



## **Local Government and Schools Employees - NJC Joint Trade Unions Pay Claim 2021/22**

The Pay Claim is centred on three key areas:

- *Pay Justice – The Joint Trade Unions are calling for a substantial increase with a minimum of 10% pay increase for everyone in Local Government and Schools.*
- *A fairer work/life balance – a 35 hour working week with no loss of pay, 34 in London. Part time staff to be given a choice of a pro rata reduction or retaining the same hours and being paid a higher percentage of full time equivalent. A guarantee of 25 days annual leave (plus Bank Holidays); new policies on leave for parents, working from home and mental health support so that hard working Local Government and Schools workers have time and energy to live their lives.*
- *Proper training and recognition for the work actually being carried out - a review of job descriptions, career development and pay for school's support staff because too many are working over and above their pay grades without acknowledgement or reward.*

After a long and difficult year, faced with an unprecedented global crisis, Local Government and Schools employees have kept Schools open and the communities they serve safe and secure. These same employees have suffered a decade of pay cuts, pay freezes, below average pay awards and wages that year-on-year provide our members with less when measured against the cost of living. Household bills, rents/mortgages, childcare, and commuting costs continue to grow at an alarming rate while Local Government and School employees' wages decrease in real terms.

Paying Local Government and Schools staff a proper wage is an investment in both local services and the local economy. A proper pay rise will put more spending power into the pockets of Local Government and Schools workers boosting spending in the local economy.

The Trade Union side recognises that new money from Central Government is essential in funding this claim, and GMB will campaign strongly for this. The Government promised in March 2020 to "*do whatever is necessary*" to support Local Authorities and now is the time to make sure they deliver on this.

Local Government and School workers deserve a decent and fair pay rise. There needs to be a genuine process of economic recovery from COVID 19 and it cannot be achieved through more public sector austerity measures. Staff morale within Local Government and Schools is already at an all-time low, and it is not acceptable to continue expecting our members to do more for less to provide quality Public Services against a backdrop of continued cuts to Local Government Funding by Central Government.

