

May 2025

NJC Pay Award Update

NJC Support Staff Pay Award 2025/26 2025 pay offer

On 22 April, the National Employers responded to the pay claim with a full and final offer:

- With effect from 1 April 2025, **an increase of 3.20 per cent to be paid** as a consolidated, permanent addition on **all NJC pay points 2 to 43 inclusive and on all pay points above the maximum of the pay spine but graded below deputy chief officer** (in accordance with Green Book Part 2 Para 5.4).
- With effect from 1 April 2025 **an increase of 3.20 per cent on all allowances** (as listed in the 2024 NJC pay agreement circular dated 22 October 2024).
- With effect from **1 April 2026, the deletion of pay point 2** from the NJC pay spine.

This has not been accepted and we are waiting for further updates

Teachers Increment Mainscale 1 to Mainscale 6

From September 2025 increments for Teachers on M1 to M6 will be automatically applied.

We will send out a spreadsheet in August with all Teachers that would be due an increment on 1st September 2025, which will exclude Teachers on M1 to M6.

You will then need to confirm that you would like to apply the increment for each individual employee and return the spreadsheet to payroll to action.