**LOCAL GOVERNMENT AND SCHOOLS PAY AWARD 2020/21**

**Background**

* Final 2020 Local Government pay offer now on the table.
* Green Book – NJC covers local government staff pay and terms & conditions; plus
* School Staff and majority of academies follow NJC – Craft and Chief Officers are separate to NJC
* How it works – GMB members 'Have their say on Pay' – GMB pay claim goes into a Joint Union claim; GMB & TU's presented this to employers in summer 2019. – The National Employer-side consult all councils, then a pay offer follows –

TALKS CONTINUED DURING COVID 19

**Pay Talks**

* Initial Offer was tabled pre Covid-19 which was 2% – GMB rejected this.
* Talks have continued throughout Covid-19 and an offer of 2.75% was tabled in May 2020.
* GMB alongside sister unions have been pushing government to boost the 2.75%.
* Government have refused to boost the pay offer.
* Time for GMB Members to have their say on pay.

**2020/21 PAY OFFER**

* 2.75% Increase on all pay points and backdated to 1st April 2020
* An extra day's annual leave on the minimum which currently is 21 days. (part 2 para 7.2)
* Further discussions to include a comprehensive joint national review of the workplace causes of stress and mental health
* “Without prejudice discussion” in order to examine all options for ensuring the sector and the NJC pay spine can meet the challenge of the Government’s target for the National Living Wage in the coming years.

**‘HAVE YOUR SAY ON PAY’- GMB BALLOT IS NOW OPEN!!**

Evaluation – GMB’s View

* On 10th June 2020 - senior lay reps from all GMB Regions met as key part of GMB’s democratic process.
* Feedback from most GMB regions is we were right to reject 2% but the improved offer of 2.75% had a mixed response and that's why GMB have now moved to a full all members ballot to ask members to vote and have their say on pay.
* If members reject the pay offer options will explored including an industrial action consultative ballot.
* GMB Position: present the facts to the members; explain the pay offer and encourage a huge turnout so all members have their say on pay and return a strong mandate.
* GMB Members who have registered their emails/mobiles will get an opportunity to vote on-line and rest of the membership will get a postal vote.

**Next Steps - Your Views, Your Pay, Your Say**

* GMB vote of all GMB members England, Wales and Northern Ireland (i.e. councils, schools, academies).
* Timetable – ballot is open from 22nd June and ballot will close on Thursday 30th July 2020.
* Democratic right for GMB members to 'Have their Say on Pay' All GMB members with an email address will get an online voting paper anyone who doesn't have an email registered will get a postal vote.
* Update your membership details now to have a say on your pay