

Local Government Pay – The National Joint Council (NJC)

The below provides an update regarding the 2024 Local Government Pay Award.

Trade Union Pay Claim

On 29 February 2024, Unison, Unite and GMB lodged their pay claim as follows:

- An increase of at least £3,000 or 10 per cent (whichever is greater) on all spinal column points.
- Reviews of the gender, ethnicity and disability pay gaps in local government.
- A two-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.

National Employers Full and Final Pay Offer

On 16 May 2024, the National Employers met and agreed to make the following one-year (1 April 2024 to 31 March 2025), the following full and final pay offer, with effect from 1 April 2024:

- £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.
- 2.50 per cent on all pay points 43 and above (but graded below deputy chief officer, in accordance with Green Book Part 2 Para 5.4).
- An increase of 2.50 per cent on all allowances.

This would achieve a bottom rate of pay of £12.26 (which equates to a pay increase of 5.77 per cent for employees on pay point 2) and everyone on the NJC pay spine would receive a minimum of 2.50 per cent pay increase.

The offer, if accepted would increase the national pay bill by 4.03 per cent. Local pay bills will vary.

Trade Union Responses

The Trade Union Responses to the full and final pay offer made by the National Employers:

- Unison will consult with its members, with a recommendation to reject the offer. Consultation will run from Wednesday 5 June 2024 to Monday 28 June 2024 at midday.
- GMB will not be making a recommendation but will be balloting their members from Monday 3 June 2024 to Friday 5 July 2024 at midday.
- Unite is now undertaking consultative ballots with a recommendation to reject the offer.

Future Updates

PACT HR will provide further updates when these are received.

Further information

Please click on the following links for further detail regarding the above:

<https://www.local.gov.uk/our-support/workforce-and-hr-support/local-government-services/employer-circular-local-government>

[UNISON-NJC-2024-Pay-Offer.pdf](#)

<https://www.gmb.org.uk/news/gmb-responds-to-local-government-pay-offer>

[NJC "Green Book" Noticeboard | GMB Union](#)

[Unite recommends rejection of local government pay offer \(unitetheunion.org\)](#)