

## 2025/26 NJC Pay Offer

In response to a joint union pay claim of £3,000 on all pay points (pro rata for part time), an extra day's leave and a reduction in the working week of 2 hours, Local Government employers have offered 3.2% on all pay points and the removal of pay point 2. This means the very lowest paid will move to pay point 3.

This offer is for council workers and school support staff, plus those at Sandwell Children's Trust and Sandwell Leisure Trust.

The RPI measure of inflation for April stood at 3.2%. The impact of 3.2% on your pay can be found on Sandwell UNISON's website here [NJC 2025-26 Pay Offer by Sandwell Pay Grades – Sandwell General UNISON Branch](#)

At no point on the pay spine does the offer meet the claim or do anything to address the recruitment problems faced by councils in certain job roles.

On May 8 the national NJC committee met and decided to **consult** all members in a digital vote with a recommendation to reject. Rejecting this offer would mean moving to a formal industrial action ballot around September. If you want to accept this offer it is important that you vote too.

**Look out for an email around 23rd May for your vote.** Please use your consultative vote whether you want to accept or reject the offer.

## College Pay Claim

UNISON members voted by 97% to support a 10% pay claim at the College which made a £3million surplus last year. UNISON and the UCU are in negotiations for a pay 2025/26 pay award. Look out for a ballot in the post when a credible offer is made.

## Serco – Jobs and Pay

Unions are still in negotiations on a 2025/26 pay award. As soon as a credible offer is made it will be out for members to vote on.

Discussions have also begun on the staffing reduction for the alternative weekly bin collections. Trade unions are discussing with management ways to limit (hopefully prevent) any compulsory redundancies.

## Reform UK set to fight UNISON?

After Reform took control of 10 councils and won two mayoral seats the newly elected Mayor of Greater Lincolnshire, Dame Jenkyns, stated that she was 'up for a fight' with trade unions over her plans to slash council jobs.

After winning Durham Council Nigel Farage advised anyone working on climate change or equality should seek "alternative careers very, very quickly," and stated no one should be working from home.

With Reform aping Trump style attacks on public sector staff, how long before they take council workers out of collective bargaining, such as those over the current pay offer?

UNISON's General Secretary, Christina McAnea stated "Nigel Farage and his party's new councillors have much to learn about local government. They'll quickly discover there's nothing left to cut and many authorities are balancing on the edge of the financial precipice."

See Christina's full comments here [Reform councillors have much to learn about local government and its hard-working staff | News, Press release | News | UNISON National](#)

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