

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

22 January 2026

Dear Jason,

CRAFTWORKER PAY 2025/26

Thank you for your letter of 14 January 2026.

As advised previously, the deletion of NJC spinal column point (SCP) 2 formed part of the NJC's 2025/26 pay agreement and will go ahead on 1 April 2026. Therefore, the Building Labourer grade JNC-specific rate of pay (currently aligned to NJC SCP2) will automatically increase to align with NJC SCP3 from that date, as NJC SCP2 will no longer exist.

However, it is important to note that of the nine councils in England that we understand currently apply the JNC-specific rates of pay¹, we are unaware of any of them employing a Building Labourer grade role.

If though there should be an instance of a Building Labourer employed in a council somewhere and being paid currently on the equivalent of the NJC SCP2 pay rate, the employers maintain their long-held view that using job evaluation, as a tool to fairly measure and recompense different roles within a council, will resolve any anomalies that may arise from the impending increase to the equivalent of the NJC SCP3 pay rate.

The National Employers again urge Unite to join with GMB in accepting their full and final pay offer.

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