

2025/26 NJC Pay Claim

The proposed pay claim of a flat rate of £3,000 for full time workers (pro rata for part time staff) was overwhelmingly backed in Sandwell.

91.7% (453 members) voted in favour of the proposed flat rate pay claim of £3,000 on all pay points for 2025/26. Just 41 members voted to reject this suggestion.

This claim was also supported across the Region and nationally. UNISON's NJC committee, in consultation with our sister unions, will be submitting the 2025/26 pay claim for school support staff and local government workers by the end of January.

Once our employers receive the claim they will need to consult across England and Wales before making an offer, probably late March.

The latest news on the pay award will be discussed at your union's AGM on Tuesday 25th March.

Sickness Policy

If you are sick and get called for a stage 1 meeting with your manager, you are entitled to be accompanied by a union representative. It is strongly recommended that you contact us immediately at stage 1 so we can support you at the beginning of the process.

Reminder to Managers in the Council

Triggering corporate targets does not mean a stage 1 must automatically take place.

To quote the policy "This procedure *may* be triggered;"

"When an employee has activated a trigger, an assessment should be made to decide whether to proceed to Stage 1." – assessing absence history/patterns and other factors. "Where a manager has decided not to proceed to Stage 1, they must record the reasons why as part of the return to work contact."

Your Union's AGM Tues 25th March

All members are invited to the 2025 Annual General Meeting of Sandwell General UNISON Branch. Invites are in the post.

There are two opportunities to attend. Either at lunchtime between 1pm and 2pm, where a free buffet will be available for members from 12:45pm. Or at 7:30pm.

At the AGM there will be an update on what is happening to the pay claims for 2025. If you want to find out the latest, then come along.

**Council Chambers
Sandwell Council House
Oldbury**

**1pm for lunchtime (buffet from
12:45pm) or
7:30pm for the evening**

Please register your interest to attend to receive the agenda.

Guest speaker for the 1pm meeting will be from Stand Up To Racism.

Guest speaker at 7:30pm will be UNISON Regional Organiser Laura House, who will talk about the new negotiating body for school support staff pay (known as SSSNB).

Don't miss out on entering the free prize draw for prizes of £250 and £100. Look out for your AGM invite in the post to enter.

Did You Know?

Your union branch represented 341 individual cases during 2024. 163 of these related to sickness absence procedures.