



30th April 2026

PAY CLAIM 2026/27

The Joint Unions are looking for NWS to make full use of the Civil Service Pay Remit, awarding the maximum possible pay increase for all employees as allowed under the Civil Service Pay Remit. Our highly skilled and experienced workforce are facing ongoing and new challenges during this period of uncertainty and this needs to be recognised. Furthermore, ongoing exits and the reduction in headcount is having a notable impact on staff morale.

We are looking to conduct pay negotiations to secure an award, noting the anniversary date of April 1, 2026 and the publication of the Civil Service Pay Remit.

As part of this we are seeking to utilise the full breadth of the pay remit for the benefit of all employees

The following factors have been taken into consideration for this years pay claim:

- Volatility in the economy is creating price pressures on the cost of living for our members, further exacerbated by current geo-political issues impacting on the price of oil and the knock on impact this has for consumers. The International Monetary Fund has forecast that the UK will be hit the hardest as a result from the Iran war
- The prevailing rates of inflation from January to April 2026 where CPI was at 3.3% and CPIH at 3.4%
- Feedback from Union members on their aspirations for the pay award for the 2026/ 2027 financial year

We therefore seek to secure a pay award that maximises all the provisions within the Pay Remit Guidance to ensure remuneration remains competitive to retain the current highly skilled and experienced workforce and is attractive to new talent in the future.

We also seek to ensure that NWS remains, as a minimum, a mid-point employer in relation to those on RWM terms and conditions.

As the civil service pay remit guidance for 2026 has not yet been published we reserve the right to add additional elements into the pay claim where relevant.

We look forward to opening constructive negotiations with a view to reaching an appropriate settlement without unnecessary delay.

Acknowledging the constructive way that NWS has conducted pay negotiations with the Joint Unions in recent years it is our expectation that this will continue, and that no submissions, formal or informal, are made to Government in relation to the CSPR/pay related matters without the Joint Unions' prior engagement.

Yours sincerely

NWS Joint Unions

Mary McCormick and Julia Kinch – Prospect Co Chairs

Dawn Newman and Robin Strange – Prospect Pay Negotiation Reps

Dan Dougherty – Unite rep

Simon Coop – Unite National Officer

Jo Livesey – Prospect Negotiations Officer