

2024/25 NJC Pay Claim

Although the RPI rate of inflation is not as high as last year UNISON wants to recover some of the erosion in the value of local government pay. Since 2010 local government pay on average has reduced in real terms by 25%! This has created a recruitment and retention crisis across several roles, forcing employers to offer higher grades, market supplements and retention payments.

Our claim is for:

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

This pay claim was submitted end of February.

Although any rise is from 1st April the employers have informed the trade unions that they won't be making an offer until sometime in May.

See [2024/25 NJC Pay Claim Submitted – Sandwell General UNISON Branch \(sandwellunison.co.uk\)](https://www.sandwellunison.co.uk/2024/25-NJC-Pay-Claim-Submitted-Sandwell-General-UNISON-Branch)

Council's Paying for Tory Tax Bribes?

The cuts to national insurance are being made through cutting public services even further, including our Councils. Local Authority finances are already under huge stress with numerous Councils either declaring bankruptcy or on the brink. All public services, including our NHS, are on their knees.

Why should public services pay for the Tories election tax bribe? The Council cash crisis needs better funding to stop more going bankrupt, not less.

Sandwell College Pay Claim

Before the Easter break UNISON, together with the UCU, submitted the 2024/25 pay claim for 10%.

The College was assessed as having "Outstanding" financial health grading for 2022/23, adding an extra £2million to reserves. Talks with College management are expected to begin in April. The claim was well supported by UNISON members with the consultative ballot showing 100% support for the claim.

Full details of the College pay claim can be found here [Sandwell College 2024/25 Pay Claim – Sandwell General UNISON Branch \(sandwellunison.co.uk\)](https://www.sandwellunison.co.uk/Sandwell-College-2024/25-Pay-Claim-Sandwell-General-UNISON-Branch)

Serco 2024/25 Pay Claim

The Joint Trade Unions at Serco in Sandwell have submitted the following pay claim for this year as follows:-

- 8% pay increase across all elements of pay.
- Harmonisation regarding annual leave in line with ex local authority employees.
- Harmonisation regarding sick pay in line with ex local authority employees.

Negotiations with Serco are taking place.

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