

National Employers for local government services

Jason Poulter
Trade Union Side Secretary
JNC for Craft & Associated Employees
Unite House
128 Theobald's Road
London WC1X 8TN

20 August 2025

Dear Jason,

CRAFTWORKER PAY 2025

Thank you for taking the time to meet with Councillors Peter Marland and Roger Phillips on 30 July and for your letter of 11 August, which has been considered by the National Employers.

Members have agreed to again reaffirm their offer made on 22 April as full and final.

In response to the points in your letter:

Building Labourer Grade SCP 2 to SCP 3 1st April 2026

As set out in our letter of 22 April, of the 32 councils in England, Wales and Northern Ireland that we understand employ Craftworkers on JNC 'Red Book' conditions, only nine of them apply the JNC-specific rates of pay. Our data shows those nine councils combined employ around just 270 Craft employees, a tiny number of whom will be paid on the Building Labourer Grade.

The point you raise about avoiding a *concertina effect* of grades is one with which councils are well aware and adept at dealing with. The most effective resolution is to include Craftworkers in local pay and grading job evaluation exercises (using the [model Craft role profiles](#)). Therefore, the National Employers will continue to urge those nine councils to apply job evaluation to their Craft roles.

JNC Craft Apprentice rates

Our data shows that just two of the nine councils referenced above currently jointly employ around 40 Craft apprentices on the JNC-specific rates of pay. The employers' offer therefore remains as set out; namely that the JNC should now cease publishing rates of pay for apprentices because of the government's move away from age-related rates of pay, and instead instruct councils to set their own local rates (whilst paying due regard to their obligations under the National Minimum Wage Act 2014).

The National Employers very much hope that you will now join with your union colleagues in the other three local government bargaining groups who have reached agreement on pay awards of 3.20 per cent for 2025/26, so that local authority JNC Craftworkers can also receive their pay increase.

Yours sincerely,

Naomi Cooke

Naomi Cooke
Employers' Secretary

cc George Georgiou, GMB and Neil Tasker, Unite