

Our Ref: **LG/25/2024**

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To: Secretaries of Local Government Branches in England,  
Wales and Northern Ireland (Scotland – for information only)  
Regional Heads of Local Government  
UNISON NJC Committee

4 June 2024

## **NJC Pay 2024/25 – Pay Consultation Begins**

**Information about the Local Government pay consultation (NJC) in  
England, Wales and Northern Ireland.**

**Full details about the digital consultation are set out below.**

### **Introduction**

This circular sets out the process for the digital pay consultation being organised by UNISON's NJC Committee for all those covered by the NJC pay rise in councils and schools across England, Wales and Northern Ireland. Full details of the national digital consultation are set out below. The few branches that have opted out of the digital consultation will be sent a separate communication setting out the consultation process that they need to undertake.

### **The trade unions' claim and the final pay offer**

In February 2024, the NJC Trade Union Side submitted the following one-year pay claim for 2024/25:

- **For an increase of £3,000 or 10%, whichever is greater, on all spinal column points from 1 April 2024.**

The claim also called for:

- Reviews of the gender, ethnicity and disability pay gaps in local government
- A 2-hour reduction in the working week with no detriment
- An additional day of annual leave for personal or well-being purposes (with term time only staff also receiving a full day rather than a pro rata amount, that they can use at any time, including term time)
- A phased approach to reaching a minimum pay rate of £15 an hour in a maximum of two years, sooner if possible

You can read the full pay claim here:

<https://www.unison.org.uk/content/uploads/2024/02/NJC-Pay-Claim-2024-25.pdf>

### **The pay offer**

In May, the Employers' Side made a full and final pay offer. The full offer letter can be read here: <https://www.unison.org.uk/content/uploads/2024/05/Emps-to-NJC-TUs-pay-offer-16May24.pdf>

**The offer is an increase of £1,290** (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive, from 1 April 2024.

In addition, the Employers' Side offered:

- 2.5% increase on all allowances
- 2.5% increase on all pay points above the maximum of the pay spine but graded below deputy chief officer

In Greater London, because London Weighting has been incorporated into the pay scale, the offer is different. In outer London, the offer is £1,491 and in inner London it's £1,575.

### **UNISON NJC Committee's view**

The UNISON NJC Committee is asking members to vote in the digital consultation on whether to accept or reject the pay offer. The NJC Committee is recommending that members vote to 'reject' the pay offer on the basis that it falls below the pay claim and does not address the real-terms fall in wages over the past 14 years. The Committee wants every member to vote so that we have a full picture of members' views.

Members should be aware that if they vote to reject the offer, the next step would be an industrial action ballot to attempt to force the employers to make an improved offer.

## The consultation process

The NJC committee has decided to run a digital pay consultation. This means that members will be sent an email with a unique, secure voting link. The email will be sent to whichever email address is held on their UNISON membership record.

### When does the pay consultation start?

The pay consultation for members covered by NJC pay in England, Wales and Northern Ireland starts from Wednesday 5 June and closes on Friday 28 June at midday. The first emails will be sent out on 5 June and members should receive their email by the end of Friday 7 June.

### How to vote

Each member will be asked to click on the link in the email and this will take them directly to the voting page where members can vote to 'accept' or 'reject' the pay offer. Each member can only vote once – votes are secure and anonymous.

Please ask members not to **forward their email with their personalised voting links** – as it is specifically for them. If you know of other members who have not received an email with their personal voting link then please ask them to follow the instructions below.

### What if a member hasn't received an email with a voting link?

Emails with voting links will be sent out from Wednesday 5 June and all members will have received their email by the end of Friday 7 June. If a member hasn't received their email by the morning of Monday 10 June then they can vote by visiting this webpage: [unison.org.uk/njc2024](https://unison.org.uk/njc2024)

On this webpage members need to click on the 'Vote here' button and this will take them to the same NJC voting pages. Because members will be following a general voting link they will then need to verify their membership details to access their personalised vote online. To do this they will need their UNISON membership number or their National Insurance number as well as their date of birth and surname as recorded on the UNISON membership system.

*Note: Members should only use this method of voting if they haven't received their voting link in an email by 10 June.*

### What if members can't vote?

If members are having problems voting then they will be advised to call the UNISON Direct number: 0800 0 857 857. UNISON Direct colleagues will be able to help members check their membership details and access their vote. Members should wait until at least Monday 10 June before trying to vote online and calling UNISON Direct as not all voting emails will be received until Friday 7 June.

## **Why are some members not getting sent their own email?**

If members do not have a current email address on their UNISON membership record then they won't receive an email with their voting link. However, they can still vote by visiting the website [unison.org.uk/njc2024](https://unison.org.uk/njc2024)

## **Will new UNISON members be able to vote?**

All UNISON members who join by 13 June 2024 will be able to vote in this digital pay consultation. They will be sent an email with their voting link in the week starting 24 June 2024.

## **When does the digital consultation close?**

The digital pay consultation closes on Friday 28 June at midday. Please encourage all your members covered by NJC pay in schools, councils and relevant associated employers to vote by this date and time.

## **Will members be sent a reminder if they haven't voted?**

Members will be sent up to three emails during this digital pay consultation. The first one will be sent out between 5-7 June; the second one will be sent by Friday 14 June; the final email will be sent to arrive by Wednesday 26 June. New members will be sent an email by 26 June. We will also send a text message to members with a reminder to vote before the consultation closes. Members who have already vote won't receive further reminders.

## **What can the branch do to support the digital consultation and maximise turnout?**

Branches have a vital role in ensuring that the maximum number of members vote in this important pay consultation. Please do all you can to get the vote out and encourage members to have their say on pay. Your branch can do the following:

- Order leaflets and posters in the UNISON shop <https://shop.unison.site/product-category/council-and-schools-pay/>
- Distribute leaflets in as many workplaces as possible
- Ask your local stewards, branch officers, pay campaign contacts, workplace contacts to hand out leaflets to all members in their workplace
- Put up posters on workplace noticeboards
- Organise branch meetings – both in person and online – to explain the pay claim and offer and why it's so important to vote in the consultation
- Use your social media accounts to promote the pay consultation and the pay campaign – you can find the graphics for your social media, emails, and online meetings here

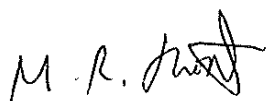
<https://medialibrary.unison.org.uk/pages/search.php?search=%21collection694&k=f66337dd16> or by clicking on the 'Resources' button on the unison.org.uk/fairpaynow website.

- If members haven't voted they will be sent reminders. The first email will go out on 5-7 June, with follow ups for those who haven't voted on 12-14 June and 24-26 June). Remember - if members have already voted then they won't be able to vote again!

#### **More resources to follow**

- There will be a new UNISON PowerPoint presentation to use in your meetings – you'll find it on unison.org.uk/fairpaynow under the 'Resources' tab. This will be ready in the week starting 10 June 2024 but start scheduling your meetings now!
- There will be a new UNISON pay calculator showing members what the pay offer means to them. This will be ready in the coming days

With best wishes



Mike Short  
National Secretary  
Local Government, Police and Justice Section