

Local government pay 2026

Harry Honnor

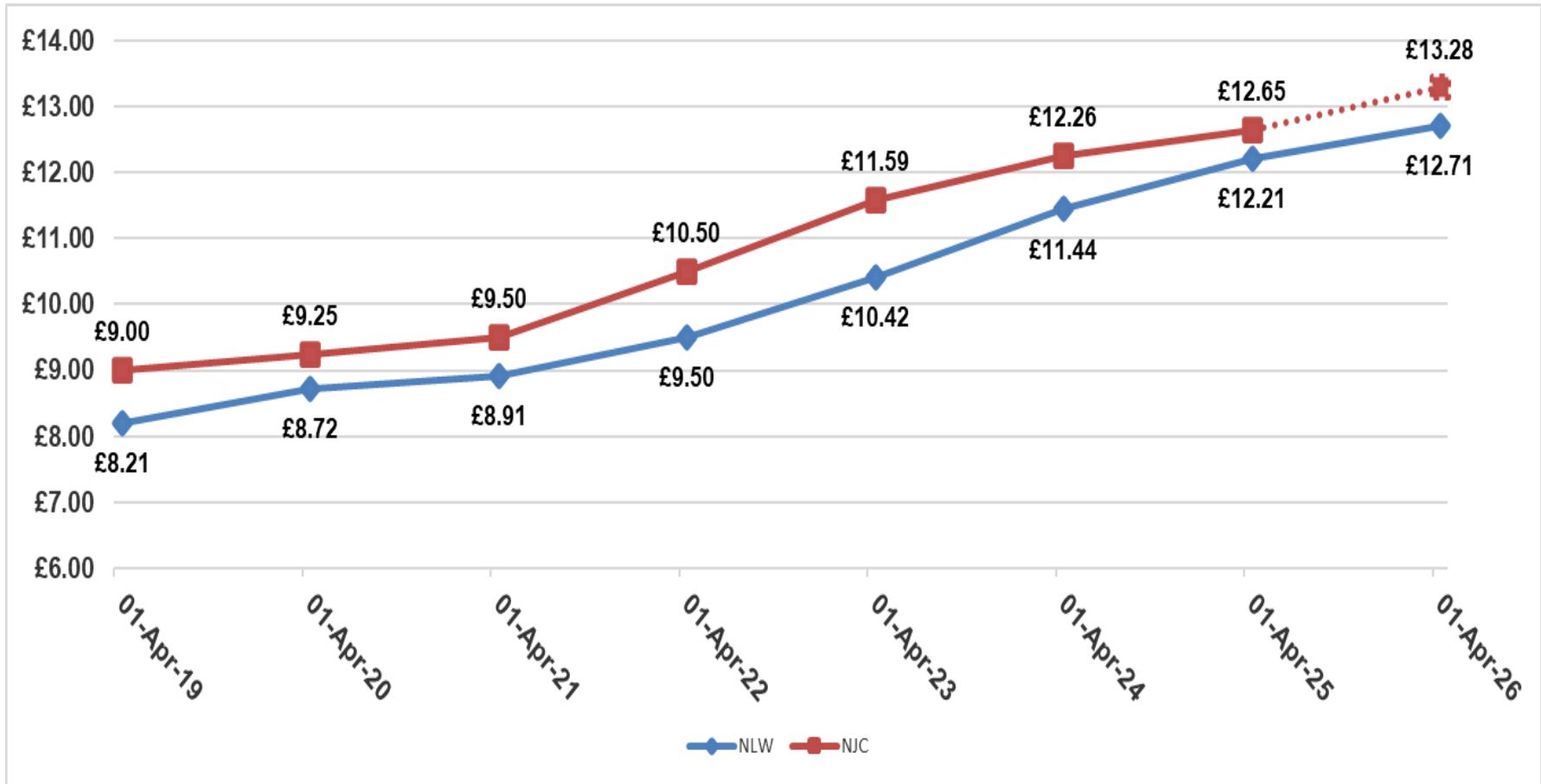
Senior Advisor (Workforce and Negotiations)

NJC v National Living Wage (NLW)

- **NJC pay point 2 (1 Apr 2025) = £ 12.65**
 - **NJC pay point 3 (1 Apr 2026) = £ 12.85**
 - ***NJC pay point 3 (1 Apr 2026) = £ 13.28***
(pending 2026 pay agreement)

 - **NLW 1 April 2026 = £ 12.71**
 - **NLW 1 April 2027: “Based on current wage forecasts, we expect the rate needed to stay at two-thirds of median hourly earnings will be in the range of £13.02 and £13.34, with a central estimate of £13.18. This range represents a 2.40 - 5.0 per cent increase over the current NLW, with a central estimate of 3.70 per cent.”** (Source: [Low Pay Commission](#))
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NJC minimum rate v NLW



NJC pay spine 2025/26

SCP	FTEs	£ per annum	£ per hour	SCP	FTEs	£ per annum	£ per hour
1		<i>Deleted wef 01-Apr-23</i>		23	15,279	£34,434	£17.85
2		<i>Deleted wef 01-Apr-26</i>		24	13,507	£35,412	£18.35
3	22,708	£24,796	£12.85	25	18,737	£36,363	£18.85
4	14,638	£25,185	£13.05	26	10,451	£37,280	£19.32
5	12,884	£25,583	£13.26	27	12,046	£38,220	£19.81
6	30,323	£25,989	£13.47	28	18,506	£39,152	£20.29
7	15,092	£26,403	£13.69	29	9,266	£39,862	£20.66
8	13,706	£26,824	£13.90	30	13,768	£40,777	£21.14
9	13,251	£27,254	£14.13	31	13,397	£41,771	£21.65
10	6,974	£27,694	£14.35	32	12,388	£42,839	£22.20
11	22,677	£28,142	£14.59	33	9,317	£44,075	£22.85
12	12,484	£28,598	£14.82	34	9,126	£45,091	£23.37
13	6,867	£29,064	£15.06	35	12,611	£46,142	£23.92
14	13,713	£29,540	£15.31	36	8,626	£47,181	£24.46
15	11,327	£30,024	£15.56	37	5,602	£48,226	£25.00
16	5,552	£30,518	£15.82	38	7,417	£49,282	£25.54
17	19,400	£31,022	£16.08	39	6,494	£50,269	£26.06
18	4,499	£31,537	£16.35	40	8,598	£51,356	£26.62
19	15,731	£32,061	£16.62	41	4,852	£52,413	£27.17
20	12,423	£32,597	£16.90	42	3,277	£53,460	£27.71
21	6,204	£33,143	£17.18	43	5,725	£54,495	£28.25
22	16,788	£33,699	£17.47				

NJC unions' 2026 (one-year) pay claim

- ***An increase of at least £3,000 or 10 per cent (whichever is greater)***
 - ***A minimum pay rate of £15 an hour***
 - ***A two-hour reduction in the working week***
 - ***An increase of one day annual leave***
 - ***The ability of all school support staff to take a day of paid leave during term time***
 - ***The abolition of Level 1 Teaching Assistant role and instead all Level 1 role holders be moved onto Level 2***
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NJC unions' 2026 (multi-year) pay claim

- ***Year 1: £3,000 or 10 per cent (whichever is greater) on all spinal column points, alongside the introduction of a £15 minimum hourly rate***
 - ***Year 2: An increase of RPI + 3 per cent***
 - ***Year 3: An increase of RPI + 2 per cent***
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Employers' full and final offer

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*)
 - **an increase of 3.30 per cent on all NJC allowances**
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Other public sector pay awards 2026

- **NHS*** = **3.30 per cent**
- **Drs and Dentists** = **3.50 per cent**
- **Civil service** = **3.50 per cent**
- **Teachers** = **???** per cent

* Nurses, Midwives, Paramedics

NJC unions' next steps

UNISON rejected without consulting its members. It will be conducting disaggregated ballots for industrial action in some - not all - councils / schools / NJC employer organisations 9 Jul – 6 Aug

GMB adopted a neutral position in its consultation, leaving its members to decide for themselves whether to accept or reject the offer. Its members have voted to reject. Next steps to be discussed 18 June

Unite rejected the offer without consulting its members. It is expected to conduct ballots for industrial action 'during the summer'

Craftworkers' pay 2025 (not a typo!)

- **National Employers' full and final offer 3.20 per cent made on 22 April 2025**
- **GMB ready to accept since last summer**
- **Unite conducted strike ballots in seven councils***
- **2 x 24-hr strikes planned this month in Bristol, Leeds, Newham and Southwark**
- **No claim lodged for 2026**

*Bristol, Dudley, Durham, Leeds, Newham, Southwark and Stoke

Q&As

Keep up to date with the pay negotiations:

<https://www.local.gov.uk/our-support/workforce-and-hr-support/local-government-services>
