



13 April 2026

LOCAL GOVERNMENT, COUNCIL, SCHOOLS & ACADEMIES BALLOT NOW OPEN!

GMB pay ballot covering all workers across local government, school & academies that follow National Joint Council (NJC Green Book) pay, terms and conditions across England, Wales and Northern Ireland is now open.

GMB members will have their say on pay, and we now need you to take part in this important ballot and let us know if you are prepared to **accept** or **reject** the pay offer.

The closing date for the ballot is **22 May**.

Having reviewed the full and final offer in detail, the National Joint Committees have adopted a **neutral position** and agreed that it is for GMB members to decide whether the offer is adequate. Members may wish to note that the employers' side agreed to meet but presented a full and final offer instead of entering negotiations, and **that the offer is not supported by any additional funding.**

A vote to reject is also your vote in favour of a move to a formal industrial action ballot.

From school support staff to refuse workers, from town hall workers to social workers, hundreds of occupations are covered by this pay offer. (Approximately 1 million workers plus are covered).

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, and on all pay points above the maximum of the pay spine but graded below deputy chief officer** (in accordance with Green Book Part 2 Para 5.4)
- **an increase of 3.30 per cent on all allowances** (as listed in the 2025 NJC pay agreement circular dated 24 July 2025)

The employers also responded to other elements of the pay claim as follows:

Union Claim	Employer Response
A clear plan to reach a minimum pay rate of £15 an hour	Rejected
One extra day of annual leave for all staff	Rejected
A reduction in the working week by two hours, with no loss of pay	Rejected
The ability for school staff to take [at least] one day of their annual leave during term time, with no loss of pay	Rejected
The abolition of Level 1 Teaching Assistant role and instead all Level 1 role holders be moved onto Level 2	Rejected

GMB is now asking you to vote on the pay offer.





GMB Joint Local Government & Schools Committee

The National Joint Committees have considered the full and final offer in detail and recommend that members vote to decide whether the offer is adequate or inadequate, bearing in mind that the employers refused to negotiate after the meeting on the 24th March and instead within hours of the adjourned meeting sent a full and final offer to the unions.

A vote to reject is also your vote in favour of a move to a formal ballot for industrial action. For a formal ballot for industrial action to take place, GMB will need at least half of our members to vote for a rejection.

What happens next is up to you. We need all our members to have their say on pay. Make sure you get your ballot and vote. If you have not received your ballot, please contact your local GMB branch/office, details at [GMB Regions | GMB](#).

Throughout this ballot we need you to help build bargaining power in your workplace so please do one or all of the following:

1. Once you have voted, please encourage your work colleagues to cast their vote.
2. Become a GMB rep if you haven't got one in your workplace: gmb.org.uk/become-workplace-representative
3. Recruit a GMB member - colleagues not in a union? Sign them up here: gmb.org.uk/join

Would you like information on becoming a GMB Representative in your workplace? Email PublicServices@gmb.org.uk
Not a GMB member? Join today at www.gmb.org.uk/join

