

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

4 February 2026

Dear Jason,

CRAFTWORKER PAY 2025/26

Thank you for your letter of 28 January 2026.

Data collected by the National Employers ahead of the 2025 pay round showed fewer than 4,000 Craftworkers are directly employed across 32 councils. Of those, the overwhelming majority are paid on either NJC 'Green Book' or locally determined rates of pay, rather than the specific rates of pay¹ set out each year in the JNC Craft pay agreement circulars.

Of the few hundred Craftworkers, employed across only nine of the 32 councils, who are paid the JNC rates, we have been unable to find a single Craftworker employed as a Building Labourer. Therefore, to the best of our knowledge, the deletion of SCP2 from the NJC spine on 1 April will have no impact whatsoever on any individual Craft employee.

However, if Unite is able to provide an example of a Building Labourer currently employed directly by a council on the specific JNC Craft 2024 pay rate of £23,656 per annum (£453.68 per week), the National Employers would be willing to discuss with the employer[s] the appropriate action it needs to take from 1 April.

The employers, both national and local, sincerely hope Unite will now agree to settle 2025 pay so that Craftworkers can receive their long-overdue 3.20 per cent pay award.

Yours sincerely,

Naomi Cooke
Employers' Secretary

cc George Georgiou, GMB
Neil Tasker, Unite
Clare Keogh, Unite

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Designation	1 April 2024 per week	1 April 2024 per annum
1. Building Labourer	£453.68	£23,656
2. Heating & Ventilation Mate	£460.79	£24,027
3. Building Craft Operative	£460.79	£24,027
4. Plumber	£468.02	£24,404
5. Engineer & Electrician	£475.42	£24,790