

CENTRAL OFFICE

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8<sup>th</sup> September 2025

Mr Harry Honnor  
Senior Adviser (Workforce & Negotiations)  
Local Government Association  
18 Smith Square  
London  
SW1P 3HZ  
**SENT ELECTRONICALLY**  
[Harry.Honnor@local.gov.uk](mailto:Harry.Honnor@local.gov.uk)

Dear Harry

**LOCAL GOVERNMENT ASSOCIATION FOR EMPLOYEES COVERED UNDER THE TERMS OF THE  
JNC LOCAL AUTHORITY CRAFT AND ASSOCIATED EMPLOYEES AGREEMENT (RED BOOK)  
CRAFTWORKER PAY 2025**

Thank you for the response sent on behalf of the National Employers, dated 20<sup>th</sup> August 2025.

Having consulted with our Lead Representatives, I write to advise that there have been a number of concerns raised with the position outlined in your letter as follows:

The initial principle on the JNC is to reach agreement on shared values on a national scheme of pay and conditions for local application. The JNC Trade Unions remain strongly committed to negotiations and consultation at all levels. It is through cooperation that we seek to maintain the principles of our Agreement and its Key National Provisions that set the basis for a standard applicable throughout England and Wales.

Your position, which is not one reached through any form of negotiation or cooperation, seeks to erode the principle for setting this basic standard for Craft and Associated Employees in its first instance by removing the Apprentice from; Part 2, Key National Terms, 3.6 Apprentices and Young Trainees Note: "*The Terms and Conditions of Employment of the Apprentice or Trainee should be in accordance with those prescribed by the JNC.*"

Part 2, Appendix 1 - Pages 33, 34 and 35

The second issue to raise here is the proposal of a concertina structure under our Key National Terms with a view to altering the principle, not building upon it at local level through job evaluation.

Part 2, Appendix 1 - Pages 31 and 32

I am unaware of any agreed criteria for local grading establishing and validating competency outside of standards set by SRO's for Craft and Allied Trade Apprentices. In the spirit of transparency, please provide the Council with all examples, bearing in mind industry accreditation is no longer endorsed under Construction Leadership Council Guidance and ended on the 31<sup>st</sup> December 2024.

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This will allow us to have a route and branch review of any possible deviation from the Building Safety Act for HRB's and building control provision through the Act and under the Building Safety Regulator, established outside recognised apprenticeship and regulated qualifications in; Part 2, Key National Terms 5. Pay 5.1 "A *Craft employee is one who has served a recognised Craft or trade Apprenticeship or has gained such experience as is accepted by the Local Authority and the appropriate Craft or Trade Union as being equivalent.*"

I am requesting a full Council meeting be called outside of our normal meeting schedule within 14 days of this request under; Part 1, Constitution 11, Meetings "*The Chair shall call a Special Meeting of the Committee if so requested by either side of the Committee. The requisition, and also the notice summoning the meeting, shall state the nature of the business proposed to be transacted, and no other matters shall be discussed. The meeting shall take place within fourteen days of such a requisition being received by the Joint Secretaries.*" The business of this meeting will be to discuss our concerns clearly stated above and should be entered into looking to seek compromise.

I look forward to your response and anticipated support for this request.

Yours sincerely

A handwritten signature in black ink, appearing to read "J. Poulter".

**JASON POULTER**  
**NATIONAL OFFICER**  
**CONSTRUCTION SECTOR**

cc: Naomi Cooke, Employers' Secretary, LGA  
George Georgiou GMB National Officer  
Neil Tasker, Southwark Unite Branch Secretary