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Subject: Green book pay update - NJC for Local Government Services - August

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To: Chief Fire Officers/Chief Executives,

Directors of HR,

Chairs of Fire Authorities/PFCCs/Deputy Mayors.

The following is provided by way of an update to the pay negotiations for all green book staff across England & Wales (those staff under the National Joint Council for Local Government Services).

The National Employers made a [full and final pay offer](#) with effect from 1 April 2024:

- 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.
- 2.50 per cent 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[1]).
- 2.50 per cent on all allowances (as listed in the 2023 NJC pay agreement circular dated 1 November 2023)

The employees' side of the NJC for LGS is made up of three unions, seats are allocated based on the proportion of union membership. Unison – 31 seats; GMB – 16 seats; Unite – 11 seats. The union sides responses to the pay offer were as follows:

- UNISON members voted to reject the offer; and will [conduct a ballot for industrial action](#) that will run from 4 September to 16 October.
- Unite members also [voted to reject](#) the offer; its ballot for strike action will run from 27 August to 15 October.
- GMB members [voted to accept](#) the offer.

You may be familiar with the view of the National Employers who **advise very strongly** against imposing any pay offer before the collective bargaining process has concluded. To do so would leave authorities vulnerable to questions being asked by auditors about why, in the absence of a national collective agreement, expenditure has been unnecessarily incurred. Perhaps more importantly, authorities should consider very carefully the wider legal issues, including those arising out of the cases of [Kostal UK Limited v Dunkley](#) and [INEOS Infrastructure Grangemouth Limited v Jones & others](#).

If it is of any use, please see the LGA's [comprehensive guidance on managing industrial action](#), along with [associated FAQs](#).

Further updates will be provided in due course.

Kind Regards,

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