

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.
2. 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.
3. 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



**Chair
College Employers' Forum**

1 Lecturers

Scale Points	Rate as at 1 st Sept 2017	Rate as at 1 st Sept 2018	Rate as at 1 st Sept 2019	Rate as at 1 st Sept 2020	Rate as at 1 st Sept 2021	Rate as at 1 st 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)

2 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.

3 Heads of Departments

College Size Group	Scale	Range of Points on Scale (£) - 2019	Range of Points on Scale (£) - 2020	Range of Points on Scale (£) - 2021	Range of Points on Scale (£) - 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.

4 **Management Salary Spine**

Management Spine Points	Salary (£)-2019	Salary (£)-2020	Salary (£)-2021	Salary (£)-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.

5 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 (£) - 2017	Rate per Hour (£) - 2018	Rate per Hour (£) - 2019	Rate per Hour (£) - 2020	Rate per Hour (£) - 2021	Rate per Hour (£) - 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

6 Deane Agreement

1 September 2021

- 6.1 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.
- 6.2 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

- 6.3 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.
- 6.4 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.

7 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.

8 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.