



UCU note on the following AoC 'Modernising Pay' document

The staff unions never agreed to the existence of discretionary points on the pay scale. UCU's position is that all points on the scales should be accessible without bars or discretion.

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Leadership in lifelong learning. AOC Modernising Pay Arrangements Pay Recommendations from the Association of Colleges – 2003/04 and 2004/05 Standards Unit January 2004

Introduction

This report sets out in full the Association's recommendation to colleges on pay for 2003/2004 and 2004/2005.

The recommendation follows acceptance of the two year pay agreement by all of the trade unions of the National Joint Forum. It follows constructive and extensive negotiations within the Modernising Pay Arrangements working group. This is a group which is made up of Chairs and Principals of AoC member colleges who are AoC Board members, trade union lay members and AOC, trade union officers.

Further advice and guidance will be provided to colleges throughout late Autumn 2003 and Spring 2004 in the form of dissemination and consultation seminars and written guidance.

The process undertaken to develop Modernising Pay Arrangements

The negotiated recommendation has been informed by intelligence gathered from AoC's member colleges throughout the year. This has taken the form of:

- information collected in regions by AoC Board members and AoC Regional Directors;
- participation at regional meetings by David Gibson, Sue Dutton and Ivor Jones;
- feedback from regional HR networks;
- information from the 70% plus member colleges completing AoC's
- pay survey questionnaire; and
- feedback from the 300 participants attending pay consultation events in May 2003 across England, including subsequent letters and emails with consultation comments.

Working from this intelligence, AoC's negotiations with the trade unions of the National Joint Forum in the Modernising Pay Arrangements working group were based on the following principles:

- affordability- with colleges expecting to settle at around 3% in 2003;
- maximum local flexibility within a competitive labour market; a local negotiations environment allowing for greater stability and the opportunity to plan longer term; and
- a framework for implementing workforce modernisation. These principles have informed all our negotiations with the National Joint Forum.

The Benefits

The recommendation is a light touch framework agreement that recognises the wide range of local conditions in colleges and reflects the fact that colleges will be developing a range of pay initiatives and changes in return for access to Success for All money.

The recommendation is a two year pay agreement for 2003/2004 and 2004/2005. It is intended to provide for stability in industrial relations. It is also designed to support colleges with long term planning in respect of staffing establishment costs, whilst providing a framework for modernisation for those colleges which are able to optimise their funding within the framework of Success for All.

A significant element of the agreement is the commitment from all of the trade unions of the National Joint Forum to work with AoC to develop national framework agreements in the form of Joint Agreements on Guidelines for Performance Management, Job Evaluation and Career Families and Pathways. This is intended to afford colleges the opportunity to develop these initiatives, locally

Its objectives are to:

- Link modernisation of pay arrangements to the achievement of performance-related funding under Success for All
- Establish a basis for improved industrial relations within the sector
- Recognise the Government's desire for modernisation of pay arrangements
- Reflect the wide range of local conditions in colleges
- Provide a flexible, light touch framework which acknowledges the developments within colleges and provides a basis for further development adapted to suit local circumstances
- Ensure cost increases can be contained within overall sector funding allocations
- Recognise that affordability will vary from college to college
- Provide a framework for pay which will enable colleges to make a start on tackling recruitment and retention issues and the erosion of pay differentials which have occurred over recent years and address emerging legal requirements in respect of equal pay.

Funding

In negotiating this recommendation AoC has taken into account both the funding improvements for the sector in the period to 2005-06 emerging from the Spending Review 2002, and the additional costs which colleges face as a result of the transfers arising from Success for All and other Government policy changes.

It recognises that colleges will not all benefit equally from the changes, and that some colleges face considerable funding pressures in the short term — especially but not exclusively, those which may not secure the performance-related funding enhancement envisaged in 2004-05 in Success for All. Colleges facing difficulties in implementing the pay proposals are invited to discuss with the Association how best to take forward the recommendations.

More generally, in recognition of the continuing pressures on pay, AoC and the trade unions of the National Joint Forum will be pressing Government over the coming months to give priority to further improvements in sector funding in the next Spending Review, on which announcements are expected next summer 2004.

The Modernising Pay Arrangements strategy will highlight to Government the direct link that the Success for All funding attaches to improved pay for staff and the new LSC approach to premium funding in 2004/2005 and 2005/2006.

This will in turn form the basis for the Association's Spending Review bid to Government this Autumn 2003. The bottom line will be that existing funding levels must be sustained to provide colleges with sufficient funding to support Modernising Pay Arrangements steadily increased year on year to enable colleges to attract new high calibre staff and retain existing high calibre staff to deliver the Government's aspirations set out in Success for All and its workforce development strategy.

The Recommendation

The national recognition and procedure agreement was established to form a national consultation forum to disseminate good practice in employment matters and to negotiate on pay and employment matters relevant to the workplace.

The outcome of the national negotiations and consultations is a recommendation to local colleges.

“The Further and Higher Education Act 1992 gives Corporations the right to determine their own terms and conditions of employment, therefore, the national recommendations are advisory only. However, it is anticipated that the majority of colleges will choose to adopt the national recommendations.”

Reproduced from the national recognition and procedure agreement — January 2000

Seventy per cent of AoC Member Colleges follow the Association's recommendation year on year.

The recommendation 2003 / 2004

The recommendation is:

0.5% on all salaries and allowances with effect from 1 April 2003, previously notified to colleges in Chief Executive's Letter 5/03.

- 3.0% on all salaries and allowances with effect from 1 August 2003.
- £5.33 minimum hourly rate with effect from 1 August 2003.
- In the light of recruitment and retention difficulties in the sector, the top range of the lecturers' pay scale is to be extended by providing pay progression opportunities up to £29,577 for recruitment, retention and motivation purposes with effect from 1 August 2003, using the existing discretionary points 15 and 16 on the lecturers' pay scale.

The recommended salary scales are set out on below [pages 13 and 14].

Recommended Scales – 1st April 2003

**0.5% increase
£5 per hour**

Lecturers April 03

| | |
|-----|-----------|
| | £14,829 |
| 2 | £15750 |
| 3 | £16,677 |
| 4 | £17607 |
| 5 | £18,525 |
| 6 | £19,452 |
| 7 | £20,388 |
| 8 | £21,303 |
| 9 | £22211 |
| 10 | £23,463 |
| 11 | £24,075 |
| 12 | 425,008 |
| 13 | £25,935 |
| 14 | £26,868 |
| 15 | £27,795 |
| 16* | £28,713 |
| | Senior |
| | Lecturers |
| 1b] | £25,935 |
| 0 | £26,868 |
| | £27 798 |
| 2 | £28,713 |
| 3 | £29,646 |
| 4 | £30,567 |
| 5 | £31,500 |
| 6 | £32421 |
| 7 | £33,345 |
| 8 | £31,272 |

Unqualified lecturers

* Discretionary points

** £5.00 per hour

| | Management |
|----|------------|
| | Apr 03 |
| 0 | £26,934 |
| 1 | £27,819 |
| 2 | £28,704 |
| 3 | £29,583 |
| 4 | £30,459 |
| 5 | £31,353 |
| 6 | £32,232 |
| 7 | £33,111 |
| 8 | £33,999 |
| 9 | £34,875 |
| 10 | £35,835 |
| 11 | £36,841 |
| 12 | £37917 |
| 13 | £38,958 |
| 14 | £40,008 |
| 15 | £41 046 |
| 16 | £42,090 |
| 17 | £43,131 |
| 18 | £44163 |
| 19 | £45210 |
| 20 | £46,251 |
| 21 | £47,301 |
| 22 | £48,345 |
| 23 | £49,383 |
| 24 | £50,418 |
| 25 | £51,462 |
| 26 | £52506 |
| 27 | £53,547 |
| 28 | £54,594 |
| 29 | £55 629 |
| 30 | £56670 |
| 31 | £57711 |
| 32 | £58,749 |
| 33 | £59,796 |
| 34 | £60,840 |
| 35 | £61 884 |

| | |
|-----|---------|
| 36* | £62883 |
| 37* | £63 876 |

| Support | |
|---------|---------|
| Apr 03 | |
| 5** | £9620 |
| 6** | £9768 |
| 7 | £10101 |
| 8 | £10,506 |
| 9 | £10,773 |
| 10 | £11,106 |
| 11 | £11,463 |
| 12 | £11715 |
| 13 | £12,225 |
| 14 | £12444 |
| 15 | £12,690 |
| 16 | £13,047 |
| 17 | £13242 |
| 18 | £13,512 |
| 19 | £13,830 |
| 20 | £14157 |
| 21 | £14 424 |
| 22 | £14,961 |
| 23 | £15516 |
| 24 | £16,099 |
| 25 | £16,512 |
| 26 | £17,910 |
| 27 | £17580 |
| 28 | £18,135 |
| 29 | £18,726 |
| 30 | £19,356 |
| 31 | £19,998 |
| 32 | £20805 |
| 33 | £21504 |
| 34 | £22,185 |
| 35 | £22,848 |
| 36 | £23,526 |

| | |
|----|---------|
| 37 | £24,201 |
| 38 | £24,714 |
| 39 | £25,371 |
| 40 | £26,091 |
| 41 | £26,871 |
| 42 | £27,750 |
| 43 | £28,494 |
| 44 | £29,241 |
| 45 | £29,994 |
| 46 | £30,750 |
| 47 | £31,506 |
| 48 | £32,217 |
| 49 | £33,006 |
| 50 | £33,765 |
| 51 | £34,512 |
| 52 | £35,259 |

| Lecturers in Agriculture April 2003 | |
|--|---------|
| 1 | £14,832 |
| 2 | £15,750 |
| 3 | £16,630 |
| 4 | £17,607 |
| 5 | £18,525 |
| 6 | £19,455 |
| 7 | £20,388 |
| 8 | £21,303 |
| 9 | £22,236 |
| 10 | £23,163 |
| 11 | £24,078 |
| 12 | £25,008 |
| 13 | £25,935 |
| 14 | £26,871 |
| 15 | £27,798 |
| 16 | £28,716 |
| 17 | £26,544 |
| 18 | £27,366 |
| 19 | £28,191 |

| | |
|----|---------|
| 20 | £29,013 |
| 21 | £29,850 |
| 22 | £30,927 |
| 23 | £31,767 |
| 24 | £32,604 |
| 25 | £33,453 |
| 26 | £34,290 |
| 27 | £35,142 |

| Non-Assimilated Salaries for Manual Workers (Annual) Apr 03 | |
|--|---------|
| 1 | £9,750 |
| 2 | £10,092 |
| 3 | £10,401 |
| 4 | £10,758 |
| 5 | £11,097 |
| 6 | £11,457 |
| Craft man | £12,213 |
| Plumbers | £13,035 |
| Labourers | £10,731 |
| Engineers | £13,449 |
| Electricians | £13,449 |

| Non Assimilated Salary Scales for APT& C Staff Apr 03 | |
|--|---------|
| 5** | £9,620 |
| 6 | £10,053 |
| 7 | £10,536 |
| 8 | £11,079 |
| 9 | £11,715 |
| 10 | £12,444 |
| 11 | £12,444 |
| 12 | £12,690 |
| 13 | £13,017 |
| 14 | £13,245 |

| | |
|----|---------|
| 15 | £13,512 |
| 16 | £13,830 |
| 17 | £14,160 |
| 18 | £14,424 |
| 19 | £14,964 |
| 20 | £15,516 |
| 21 | £16,089 |
| 22 | £16,512 |
| 23 | £17,010 |
| 24 | £17,580 |
| 25 | £18,335 |
| 26 | £18,729 |
| 27 | £19,356 |
| 28 | £20,001 |
| 29 | £20,805 |
| 30 | £21,504 |
| 31 | £22,195 |
| 32 | £22,848 |
| 33 | £23,526 |
| 34 | £24,201 |
| 35 | £24,714 |
| 36 | £25,371 |
| 37 | £26,091 |
| 38 | £26,871 |
| 39 | £27,750 |
| 40 | £28,494 |
| 41 | £29,241 |
| 42 | £29,997 |
| 43 | £30,750 |
| 44 | £31,509 |
| 45 | £32,217 |
| 46 | £33,006 |
| 47 | £33,765 |
| 48 | £34,512 |
| 49 | £35,259 |

Recommended Scales – 1st August 2003

3.0% increase

£5.33 per hour

■ Unqualified lecturers
 ^ Discretionary
 Recruitment Retention and Motivation pay points
 * Discretionary points
 New point equates to £5.33 per hour

| Lecturers Aug 03 | |
|-------------------------|---------|
| 1 | £15276 |
| 2 | £16224 |
| 3 | £17178 |
| 4 | £18138 |
| 5 | £19083 |
| 6 | £20 037 |
| 7 | £21000 |
| 8 | £21945 |
| 9 | £22902 |
| 10 | £23859 |
| 11 | £24798 |
| 12 | £25761 |
| 13 | £26715 |
| 14 | £27675 |
| 15** | £28629 |
| 16** | £29577 |

| Senior Lecturers Aug 03 | |
|--------------------------------|---------|
| Ib] | £26715 |
| 0 | £27675 |
| 1 | £28,632 |
| 2 | £29,577 |
| 3 | £30,537 |
| 4 | £31,485 |
| 5 | £32,445 |
| 6 | £33,396 |
| 7* | £34,347 |
| 8* | £35,301 |

| Management Aug 03 | |
|--------------------------|---------|
| 0 | £27744 |
| 1 | £28,656 |
| 2 | £29,568 |
| 3 | £30,471 |
| 4 | £31,374 |
| 5 | £32,295 |
| 6 | £33,201 |
| 7 | £34,107 |
| 8 | £35,019 |
| 9 | £35,922 |
| 10 | £36,912 |
| 11 | £37,998 |
| 12 | £39,057 |
| 13 | £40,128 |
| 14 | £41,211 |
| 15 | £42,279 |
| 16 | £43353 |
| 17 | £44,427 |
| 18 | £45,489 |
| 19 | £46,569 |
| 20 | £47,640 |
| 21 | £48,723 |
| 22 | £49,797 |
| 23 | £50 865 |
| 24 | £51,933 |
| 25 | £53,007 |
| 26 | £54084 |
| 27 | £55,155 |
| 28 | £56,232 |

| | |
|-----|---------|
| 29 | £57, 00 |
| 30 | £58,371 |
| 31 | £59,445 |
| 32 | £60,513 |
| 33 | £61,590 |
| 34 | £62,667 |
| 35 | £63741 |
| 36* | £64,770 |
| 37* | £65,793 |

| Support Aug 03 | |
|-----------------------|----------|
| New Point | £10,255 |
| 7 | £10407 |
| 8 | £10,824 |
| 9 | £11097 |
| 10 | £11442 |
| 11 | £11,808 |
| 12 | £12,069 |
| 13 | £12, 594 |
| 14 | £12,819 |
| 15 | £13071 |
| 16 | £13,440 |
| 17 | £13641 |
| 18 | £13,920 |
| 19 | £14,247 |
| 20 | £14,583 |
| 21 | £14,859 |
| 22 | £15 411 |
| 23 | £15,994 |
| 24 | £16,572 |
| 25 | £17,010 |
| 26 | £17 523 |
| 27 | £18, 108 |
| 28 | £19,681 |
| 29 | £29290 |
| 30 | £19,938 |
| 31 | £20598 |
| 32 | £21,432 |

| | |
|----|---------|
| 33 | £22,152 |
| 34 | £22,851 |
| 35 | £23,535 |
| 36 | £24,234 |
| 37 | £24,931 |
| 38 | £25,458 |
| 39 | £26,133 |
| 40 | £26,874 |
| 41 | £27,678 |
| 42 | £28,584 |
| 43 | £29,349 |
| 44 | £30,120 |
| 45 | £30,894 |
| 46 | £31,674 |
| 47 | £32,454 |
| 48 | £33,186 |
| 49 | £33,999 |
| 50 | £34,779 |
| 51 | £35,550 |
| 52 | £36,318 |

| | |
|---------------------------------|---------|
| Lecturers in Agriculture | |
| Aug 03 | |
| 1 | £15,279 |
| 2 | £16,224 |
| 3 | £17,181 |
| 4 | £18,138 |
| 5 | £19,083 |
| 6 | £20,040 |
| 7 | £21,000 |
| 8 | £21,945 |
| 9 | £22,905 |
| 10 | £23,859 |
| 11 | £24,801 |
| 12 | £25,761 |
| 13 | £26,715 |
| 14 | £27,678 |
| 15 | £28,632 |

| | |
|----|---------|
| 16 | £29,580 |
| 17 | £27,342 |
| 18 | £28,188 |
| 19 | £29,037 |
| 20 | £29,886 |
| 21 | £30,747 |
| 22 | £31,857 |
| 23 | £32,721 |
| 24 | £33,585 |
| 25 | £34,458 |
| 26 | £35,319 |
| 27 | £36,198 |

| | |
|---------------------------------|---------|
| Non-Assimilated Salaries | |
| for Manual Workers | |
| (Annual) | |
| Aug 03 | |
| 1 | £10,255 |
| 2 | £10,395 |
| 3 | £10,716 |
| 4 | £11,082 |
| 5 | £11,430 |
| 6 | £11,802 |
| Craftsman | £12,582 |
| Plumbers | £13,428 |
| Labourers | £11,055 |
| Engineers | £13,854 |
| Electricians | £13,854 |

| | |
|-------------------------------------|---------|
| Non-Assimilated Salary | |
| Scales for APT & C Staff | |
| Aug 03 | |
| 5 | £10,255 |
| 6 | £10,356 |
| 7 | £10,854 |
| 8 | £11,412 |
| 9 | £12,069 |
| 10 | £12,819 |
| 11 | £12,819 |

| | |
|----|---------|
| 12 | £13,071 |
| 13 | £13,410 |
| 14 | £13,644 |
| 15 | £13,920 |
| 16 | £14,247 |
| 17 | £14,586 |
| 18 | £14,859 |
| 19 | £15,414 |
| 20 | £15,984 |
| 21 | £16,572 |
| 22 | £17,010 |
| 23 | £17,523 |
| 24 | £18,108 |
| 25 | £18,681 |
| 26 | £19,293 |
| 27 | £19,938 |
| 28 | £20,604 |
| 29 | £21,432 |
| 30 | £22,152 |
| 31 | £22,851 |
| 32 | £23,535 |
| 33 | £24,234 |
| 34 | £24,930 |
| 35 | £25,458 |
| 36 | £26,133 |
| 37 | £26,874 |
| 38 | £27,678 |
| 39 | £28,584 |
| 40 | £29,349 |
| 41 | £30,120 |
| 42 | £30,897 |
| 43 | £31,674 |
| 44 | £32,454 |
| 45 | £33,186 |
| 46 | £33,999 |
| 47 | £34,779 |
| 48 | £35,550 |
| 49 | £36,318 |

2004/2005

The recommendation is:

- 3.0% on all salaries and allowances from 1 August 2004.
- Assimilation of staff on to a harmonised pay spine by 1 August 2004, to the nearest higher point on the spine.
- Reduction of the current 14 point lecturers' salary scale to an 8 pay progression point scale with effect from 1 August 2004.
- A new salary range for advanced teaching and training with effect from 1 August 2004.
- £6.00 minimum hourly rate by 1 April 2005.

The Employment Committee made clear in negotiations that the modernisation elements of the agreement –recommended for implementation in August 2004 –are wholly dependent upon the ability of individual colleges to optimise funding under the *Success for All* arrangements. The agreement is structured to enable colleges to demonstrate to staff the direct link between improved pay and the achievement of additional funding in 2004-05.

The modernisation elements of the recommendation are a harmonised pay spine, an 8 point teaching and training scale and the advanced teaching and training scale. This recommendation is a light touch framework which recognises that colleges may have adopted their own variations and will want to build upon their existing good practice in return for *Success for All* funding. As stated earlier in this report, it is wholly dependent upon colleges' ability to optimise funding under *Success for All* arrangements.

The recommended salary scales are set out below [on pages 16-18].

Assimilation to Harmonised Pay Spine - 1st August 2004

| Harmonised Pay Spine | |
|----------------------|---------|
| | |
| 1 | £10,255 |
| 2 | £10,563 |
| 3 | £10,881 |
| 4 | £11,208 |
| 5 | £11,547 |
| 6 | £11,895 |
| 7 | £12,252 |
| 8 | £22,621 |
| 9 | £13,002 |
| 10 | £13,395 |
| 11 | £13,797 |
| 12 | £14,211 |
| 13 | £14,640 |
| 14 | £15,081 |
| 15 | £15,534 |
| 16 | £16,002 |
| 17 | £16,485 |
| 18 | £16,980 |
| 19 | £17,490 |
| 20 | £18,015 |
| 21 | £18,558 |
| 22 | £19,116 |
| 23 | £19,692 |
| 24 | £20,283 |
| 25 | £20,892 |
| 26 | £21,519 |
| 27 | £22,167 |
| 28 | £22,833 |

| | |
|----|---------|
| 29 | £23,520 |
| 30 | £24,228 |
| 31 | £24,957 |
| 32 | £25,707 |
| 33 | £26,481 |
| 34 | £27,276 |
| 35 | £28,095 |
| 36 | £28,938 |
| 37 | £29,808 |
| 38 | £30,705 |
| 39 | £31,629 |
| 40 | £32,580 |
| 41 | £33,558 |
| 42 | £34,566 |
| 43 | £35,604 |
| 44 | £36,675 |
| 45 | £37,776 |
| 46 | £38,910 |
| 47 | £40,080 |
| 48 | £41,283 |
| 49 | £42,522 |
| 50 | £43,800 |
| 51 | £45,114 |
| 52 | £46,470 |
| 53 | £47,865 |
| 54 | £49,302 |
| 55 | £50,784 |
| 56 | £52,308 |
| 57 | £53,880 |
| 58 | £55,497 |

| | |
|----|---------|
| 59 | £57,162 |
| 60 | £58,878 |
| 61 | £60,645 |
| 62 | £62,466 |
| 63 | £64,341 |
| 64 | £66,273 |
| 65 | £68,262 |
| 66 | £70,311 |
| 67 | £72,423 |
| 68 | £74,598 |

Harmonised Pay Spine – 1st August 2004 with 3.0% increase

| Harmonised Pay Spine | | | |
|----------------------|---------|----|---------|
| plus 3.0% | | | |
| 1 | £10,563 | 35 | £28,938 |
| 2 | £10,881 | 36 | £29,808 |
| 3 | £11,208 | 37 | £30,705 |
| 4 | £11,547 | 38 | £31,629 |
| 5 | £11,895 | 39 | £32,580 |
| 6 | £12,252 | 40 | £33,558 |
| 7 | £12,621 | 41 | £34,566 |
| 8 | £13,002 | 42 | £35,604 |
| 9 | £13,395 | 43 | £36,675 |
| 10 | £13,797 | 44 | £37,776 |
| 11 | £14,211 | 45 | £38,910 |
| 12 | £14,640 | 46 | £40,080 |
| 13 | £15,081 | 47 | £41,283 |
| 14 | £15,534 | 48 | £42,522 |
| 15 | £16,002 | 49 | £43,800 |
| 16 | £16,485 | 50 | £45,114 |
| 17 | £16,980 | 51 | £46,470 |
| 18 | £17,490 | 52 | £47,865 |
| 19 | £18,015 | 53 | £49,302 |
| 20 | £18,558 | 54 | £50,784 |
| 21 | £19,116 | 55 | £52,308 |
| 22 | £19,692 | 56 | £53,880 |
| 23 | £20,283 | 57 | £55,497 |
| 24 | £20,892 | 58 | £57,162 |
| 25 | £21,519 | 59 | £58,878 |
| 26 | £22,167 | 60 | £60,645 |
| 27 | £22,833 | 61 | £62,466 |
| 28 | £23,520 | 62 | £64,341 |
| 29 | £24,228 | 63 | £66,273 |
| 30 | £24,957 | 64 | £68,262 |
| 31 | £25,707 | 65 | £70,311 |
| 32 | £26,481 | 66 | £72,423 |
| 33 | £27,276 | 67 | £74,598 |
| 34 | £28,095 | 68 | £76,836 |

Harmonised Pay Spine and Career Families and Pathways – 1st August 2004

| Harmonised Pay Spine + 3.0% | |
|------------------------------------|---------|
| 1 | £10,563 |
| 2 | £10,881 |
| 3 | £11,208 |
| 4 | £11,547 |
| 5 | £11,895 |
| 6 | £12,252 |
| 7 | £12,621 |
| 8 | £13,002 |
| 9 | £13,395 |
| 10 | £13,797 |
| 11 | £14,211 |
| 12 | £14,640 |
| 13 | £15,081 |
| 14 | £15,534 |
| 15 | £16,002 |
| 16 | £16,485 |
| 17 | £16,980 |
| 18 | £17,490 |
| 19 | £18,015 |
| 20 | £18,558 |
| 21 | £19,116 |
| 22 | £19,692 |
| 23 | £20,283 |
| 24 | £20,892 |
| 25 | £21,519 |
| 26 | £22,167 |
| 27 | £22,833 |
| 28 | £23,520 |
| 29 | £24,228 |
| 30 | £24,957 |
| 31 | £25,707 |
| 32 | £26,481 |
| 33 | £27,276 |
| 34 | £28,095 |

| | |
|----|---------|
| 35 | £28,938 |
| 36 | £29,808 |
| 37 | £30,705 |
| 38 | £31,629 |
| 39 | £32,580 |
| 40 | £33,558 |
| 41 | £34,566 |
| 42 | £35,604 |
| 43 | £36,675 |
| 44 | £37,776 |
| 45 | £38,910 |
| 46 | £40,080 |
| 47 | £41,283 |
| 48 | £42,522 |
| 49 | £43,800 |
| 50 | £45,114 |
| 51 | £46,470 |
| 52 | £47,865 |
| 53 | £49,302 |
| 54 | £50,784 |
| 55 | £52,308 |
| 56 | £53,880 |
| 57 | £55,497 |
| 58 | £57,162 |
| 59 | £58,878 |
| 60 | £60,645 |
| 61 | £62,466 |
| 62 | £64,341 |
| 63 | £66,273 |
| 64 | £68,262 |
| 65 | £70,311 |
| 66 | £72,423 |
| 67 | £74,598 |
| 68 | £76,836 |

| Business Support | |
|-------------------------|---------|
| 1 | £10,563 |
| 2 | £10,881 |
| 3 | £11,208 |
| 4 | £11,547 |
| 5 | £11,895 |
| 6 | £12,252 |
| 7 | £12,621 |
| 8 | £13,002 |
| 9 | £13,395 |
| 10 | £13,797 |
| 11 | £14,211 |
| 12 | £14,640 |
| 13 | £15,081 |
| 14 | £15,534 |
| 15 | £16,002 |
| 16 | £16,485 |
| 17 | £16,980 |
| 18 | £17,490 |
| 19 | £18,015 |
| 20 | £18,558 |
| 21 | £19,116 |
| 22 | £19,692 |
| 23 | £20,283 |
| 24 | £20,892 |
| 25 | £21,519 |
| 26 | £22,167 |
| 27 | £22,833 |
| 28 | £23,520 |
| 29 | £24,228 |
| 30 | £24,957 |
| 31 | £25,707 |
| 32 | £26,481 |
| 33 | £27,276 |
| 34 | £28,095 |

| | |
|----|---------|
| 35 | £28,938 |
| 36 | £29,808 |
| 37 | £30,705 |
| 38 | £31,629 |
| 39 | £32,580 |
| 40 | £33,558 |
| 41 | £14,566 |
| 42 | £35,604 |
| 43 | £36,675 |
| 44 | £37,776 |

| Learning Support | |
|-------------------------|---------|
| 1 | £10,563 |
| 2 | £10,881 |
| 3 | £11,208 |
| 4 | £11,547 |
| 5 | £11,895 |
| 6 | £12,252 |
| 7 | £12,621 |
| 8 | £13,002 |
| 9 | £13,395 |
| 10 | £13,797 |
| 11 | £14,211 |
| 12 | £14,640 |
| 13 | £15,081 |
| 14 | £15,534 |
| 15 | £16,002 |
| 16 | £16,485 |
| 17 | £16,980 |
| 18 | £17,490 |
| 19 | £18,015 |
| 20 | £18,358 |
| 21 | £19,116 |
| 22 | £19,692 |
| 23 | £20,283 |
| 24 | £20,892 |
| 25 | £21,519 |
| 26 | £22,167 |

| Teaching & Training | |
|--------------------------------|----------------|
| 15 | £16,002 |
| 16 | £16,485 |
| 17 | £16,950 |
| 18 | £17,490 |
| 19 | £18,015 |
| 20 | £18,558 |
| 21 | £19,116 |
| 22 | £19,692 |
| 23 | £20,283 |
| 24 | £20,892 |
| 25 | £21,519 |
| 26 | £22,167 |
| 27 | £22,833 |
| 28 | £23,520 |
| 29 | £24,228 |
| 30 | £24,957 |
| 31 | £25,707 |
| 32 | £26,481 |
| 33 | £27,276 |
| 34 | £28,095 |
| 35 | £28,938 |
| 36^ | £29,808 |
| 37^ | £30,705 |

| Leadership & Management | |
|------------------------------------|---------|
| 37 | £30,705 |
| 38 | £31,629 |
| 39 | £32,580 |
| 40 | £33,558 |
| 41 | £34,566 |

| | |
|----|---------|
| 41 | £34,566 |
| 42 | £35,604 |
| 43 | £36,675 |
| 44 | £37,776 |
| 43 | £38,910 |
| 46 | £40,080 |
| 47 | £41,283 |
| 48 | £42,522 |
| 49 | £13,800 |
| 50 | £45,114 |
| 51 | £46,470 |
| 52 | £47,865 |
| 53 | £49,302 |
| 54 | £50,784 |
| 55 | £52,308 |
| 56 | £53,880 |
| 57 | £55,497 |
| 58 | £57,162 |
| 59 | £58,878 |
| 60 | £60,645 |
| 61 | £62,466 |
| 62 | £64,341 |
| 63 | £66,273 |
| 64 | £68,262 |
| 65 | £70,311 |
| 66 | £72,423 |
| 67 | £74,598 |
| 68 | £76,836 |

■ Unqualified lecturers

BOLD Recommended pay progression points

^ Discretionary Recruitment Retention and Motivation pay points

The 8 point pay scale for Qualified Lecturers begins on point 23

Implementing the Changes

In support of the 2004/2005 elements, AoC with member colleges and the trade unions of the National Joint Forum will negotiate on the framework of guideline agreements that will assist colleges wishing to develop Performance Management Schemes, Job Evaluation and the Career Families and Pathways underpinned by FENTO and SSC Occupational Standards and endorsed Qualifications.

Advice and support will be available to individual colleges via the Association's Employment Helpline. The Employment Advisers will also be available to attend regional meetings. In addition to this the Association has held five events across England in late Autumn 2003 to disseminate advice and guidance on the recommendation. Member colleges from the Modernising Pay Arrangements HR Focus Group have volunteered to showcase their work at their colleges at the Modernising Pay Arrangement dissemination events.

Additionally, the Association will produce a case study report on the variety of pay practices across colleges to assist colleges when determining their approach to modernising pay arrangements. A guidance document will also be produced to assist implementation.

The AoC Negotiating Team

The AoC negotiating team throughout the negotiations process included all Employment Committee members namely:

- Margaret Morgan, Chair of AoC Board and Employment Committee and Chair of Southwark College
- Nick Lewis, Vice Chair of AoC Board and Principal of Broxtowe College
- Helen Parr, AoC Board member and Principal of Oaklands College
- Ray Dowd, AoC Board member and Principal of Wirral Metropolitan College
- David Lawrence, AoC Board member and Principal of Easton College
- Bernard Vaughan OBE, Chair of AoC Board and Chair of Bournemouth and Poole College
- Bob Baird, AoC Board member and Chair of Joseph Priestley College
- John Moorley, AoC Board member and Chair of Bishop Auckland College
- Gordon Hopkins, AoC Board member and Principal of Dudley College
- Roger Hampton, AoC Board member and Principal of Bridgend College.

Officers in attendance were:

- Ivor Jones, Director of Employment Policy
- Sue Dutton, Deputy Chief Executive
- Evan Williams, Employment Adviser
- Emma Durrant, PA to Director of Employment Policy Trudie Enks and Sumitra Kumar, Compensation and Benefits Analysts.