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Local Government and School Support Staff say

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GMB Union Local Government & Schools Consultative Ballot 2025

Frequently Asked Questions

What is the NJC Pay Ballot?

The NJC (National Joint Council) Pay Ballot is a vote by GMB members working in local government and schools to decide whether to accept or reject the employers' 2025 pay offer—or to take industrial action in response to an unsatisfactory offer.

What is a consultative ballot?

A consultative ballot offers all GMB members the chance to have their say on pay. Members vote to either accept the offer or reject it and indicate their willingness to take industrial action if necessary.

Who can vote?

All GMB members employed under NJC pay and conditions in local government and schools are eligible, including:

- Council staff
- School support staff
- Workers on NJC-linked terms and conditions

What is the current 2025/26 pay offer?

The employer's **full and final offer** is:

From 1 April 2025:

- A **3.20% increase** to all NJC pay points (SCPs 2–43) and any pay points above SCP43 but below deputy chief officer level.

- A **3.20% increase on all NJC allowances** (as per the 2024 NJC circular).

From 1 April 2026:

- **Deletion of SCP 2** from the NJC pay spine (to improve pay structure and progression).

How do I calculate what the 2025 NJC pay offer means for me?

To estimate how much the 3.20% pay increase would add to your annual salary, follow these simple steps:

1. Find your current salary:

Locate your current salary or Spinal Column Point (SCP) on your latest payslip or contract.

2. Multiply by 0.032:

This gives you the value of a 3.2% increase.

3. Add the result to your current salary:

This gives your new estimated annual salary from **1 April 2025**.

Example:

Current salary = £25,000

Increase = £25,000 × 0.032 = £800

New salary = £25,000 + £800 = £25,800

For part-time or term-time workers:

Your increase will be *pro-rata*, based on your contracted hours and weeks worked. Use the same formula with your **Full-Time Equivalent (FTE)** salary and then apply your employer's annualisation formula.

Formula (for term-time or part-time staff):

1. New FTE Salary ÷ 52 = Weekly Pay

2. Weekly Pay × Weeks Paid For = New Annual Salary

3. New Annual Salary ÷ 12 = Approximate Monthly Pay (before tax/NI)

Example for SCP 8 (New FTE salary estimate: £24,506):

£24,506 ÷ 52 = £471.27

£471.27 × 38 weeks = £17,907.90

£17,907.90 ÷ 12 = approx. **£1,492/month**

If you're unsure of your SCP or have multiple roles, speak to your business manager or HR department for help.

I don't want to do the maths, how much more will I get?

It's around 39p an hour increase on spine point 2! (This is based on National NJC scales so does not include London Weighting)

Why are we being balloted?

GMB believes in member-led, democratic decision-making. This ballot ensures **you decide** whether to accept the employer's offer or push for more through potential industrial action.

How do I vote?

You should have received a voting link via **email or SMS** from GMB.

- **Voting Opens: Monday 12th May 2025**
- **Voting Closes: Friday 14th June 2025 at 12:00 noon**

If you haven't received your voting link, contact your local GMB Representative or Regional Office **ASAP**. We may not have your correct details on file.

What happens if I work for Ark or United Learning Trust?

In Ark and ULT Academies some staff are part of the NJC negotiations because they transferred into the academy from local authorities and some staff were employed by the academy on Ark or ULT terms and conditions and those members are part of pay negotiated direct with the academy chain.

So if you work for Ark or ULT and TUPE transferred from a local authority you should vote in the NJC ballot. Other staff should await an offer from the academy chain which will also be balloted on.

I work in care or another workplace where I support vulnerable people. I am worried about going on strike.

Part of providing high quality local government service's that supports vulnerable people appropriately is ensuring staff get paid for the valuable work they do. This ensures workers are free to focus on their work without distraction and the service can recruit highly skilled staff. Without this everyone loses including service users.

GMB of course understands that sometimes there is work that our members do which is needed to ensure service users are safe. If we get to taking industrial action, as we did during the NHS strikes in recent years, we will be working with employers to ensure arrangements are put in place. This means that in certain workplaces there may not be an all-out walk out, but some members will be in work (derogated), running a reduced service. All members who wish to go on strike though, will get a chance to do so. We will be able to deal with these issues if and when we get nearer to any strike action.

What happens if we vote YES to accept the offer?

If the majority accept the offer, the pay increase will be implemented and backdated to **1 April 2025**.

What happens if we vote NO and reject the offer?

If members reject the offer and indicate support for industrial action, GMB will begin preparations for a statutory industrial action ballot. This could lead to strike action or other collective responses.

Although we cannot confirm exact dates for this yet, the intention is to proceed with an industrial action ballot soon after the end of this ballot, if that is what members want.

What's the point of voting? I voted last year and nothing happened.

We understand the frustration—especially if you feel your vote didn't lead to immediate change. But here's why **your vote still matters**:

- **Your voice shapes union decisions.** Even if the outcome wasn't what you hoped for last year, high turnout strengthens GMB's negotiating power. It shows employers we're engaged, united, and watching.
- **Ballot results directly influence the next steps.** If a majority votes to reject the offer *and* support action, it gives GMB a legal and democratic mandate to move toward industrial action. Without that, legally, we can't take any.
- **Strong turnout pressures employers.** The more members who vote, the harder it is for employers to ignore us—even if the offer is

accepted. Low turnout gives the impression members are disengaged, which weakens future bargaining.

- **You help decide whether to accept or fight back.** If members don't vote, that silence could be taken as acceptance. Every vote counts toward what happens next.

In short: No vote = No voice. If you care about your pay, conditions, and future negotiations, casting your vote is one of the most powerful things you can do.

If you don't vote, it won't be counted.

It's simple:

- **Only votes that are cast count.**
If you *don't* vote, you're not included in the result – and employers assume you accept the offer.
- **Low turnout weakens our position.**
If not enough members vote, we *can't* legally take industrial action, even if most of those who *do* vote say "reject."

Your pay. Your choice. Your voice.

Vote to accept or reject – just make sure you vote.

Will the pay offer be funded by Government?

There will be no additional central funding for this pay offer. Local councils, employers and schools will have to implement the pay offer (if accepted) out of existing budgets.

How can I get more involved?

- Talk to your **workplace GMB Representative**.
- Visit the **GMB website** for updates.
- Contact your **GMB Regional Office** for support.

Stronger together. Your vote. Your pay. Your union.

Stay informed. Make your voice heard. Your vote is your power.

For more information, contact your local rep or visit: www.gmb.org.uk

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