

# **NORTHERN IRELAND COLLEGE EMPLOYERS' FORUM**

**CIRCULAR NO: CEF 2023/01**

09 January 2024

To: Joint Secretaries, Non-Teaching Staff Negotiating Committee  
Principals and Chairpersons of Governing Bodies of Colleges of Further Education  
Finance Directors of Colleges of Further Education  
HR Managers of Colleges of Further Education  
Department for the Economy  
GMB  
NIPSA  
UNISON  
UNITE

## **FURTHER EDUCATION NON-TEACHING STAFF NEGOTIATING COMMITTEE**

### **APRIL 2023 NON-TEACHING STAFF PAY SCALE AND RATES**

In accordance with the provisions of Article 11, Schedule 3, paragraph 10.3 of the Further Education (Northern Ireland) Order 1997 and the Constitution for Negotiating the Terms, Conditions of Service and Remuneration of Non-Teaching Staff Employed in Incorporated Colleges of Further Education, it has been determined that from 1 April 2023, the scale and rates of pay for Non-teaching Staff in Colleges of Further Education shall be those set out in Appendix 1 to this Circular.

It has also been determined that with effect from 1 April 2023, to increase the annual leave entitlement of all grades by one day.

There are a number of points which should be noted with regard to the implementation of this Circular:

- This Pay Award is applicable from 1 April 2023 and covers incremental increases as well as the new April 2023 scales;
- The increase in annual leave entitlement applies to a five-day working pattern. For alternative working patterns an equivalent leave entitlement should be calculated.

This Circular applies to all Non-teaching Staff.

**PLEASE PASS A COPY TO YOUR FINANCE/SALARIES DEPARTMENT.**

**Dr Nicholas O'Shiel**



**Chair  
College Employers' Forum**

	NJC Pt	Apr-22 Rate	Increase	Apr-23 Rate	Per Month	Per Week	Per Hour
Band 2	3	£20,812	£1,925	£22,737	£1,894.75	£436.08	£12.11
	4	£21,189	£1,925	£23,114	£1,926.17	£443.31	£12.31
Band 3	5	£21,575	£1,925	£23,500	£1,958.33	£450.71	£12.52
	6	£21,968	£1,925	£23,893	£1,991.08	£458.25	£12.73
Band 4	8	£22,777	£1,925	£24,702	£2,058.50	£473.76	£13.16
	10	£23,620	£1,925	£25,545	£2,128.75	£489.93	£13.61
	12	£24,496	£1,925	£26,421	£2,201.75	£506.73	£14.08
	14	£25,409	£1,925	£27,334	£2,277.83	£524.24	£14.56
	16	£26,357	£1,925	£28,282	£2,356.83	£542.42	£15.07
	18	£27,344	£1,925	£29,269	£2,439.08	£561.35	£15.59
Band 5	20	£28,371	£1,925	£30,296	£2,524.67	£581.05	£16.14
	21	£28,900	£1,925	£30,825	£2,568.75	£591.20	£16.42
	22	£29,439	£1,925	£31,364	£2,613.67	£601.53	£16.71
	23	£30,151	£1,925	£32,076	£2,673.00	£615.19	£17.09
	24	£31,099	£1,925	£33,024	£2,752.00	£633.37	£17.59
	25	£32,020	£1,925	£33,945	£2,828.75	£651.04	£18.08
Band 6	27	£33,820	£1,925	£35,745	£2,978.75	£685.56	£19.04
	28	£34,723	£1,925	£36,648	£3,054.00	£702.88	£19.52
	29	£35,411	£1,925	£37,336	£3,111.33	£716.07	£19.89
	30	£36,298	£1,925	£38,223	£3,185.25	£733.08	£20.36
Band 7	32	£38,296	£1,925	£40,221	£3,351.75	£771.40	£21.43
	33	£39,493	£1,925	£41,418	£3,451.50	£794.36	£22.07
	34	£40,478	£1,925	£42,403	£3,533.58	£813.25	£22.59
	35	£41,496	£1,925	£43,421	£3,618.42	£832.78	£23.13
Band 8	36	£42,503	£1,925	£44,428	£3,702.33	£852.09	£23.67
	37	£43,516	£1,925	£45,441	£3,786.75	£871.52	£24.21
	38	£44,539	£1,925	£46,464	£3,872.00	£891.14	£24.75
	39	£45,495	£1,925	£47,420	£3,951.67	£909.47	£25.26
Band 9 (41-43)	41	£47,573	£1,925	£49,498	£4,124.83	£949.33	£26.37
	42	£48,587	£1,925	£50,512	£4,209.33	£968.78	£26.91
	43	£49,590	£1,925	£51,515	£4,292.92	£988.01	£27.44
Band 10 (44-46)	44	£50,594	£1,963	£52,557	£4,379.75	£1,008.00	£28.00
	45	£51,579	£2,001	£53,580	£4,465.00	£1,027.62	£28.54
	46	£52,566	£2,040	£54,606	£4,550.50	£1,047.30	£29.09
Band 11 (47-49)	47	£53,532	£2,077	£55,609	£4,634.08	£1,066.53	£29.63
	48	£54,470	£2,113	£56,583	£4,715.25	£1,085.21	£30.14
	49	£55,409	£2,150	£57,559	£4,796.58	£1,103.93	£30.66
Band 12 (50-52)	50	£56,414	£2,189	£58,603	£4,883.58	£1,123.95	£31.22
	51	£57,392	£2,227	£59,619	£4,968.25	£1,143.44	£31.76
	52	£58,377	£2,265	£60,642	£5,053.50	£1,163.06	£32.31
Band 13 (53-55)	53	£59,359	£2,303	£61,662	£5,138.50	£1,182.62	£32.85
	54	£60,346	£2,341	£62,687	£5,223.92	£1,202.28	£33.40
	55	£61,329	£2,380	£63,709	£5,309.08	£1,221.88	£33.94

	<b>NJC Pt</b>	<b>Apr-22 Rate</b>	<b>Increase</b>	<b>Apr-23 Rate</b>	<b>Per Month</b>	<b>Per Week</b>	<b>Per Hour</b>
<b>Band 14 (56-59)</b>	56	£62,315	£2,418	£64,733	£5,394.42	£1,241.52	£34.49
	57	£63,283	£2,455	£65,738	£5,478.17	£1,260.80	£35.02
	58	£64,273	£2,494	£66,767	£5,563.92	£1,280.53	£35.57
	59	£65,265	£2,532	£67,797	£5,649.75	£1,300.29	£36.12
<b>Band 15 (60-63)</b>	60	£66,281	£2,572	£68,853	£5,737.75	£1,320.54	£36.68
	61	£67,303	£2,611	£69,914	£5,826.17	£1,340.89	£37.25
	62	£68,349	£2,652	£71,001	£5,916.75	£1,361.74	£37.83
	63	£69,407	£2,693	£72,100	£6,008.33	£1,382.82	£38.41
<b>UPG1 (64-67)</b>	64	£70,493	£2,735	£73,228	£6,102.33	£1,404.45	£39.01
	65	£71,597	£2,778	£74,375	£6,197.92	£1,426.45	£39.62
	66	£72,719	£2,821	£75,540	£6,295.00	£1,448.79	£40.24
	67	£73,858	£2,866	£76,724	£6,393.67	£1,471.50	£40.87
<b>UPG2 (69-72)</b>	69	£76,193	£2,956	£79,149	£6,595.75	£1,518.01	£42.17
	70	£77,389	£3,003	£80,392	£6,699.33	£1,541.85	£42.83
	71	£78,604	£3,050	£81,654	£6,804.50	£1,566.05	£43.50
	72	£79,838	£3,098	£82,936	£6,911.33	£1,590.64	£44.18
<b>UPG3 (74-77)</b>	74	£82,368	£3,196	£85,564	£7,130.33	£1,641.04	£45.58
	75	£83,663	£3,246	£86,909	£7,242.42	£1,666.84	£46.30
	76	£84,978	£3,297	£88,275	£7,356.25	£1,693.04	£47.03
	77	£86,315	£3,349	£89,664	£7,472.00	£1,719.68	£47.77