23.66
34			£45,091	£867.14	£23.44	£46,579.18	3.3%	£1,488.01	£895.75	£24.21
35			£46,142	£887.34	£23.98	£47,664.43	3.3%	£1,522.68	£916.62	£24.77
36	Grade 13		£47,181	£907.33	£24.52	£48,737.95	3.3%	£1,556.97	£937.27	£25.33
37			£48,226	£927.43	£25.07	£49,817.86	3.3%	£1,591.47	£958.04	£25.89
38			£49,282	£947.73	£25.61	£50,908.44	3.3%	£1,626.31	£979.01	£26.46
39		Grade 14	£50,269	£966.71	£26.13	£51,927.59	3.3%	£1,658.87	£998.61	£26.99
40			£51,356	£987.62	£26.69	£53,051.21	3.3%	£1,694.76	£1,020.22	£27.57
41			£52,413	£1,007.95	£27.24	£54,142.85	3.3%	£1,729.64	£1,041.21	£28.14
42	Grade 15		£53,460	£1,028.07	£27.79	£55,223.83	3.3%	£1,764.17	£1,062.00	£28.70
43			£54,495	£1,047.98	£28.32	£56,293.09	3.3%	£1,798.33	£1,082.56	£29.26
44			£55,522	£1,067.73	£28.86					
45		Grade 16	£56,554	£1,087.58	£29.39					
46			£57,585	£1,107.40	£29.93					
47			£58,615	£1,127.21	£30.47					
48			£59,647	£1,147.06	£31.00					
49			£60,680	£1,166.92	£31.54					

Grade 1	Point 03
Grade 2	Points 03 - 04
Grade 3	Points 04 - 06
Grade 4	Points 05 - 08
Grade 5	Points 07 - 12
Grade 6	Points 11 - 17
Grade 7	Points 15 - 22
Grade 8	Points 20 - 25
Grade 9	Points 24 - 28
Grade 10	Points 27 - 31
Grade 11	Points 30 - 34
Grade 12	Points 33 - 37
Grade 13	Points 36 - 40
Grade 14	Points 39 - 43
Grade 15	Points 42 - 46
Grade 16	Points 45 - 49