

Vote **YES** to strike action for a better NJC Pay Offer

UNISON members covered by the NJC voted by 80% across England and Wales to reject the employers 2024/25 pay offer of £1,290 on all pay points and 2.5% from pay point 43.

In Sandwell Council members voted by 74.4% to reject the offer. In Sandwell Children's Trust members voted by 87% to reject the offer and by 85% in Sandwell Leisure Trust.

Your union can only secure a better offer if you give a mandate to call industrial action. The bigger that mandate and vote the stronger the chance of securing a better deal.

Therefore, UNISON will be formally balloting all members working in schools, across local government and other bodies covered by NJC pay on industrial action.

Legally this formal industrial action ballot must take place via the post. Look out for your ballot paper from 4th September and post it back ASAP.

Unless 50%+ of members actually post their vote back in time then the vote will fail the ballot threshold.

The vote will be disaggregated, which means it will be conducted by each employer.

Things you can do to help win a better NJC pay offer:-

- Vote – return your ballot paper in the post ASAP
- Every week ask your colleagues if they have voted yet.
- If they are not in a union, ask them to join UNISON [Join UNISON and get essential cover](https://join.unison.org.uk) [Join.unison.org.uk](https://join.unison.org.uk)
- Make sure we have your up-to-date address

For further information on the 2024/25 NJC pay offer check [NJC-2024-25-pay-offer-by-Sandwell-Grades-1.pdf](https://sandwellunison.co.uk/NJC-2024-25-pay-offer-by-Sandwell-Grades-1.pdf) (sandwellunison.co.uk)

Vote YES for better pay

Down 25% to 35% in real terms!!!

This is the loss in the real value of pay for school support staff and local government workers covered by NJC pay since 2010. Depending upon where you sit on the pay spine the value of your pay is worth a staggering 25% to 35% less than it was!!!

No wonder for a whole range of jobs and professions there is a retention and recruitment crisis. The only way to resolve this crisis is to secure better pay. It's time to stand up for better pay.

NHS and Teachers get 5.5%

The pay review bodies for NHS staff and Teachers have recommended 5.5% pay award for 2024/25.

Many other public sector workers look set to also receive a similar pay offer for 2024/25. Annual pay rises for the last 12 months across the whole economy are 6%.

Once again, the offer for school staff and local government is worse than elsewhere.

Make sure you and your colleagues are in UNISON

To join UNISON simply use the link below <https://join.unison.org.uk/>

UNISON

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Biggest Trade Union

www.sandwellunison.co.uk



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