



NJC PAY 2027

GMB MEMBERS' UPDATE 19/10/26

Your voice is shaping our pay campaign

Thank you to everyone who took part in the GMB 2027 NJC Pay Survey. Your responses have helped shape the priorities that GMB representatives are now taking forward.

The GMB Joint Local Government and Schools NJC Committee met today (19/10/26) to discuss the NJC survey results, hear feedback from across the regions and agree the headline elements that GMB should take into discussions with the other NJC trade unions.

WHAT GMB IS PUSHING FOR

The committee agreed that the claim needs to be simple, credible and direct, with no unnecessary delays from the employers.

It was agreed that we should push for:

- An inflation-linked pay award of around 5%, expressed as RPI inflation + 1.6%.
- A £15 per hour minimum rate of pay.
- The end of term time contracts.
- The pay award to be fully funded.
- Genuine and timely negotiations, with failure to negotiate within a reasonable timeframe leading to a ballot on a nil offer.

WHAT HAPPENS NEXT?

These are GMB's proposed elements of the claim, rather than the final joint-union claim. GMB is taking these priorities into discussions with the other NJC unions to agree the joint claim.

Not every element proposed by GMB may ultimately be accepted, but the committee was clear that GMB will push for a credible and focused claim and genuine negotiations.



THIS IS THE BEGINNING OF THE PROCESS, NOT THE END.

WHY MEMBERSHIP MATTERS

Pay campaigns are strongest when workers organise together.

The employers need to see that the people delivering local government and school services are organised, engaged and prepared to stand together for better pay and conditions.

Already a GMB member? Get involved and encourage your colleagues to join.

Work alongside someone who is not yet a member? Now is the time to have that conversation. Every new member makes GMB stronger and strengthens our collective voice when we negotiate over pay.

<https://www.gmb.org.uk/join-gmb>

In Solidarity

A handwritten signature in black ink, appearing to read 'W. Dalton', with a long horizontal stroke extending to the right.

Will Dalton – GMB National Officer – Local Government

JOIN GMB. STAND TOGETHER. FIGHT FOR BETTER PAY.



Not a member? Join GMB and be part of the campaign for better pay and conditions.
Further updates will follow as the joint-union discussions and NJC pay process develop.