

Posted on: 17 May 2024

The National Employers (NJC) have made a full and final pay offer for 2024/25.

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

- An increase of at least £3,000 or 10% (whichever is greater) on all spinal column points.

In addition:

- Reviews of the gender, ethnicity and disability pay gaps in local government
- A 2-hour reduction in the working week with no detriment
- An additional day of annual leave for personal or well-being purposes (with term time only staff also receiving a full day rather than a pro rata amount, that they can use at any time, including term time)
- A phased approach to reaching a minimum pay rate of £15 an hour in a maximum of two years, sooner if possible

The offer that has now been received is for:

With effect from 1 April 2024, an increase of £1,290 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive.

- With effect from 1 April 2024, an increase of 2.50 per cent 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 5.41)
- With effect from 1 April 2024 an increase of 2.50 per cent on all allowances (as listed in the 2023 NJC pay agreement circular dated 1 November 2023)

In response to the other elements of the pay claim, the employer's position is:

- Reviews of the gender, ethnicity and disability pay gaps in local government."

The LGA monitors councils statutory reporting of the Gender Pay Gap, providing annual updates through the LG Inform platform. This year, the LGA will be undertaking a programme of work which will include examining how councils report any pay gaps across their workforce, particularly in relation to employees with certain protected characteristics. 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.

Employers rejected the following elements of the pay claim:

- A two-hour reduction in the working week, with no detriment.
- An additional day of annual leave for personal or well-being purposes (with termtime only staff also receiving a full day rather than a pro rata amount, that they can use at any time, including term time)
- A phased approach to reaching a minimum pay rate of £15 an hour in a maximum of two years, sooner if possible.

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.