

2025/26 NJC Pay

The consultative vote on the NJC pay offer of 3.2% on all pay points has concluded. Across England and Wales there was a 77% rejection of the offer on a 28% turnout.

In Sandwell the votes were as follows:-

- Sandwell MBC - 70% reject on 29% turnout
- Children's Trust – 79% reject on 39% turnout
- Leisure Trust – 85% reject on 32% turnout

With the turnout being considerably below the 50% threshold required in any formal ballot the national NJC committee decided to quickly consult branches on whether they thought the ballot thresholds would be met. After this consultation it was agreed that it would be best to reluctantly accept this years' offer and to work on 2026/27 claim sooner.

Therefore, UNISON, alongside our sister trade unions, have written to the employers to accept this offer. This means that the award, backdated to 1 April, is likely to be in your pay for August.

The impact of 3.2% on your pay can be found overleaf and on Sandwell UNISON's website here [NJC 2025-26 Pay Offer by Sandwell Pay Grades – Sandwell General UNISON Branch](#)

The deletion of pay point 2 removes Grade A from Sandwell's pay grading structure. UNISON has requested that the bottom of the pay spine grade lines be reviewed.

College Pay Offer

UNISON members are currently voting on a pay offer of 4.1% from Sandwell College. Members at the College should look out for their ballot papers in the post and return them ASAP.

Feeling the Heat?

Whilst there is no legal maximum temperature, employers have a duty to keep workers safe at work.

For staff working at Sandwell Council and Sandwell Children's Trust, UNISON has negotiated an extreme weather policy that covers heatwaves.

Please ensure the policy below is applied.

[SMBC Adverse Extreme Weather Guidance – FINAL for formatting](#)

Reform declares 'war' on Pensions

Reform UK is blaming the local government pension scheme for the financial difficulties faced by councils.

Ignoring the 40% cut in funding most council's have suffered since 2010 and the 100'000s jobs lost, the deputy leader of Reform UK, Richard Tice, told the Telegraph newspaper that final salary pension schemes are an 'outrage' and that he would take an 'axe' to them.

In the article Richard Tice said Reform-controlled authorities would stop offering such generous terms to new recruits and staff on existing contracts would have to accept lower annual pay rises to balance out the huge cost of funding their retirement.

"Whether people like it or not we should not be employing people on defined benefit contribution schemes," he said. "It's an outrage – the public can't afford it. It's absolutely ludicrous, and this is why the country is going bust and it's all got to stop.... *We're going to have to go to war with these people.*"

This shows if you vote Reform, you vote to lose either your local government pension or an annual pay rise.

Reform UK not only picks on migrants and Muslims, they attack workers too.

[Reform UK declares war on council pensions – Sandwell General UNISON Branch](#)

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