



GMB Bulletin on 2026 NJC Pay Negotiations
21/08/26.

Dear Colleagues,

We would like to update you on the 2026/27 NJC Pay Negotiations.

Following the full and final offer by the National Employers and a refusal to negotiate further, GMB have reluctantly agreed to settle the 2026 pay negotiations.

Unfortunately, while a majority of regions voted initially to reject the pay offer the turnout in the vote fell short of what is required for a formal ballot on industrial action. In the circumstances, GMB regions and the National Local Government and Schools Committees had no option but to vote to reluctantly accept the offer for 2026.

The GMB has met with the joint unions GMB, Unison & Unite. In order to form a joint trade union position at least 2 of the 3 unions must agree a position.

Unison has also reluctantly agreed to accept the offer while Unite has not announced a final position. With 2 of the 3 Unions reluctantly accepting the joint trade unions have decided to write to the National Employers informing them of the reluctant acceptance of the the 2026 offer.

2026/27 Local Government & Schools Pay offer is for one year and is as follows:
With effect from 1 April 2026:

- **an increase of 3.30 per cent to be paid as a consolidated, permanent addition on all NJC pay points 3 to 43 inclusive**
- **an increase of 3.30 per cent on all allowances (as listed in the 2025 NJC pay agreement circular dated 24 July 2025)**

Employers will be advised to implement the increase with effect from 1 April 2026 as soon as possible.



The three trade unions will work with the employers on a review of the NJC pay spine as a priority given the impact of the National Living Wage.

GMB has proposed to the other trade unions that work on the 2027 pay claim begin straight away and demand early face to face negotiations with the employers.

We will continue to push for your pay to be in your pockets as soon as possible.

In Solidarity

Will Dalton

GMB National Officer – Local Government