08 August 2023

To: Principals and Chairs of Governing Bodies of Colleges of Further Education

HR Managers of Colleges of Further Education

Department for the Economy

DE Pensions Branch

UCU

NASUWT

**Further Education Lecturers’ Pay from 1 September 2021 and 01 September 2022**

The rates of salaries and allowances to be paid to Lecturers in Colleges of Further Education shall be those set out in the Appendix 1.

Summary of Changes:

1. 1.0% increase in salary rates (including allowances i.e. Threshold, Dean, Responsibility and Re-organisation) from 1 September 2021.

relating to Lecturer’s Contract of Employment (i.e. Associate Lecturers, Full-Time Lecturers, Principal Lecturers’ and Heads of Department) and Part-time Hourly Paid Lecturers.

1. 1.0% increase in salary rates (including allowances i.e. Threshold, Dean, Responsibility and Re-organisation) from 01 September 2022 relating to Lecturer’s Contract of Employment (i.e. Associate Lecturers, Full-Time Lecturers, Principal Lecturers’ and Heads of Department) and Part-time Hourly Paid Lecturers.
2. Non-consolidated payment totalling £8m to those members of staff employed outside NJC terms and conditions during the period 1 September 2021 - 31 August 2022 (calculated at £3,000 gross subject to normal tax and NI deductions per Full Time Equivalent, Part Time Lecturers will be paid on a pro rata basis)

**Dr Nicholas O’Shiel**

**A close-up of a signature

Description automatically generated**

**Chair**

**College Employers’ Forum**

APPENDIX 1

1. **Lecturers**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Scale Points** | **Rate as at 1st Sept 2017** | **Rate as at 1st Sept 2018** | **Rate as at 1st Sept 2019** | **Rate as at 1st Sept 2020** | **Rate as at 1st Sept 2021** | **Rate as at 1st Sept 2022** |
| **1 n** | £22,851 | £23,080 | £23,542 | £24,013 | £24,253 | £24,496 |
| **2** | £26,274 | £26,537 | £27,068 | £27,609 | £27,885 | £28,164 |
| **3** | £28,476 | £28,761 | £29,336 | £29,923 | £30,222 | £30,524 |
| **4** | £30,842 | £31,150 | £31,773 | £32,408 | £32,732 | £33,059 |
| **5** | £33,129 | £33,460 | £34,129 | £34,812 | £35,160 | £35,512 |
| **Threshold\*** | £2,640 | £2,666 | £2,719 | £2,773 | £2,801 | £2,829 |
| **Deane\*\*** | £1,373 | £1,387 | £1,415 | £1,443 | £1,457 | £1,472 |

Threshold point

\* Threshold payment carried from lecturer scale, if applicable. Threshold payment carried or newly acquired on the lecturer scale

Deane

\*\* The Deane payment is detailed in Section 6 of this circular. This payment relates to staff who have been on threshold for two years or more.

(Note – pay award applied and the new rates then rounded to the nearest £1)

1. **Principal Lecturers**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **College Size Group** | **Scale** | **Range of Points on Scale** | **Range of Points on Scale** | **Range of Points on Scale** | **Range of Points on Scale** |
| **(£) – 2019** | **(£) – 2020** | **(£) – 2021** | **(£) – 2022** |
| **E3 and Higher – 5&6** | **5** | £45,537-£49,506 | £46,448-£50,496 | £46,912-£51,001 | £47,381-£51,511 |
|  | **6** | £46,869- £50,839 | £47,806- £51,856 | £48,284- £52,375 | £48,767- £52,899 |

**Note:** These scales do not show the £2,801 (September 2021)/£2,829 (September 2022) payment for lecturers on the Principal Lecturer scale who apply for and are awarded a Threshold payment or who have carried such payment from another scale.

1. **Heads of Departments**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **College Size Group** | **Scale** | **Range of Points on Scale** | **Range of Points on Scale** | **Range of Points on Scale** | **Range of Points on Scale** |
| **(£) - 2019** | **(£) - 2020** | **(£) - 2021** | **(£) - 2022** |
|  |  |  |  |  |  |
|  | **13** | £48,177 - £52,158 | £49,141 - £53,201 | £49,632 - £53,733 | £50,128 - £54,270 |
|  | **14** | £49,506 - £53,488 | £50,496 - £54,558 | £51,001 - £55,104 | £51,511 - £55,655 |
|  | **15** | £50,839 - £54,807 | £51,856 - £55,903 | £52,375 - £56,462 | £52,899 - £57,027 |
|  | **16** | £52,158 - £56,119 | £53,201 - £57,241 | £53,733 - £57,813 | £54,270 - £58,391 |
|  |  |  |  |  |  |
| **FG16 – FG21** |  |  |  |  |  |
| **16** | £52,158 - £56,119 | £53,201 - £57,241 | £53,733 - £57,813 | £54,270 - £58,391 |
|  | **17** | £53,488 - £57,453 | £54,558 - £58,602 | £55,104 - £59,188 | £55,655 - £59,780 |
|  | **18** | £54,807 - £58,781 | £55,903 - £59,957 | £56,462 - £60,557 | £57,027 - £61,163 |
|  | **19** | £56,119 - £60,108 | £57,241 - £61,310 | £57,813 - £61,923 | £58,391 - £62,542 |
|  | **20** | £57,453 - £61,435 | £58,602 - £62,664 | £59,188 - £63,291 | £59,780 - £63,924 |
|  | **21** | £58,781 - £62,750 | £59,957 - £64,005 | £60,557 - £64,645 | £61,163 - £65,291 |
|  |  |  |  |  |  |

**Note:** These scales do not show the £2,801 (September 2021)/£2,829 (September 2022) payment for lecturers on the Head of Department scales who apply for and are awarded a Threshold payment or who have carried such payment from another scale.

1. **Management Salary Spine**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Management Spine Points** | **Salary** | **Salary** | **Salary** | **Salary** |
| **(£)-2019** | **(£)-2020** | **(£)-2021** | **(£)-2022** |
|  |  |  |  |  |
| **1** | £34,227 | £34,912 | £35,261 | £35,614 |
| **2** | £35,352 | £36,059 | £36,420 | £36,784 |
| **3** | £36,472 | £37,201 | £37,573 | £37,949 |
| **4** | £37,588 | £38,340 | £38,723 | £39,110 |
| **5** | £38,715 | £39,489 | £39,884 | £40,283 |
| **6** | £39,830 | £40,627 | £41,033 | £41,443 |
| **7** | £40,947 | £41,766 | £42,184 | £42,606 |
| **8** | £42,072 | £42,913 | £43,342 | £43,775 |
| **9** | £43,198 | £44,062 | £44,503 | £44,948 |
| **10** | £44,312 | £45,198 | £45,650 | £46,107 |
| **11** | £45,537 | £46,448 | £46,912 | £47,381 |
| **12** | £46,869 | £47,806 | £48,284 | £48,767 |
| **13** | £48,177 | £49,141 | £49,632 | £50,128 |
| **14** | £49,506 | £50,496 | £51,001 | £51,511 |
| **15** | £50,839 | £51,856 | £52,375 | £52,899 |
| **16** | £52,158 | £53,201 | £53,733 | £54,270 |
| **17** | £53,488 | £54,558 | £55,104 | £55,655 |
| **18** | £54,807 | £55,903 | £56,462 | £57,027 |
| **19** | £56,119 | £57,241 | £57,813 | £58,391 |
| **20** | £57,453 | £58,602 | £59,188 | £59,780 |
| **21** | £58,781 | £59,957 | £60,557 | £61,163 |
| **22** | £60,108 | £61,310 | £61,923 | £62,542 |
| **23** | £61,435 | £62,664 | £63,291 | £63,924 |
| **24** | £62,750 | £64,005 | £64,645 | £65,291 |
| **25** | £64,080 | £65,362 | £66,016 | £66,676 |
| **26** | £65,397 | £66,705 | £67,372 | £68,046 |
| **27** | £66,730 | £68,065 | £68,746 | £69,433 |
| **28** | £68,040 | £69,401 | £70,095 | £70,796 |
| **29** | £69,376 | £70,764 | £71,472 | £72,187 |
| **30** | £70,700 | £72,114 | £72,835 | £73,563 |
| **31** | £72,014 | £73,454 | £74,189 | £74,931 |
| **32** | £73,349 | £74,816 | £75,564 | £76,320 |
| **33** | £74,670 | £76,163 | £76,925 | £77,694 |
| **34** | £76,000 | £77,520 | £78,295 | £79,078 |
| **35** | £77,306 | £78,852 | £79,641 | £80,437 |
| **36** | £78,639 | £80,212 | £81,014 | £81,824 |

**Note:** The Management Spine does not show the £2,801 (September 2021)/£2,829 (September 2022) payment for members of staff on the management spine who apply for and are awarded a Threshold payment or who have carried such payment from another scale.

1. **Payment of Part-time Hourly-Paid Teachers**

The hourly rates for part-time teaching shall be set out in the table below.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Category** | **Standard of Courses** | **Rate per Hour** | **Rate per Hour** | **Rate per Hour** | **Rate per Hour** | **Rate per Hour** | **Rate per Hour** |
| **(£) - 2017** | **(£) - 2018** | **(£) - 2019** | **(£) - 2020** | **(£) - 2021** | **(£) - 2022** |
| **II/III** | Courses above National Certificate or equivalent standard leading directly to a university degree or equivalent qualification and courses of equivalent standard but not necessarily leading to a university degree or equivalent qualification | £36.03 | £36.03 | £36.03 | £36.03 | £36.39 | £36.75 |
| **IV** | Courses above the level of the General Certificate of Secondary Education or comparable level leading directly to the National Certificate, or courses or parts of courses of a comparable standard | £30.77 | £30.77 | £30.77 | £30.77 | £31.08 | £31.39 |
| **V** | Courses other than those described above | £22.59 | £22.59 | £22.59 | £22.59 | £22.82 | £23.05 |

1. **Deane Agreement**

**1 September 2021**

* 1. All Lecturers who have been on the threshold pay point for at least two years (at 1 September 2021) `will receive a further award of £1,457 from 1 September 2021. This award will be consolidated and pensionable.
  2. All Lecturers who move on to the threshold point (at 1 September 2021) will receive a further award of £1,457 (or the relevant figure at that point in time), on completion of two years’ service on the threshold pay point.

**1 September 2022**

* 1. All Lecturers who have been on the threshold pay point for at least two years (at 1 September 2022) `will receive a further award of £1,472 from 1 September 2022. This award will be consolidated and pensionable.
  2. All Lecturers who move on to the threshold point (at 1 September 2022) will receive a further award of £1,472 (or the relevant figure at that point in time), on completion of two years’ service on the threshold pay point.

1. **Responsibility Allowances**

7.1 Under the Deane Agreement, it was agreed that a system of responsibility allowances could be introduced on a college by college basis, concurrent with the phasing out of the Senior Lecturer grade. Allowances are permanent or flexible. The permanent allowances are pensionable and consolidated whilst the flexible allowances are non-consolidated. One responsibility allowance will be valued at £1,746 from 01 September 2021 and £1,763 from 01 September 2022.

1. **Re-organisation Allowance**

8.1 Where a lecturer in a further education college is in receipt of a reorganisation allowance in accordance with the provisions of Department of Education Circular 1996/1, the value of that allowance should be uplifted by 1.0% from 01 September 2021 and 1.0% from 01 September 2022.