



Local Government and School Support Staff

NJC PAY 2026/27 – CONSULTATIVE BALLOT

FREQUENTLY ASKED QUESTIONS

What is the pay offer?

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 3.3% 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 5.41)
- **an increase of 3.3% 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:

Union Request	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



Local Government and School Support Staff

The abolition of Level 1 Teaching Assistant role and instead all Level 1 role holders be moved onto Level 2	Rejected
---	----------

How will the pay increase be paid?

The pay increase is consolidated and will be added to your annual salary and paid monthly. If this pay offer is accepted, it will be back dated to 1 April 2026.

What are the allowances impacted by this pay offer?

The allowances impacted by this pay offer are:

- **GREEN BOOK:** Part 3, Para 2.6(e) Sleeping-in Duty Payment
- **PURPLE BOOK (Former APT&C Agreement):**
 - Para 28(3) Nursery Staff in Educational Establishments – Special Educational Needs Allowance
 - Para 28(14) Laboratory / Workshop Technicians:
 - ** City & Guilds Science Laboratory Technicians Certificate Allowance
 - ** City & Guilds Laboratory Technicians Advance Certificate Allowance
 - Para 32 London Weighting and Fringe Area Allowance (Inner & Outer Fringe Area)
 - Para 35 Standby Duty Allowance – Social Workers (1)(a)(i) Allowance
- **WHITE BOOK (Former Manual Worker Agreement):**
 - Section 1, Para 3 London and Fringe Area Allowances (Inner & Outer)

Who does this apply to?

All staff on NJC Green Book conditions working in councils, schools, academies and various other bodies. Over 1 million workers are covered by NJC Green Book conditions. The NJC agreement covers workers in England, Wales & Northern

GMB

LONDON
REGION



Local Government and School Support Staff

Ireland. It is important to note that some employers in these sectors have opted out of the NJC.

The pay offer is a one year pay deal with effect from **1 April 2026**.

I work in an academy; how do I know if the proposals apply to me?

For the vast majority of academy staff, the pay offer will apply because your pay is still determined by NJC. However, for a small number it is not determined in this way. For example, in a Multi-Academy Trust that has moved away from NJC and negotiates pay separately and where staff have a new academy contract.

What about part-time workers?

Your pay should be increased in line with your Full Time Equivalent Spinal Column Point on a pro-rata basis, in a way that is no less favorable than the treatment of full-time workers. Under the NJC agreement, part time employees shall have applied to them the pay and conditions of service pro-rata to comparable full-time employees in the same authority' (8.1).

I have more than one job, how will this offer be applied?

The increase is applied to your salary for each job.

My employer pays me a Living Wage supplement, is this affected?

The increase will apply to your basic pay. It is up to your employer, but they may adjust the offer. Please seek support from your union rep if this is the case.

My employer pays me a Market Forces supplement, does this change?

The increase will apply to your basic pay. It is up to your employer, but they may adjust the offer. Please seek support from your union rep if this is the case.



Local Government and School Support Staff

What about leavers and new starters?

Anyone who left before April 2026, i.e. before any of these proposals would become effective, would not receive the increase. A new starter would get whatever is applicable from the day they join.

What is the offer worth?

The offer is for a 3.3% increase to each Spinal Column Point. SCP2 would be deleted from 1 April 2026. There is also an increase of 3.3% to all allowances.

If you receive Universal Credit, your benefits may be impacted. You may wish to contact your local benefits office for support and advice.

Cash change in annual earnings (FTE)

(Calculated on a full time, 37-hour week salary)

Note: these are GMB estimates based on the published pay spines. There may be very small differences with the final figures produced by the LGA. This is due to rounding effects.

SCP	2025/26	2026/27	Increase %	Increase £
1	Deleted with effect from 1 April 2023			
2	Deleted with effect from 1 April 2026			
3	£24,795.86	£25,614.12	3.30%	£818.26
4	£25,184.93	£26,016.03	3.30%	£831.10
5	£25,583.28	£26,427.53	3.30%	£844.25
6	£25,988.86	£26,846.49	3.30%	£857.63
7	£26,402.69	£27,273.98	3.30%	£871.29
8	£26,823.74	£27,708.92	3.30%	£885.18

GMB

LONDON
REGION



Local Government and School Support Staff

9	£27,254.09	£28,153.47	3.30%	£899.38
10	£27,693.72	£28,607.61	3.30%	£913.89
11	£28,141.61	£29,070.28	3.30%	£928.67
12	£28,597.75	£29,541.48	3.30%	£943.73
13	£29,064.22	£30,023.34	3.30%	£959.12
14	£29,539.97	£30,514.79	3.30%	£974.82
15	£30,023.98	£31,014.77	3.30%	£990.79
16	£30,518.30	£31,525.40	3.30%	£1,007.10
17	£31,021.92	£32,045.64	3.30%	£1,023.72
18	£31,536.89	£32,577.61	3.30%	£1,040.72
19	£32,061.14	£33,119.16	3.30%	£1,058.02
20	£32,596.75	£33,672.44	3.30%	£1,075.69
21	£33,142.68	£34,236.39	3.30%	£1,093.71
SCP	2025/26	2026/27	Increase %	Increase £
22	£33,698.93	£34,810.99	3.30%	£1,112.06
23	£34,433.71	£35,570.02	3.30%	£1,136.31
24	£35,412.05	£36,580.65	3.30%	£1,168.60
25	£36,362.52	£37,562.48	3.30%	£1,199.96
26	£37,279.97	£38,510.21	3.30%	£1,230.24
27	£38,220.12	£39,481.38	3.30%	£1,261.26
28	£39,152.02	£40,444.04	3.30%	£1,292.02
29	£39,862.03	£41,177.48	3.30%	£1,315.45

GMB

LONDON
REGION



Local Government and School Support Staff

30	£40,777.42	£42,123.07	3.30%	£1,345.65
31	£41,771.23	£43,149.68	3.30%	£1,378.45
32	£42,839.35	£44,253.05	3.30%	£1,413.70
33	£44,074.66	£45,529.12	3.30%	£1,454.46
34	£45,091.18	£46,579.19	3.30%	£1,488.01
35	£46,141.75	£47,664.43	3.30%	£1,522.68
36	£47,180.98	£48,737.95	3.30%	£1,556.97
37	£48,226.39	£49,817.86	3.30%	£1,591.47
38	£49,282.13	£50,908.44	3.30%	£1,626.31
39	£50,268.72	£51,927.59	3.30%	£1,658.87
40	£51,356.45	£53,051.21	3.30%	£1,694.76
41	£52,413.22	£54,142.86	3.30%	£1,729.64
42	£53,459.66	£55,223.83	3.30%	£1,764.17
SCP	2025/26	2026/27	Increase %	Increase £
43	£54,494.76	£56,293.09	3.30%	£1,798.33

Cash change in allowances

(GMB estimated increases)

- **GREEN BOOK:** Part 3, Para 2.6(e) Sleeping-in Duty Payment

2025/26	Increase	2026/27
£43.12	3.3%	£44.54

- **PURPLE BOOK (Former APT&C Agreement):**



Local Government and School Support Staff

- Para 28(3) Nursery Staff in Educational Establishments – Special Educational Needs Allowance

2025/26	Increase	2026/27
£1,538.71	3.3%	£1588.86

- Para 28(14) Laboratory / Workshop Technicians:

** City & Guilds Science Laboratory Technicians Certificate Allowance

2025/26	Increase	2026/27
£250.78	3.3%	259.05

** City & Guilds Laboratory Technicians Advance Certificate Allowance

2025/26	Increase	2026/27
£180.60	3.3%	£186.56

- Para 32 London Weighting and Fringe Area Allowance (Inner & Outer Fringe Area) (per annum)

Area	2025/26	2026/27
Inner	£1,045.42	£1079.92
Outer	£728.59	752.63

- Para 35 Standby Duty Allowance – Social Workers (1)(a)(i) Allowance (per session)

2025/26	Increase	2026/27
£34.71	3.3%	£35.85

- **WHITE BOOK (Former Manual Worker Agreement):**

- Section 1, Para 3 London and Fringe Area Allowances (Inner & Outer) (per annum)

Area	2025/26	2026/27
Inner	£1,045.42	£1079.92
Outer	£728.59	£752.63



Local Government and School Support Staff

What about pensions?

Pay increases are pensionable. Your contribution rate is based on how much you are paid. When you join the pension scheme, and every April afterwards, your employer will decide your contribution rate. If you have more than one job, your employer will set your contribution rate separately for each job. If your pay changes in the year, your employer may decide to review your contribution rate.

You can find more information here: <https://www.lgpsmember.org/your-pension/the-essentials/your-contributions/>

I'm on official leave, what happens to me?

Whether on maternity leave, adoption leave, parental leave or sick leave, the increases will apply to basic pay (and allowances where applicable). However, they are not paid to anyone on a career break.

Will the pay offer be funded by government?

The pay award for school support staff, not Local Government workers, has been fully funded for the past two years but we have not had confirmation on whether this element will also be funded for 2026-27.

What is GMB's position on the offer?

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 they wish to accept or reject this offer. **A vote to reject is a 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 take part in this consultative ballot, with a majority voting to reject the offer.





Local Government and School Support Staff

What is a consultative ballot?

A consultative ballot offers all members a vote to have their say on pay. Members can vote to accept or reject the offer.

Why should I vote?

This is your opportunity to have your say on your pay and to let GMB, your employer and the Government know whether you accept or reject this pay offer. As a union member, it's crucial that you don't miss this chance to vote. The higher the turnout of member votes we receive, the more accurate reflection we have of our members' views on their pay.

What's the schedule for the consultation?

The pay ballot will open **20th April** and close at 12 noon on **22nd May**.

What happens when the vote closes?

Once the ballot closes at **12 noon 22nd May**, GMB Organisers and reps will meet to consider the results. An all-members communication will be issued with the results.

I'm not a member, can I vote?

Only GMB members can vote. Join today at www.gmb.org.uk and you can have your say on pay. Once you have joined, contact your local GMB office/branch to request a ballot paper.

