

NORTHERN IRELAND COLLEGE EMPLOYERS' FORUM

CIRCULAR NO: CEF 2022/01

March 2022

To: Joint Secretaries, Lecturers' Negotiating Committee
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' NEGOTIATING COMMITTEE

Further Education Lecturers' Pay Award from 1 September 2019 and 01 September 2020

In accordance with the provisions of Article 11, Schedule 3, paragraph 10.3 of the Further Education (Northern Ireland) Order 1997 the Constitution for Negotiating the Terms, Conditions of Service and Remuneration of Lecturers' Employed in Colleges of Further Education, it has been determined that from 1 September 2019 and 01 September 2020, 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 to this Circular.

Summary of Changes:

This determination gives effect to the following:

1. 2.0% increase in salary rates (including allowances i.e. Threshold, Dean, Responsibility and Re-organisation) from 1 September 2019. relating to Lecturer's Contract of Employment (i.e. Associate Lecturers, Full-Time Lecturers, Principal Lecturers' and Heads of Department)
2. 2.0% increase in salary rates (including allowances i.e. Threshold, Dean, Responsibility and Re-organisation) from 01 September 2020 relating to Lecturer's Contract of Employment (i.e. Associate Lecturers, Full-Time Lecturers, Principal Lecturers' and Heads of Department)

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
1	£22,851	£23,080	£23,542	£24,013
2	£26,274	£26,537	£27,068	£27,609
3	£28,476	£28,761	£29,336	£29,923
4	£30,842	£31,150	£31,773	£32,408
5	£33,129	£33,460	£34,129	£34,812
Threshold*	£2,640	£2,666	£2,719	£2,773
Deane**	£1,373	£1,387	£1,415	£1,443

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
		(£) – 2017	(£) – 2018	(£) – 2019	(£) – 2020
E3 and Higher – 5&6	5	£44,202-£48,054	£44,644-£48,535	£45,537-£49,506	£46,448-£50,496
	6	£45,495- £49,349	£45,950- £49,842	£46,869- £50,839	£47,806- £51,856

Note: These scales do not show the £2,719 (September 2019)/£2,773 (September 2020) 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 (£) - 2017	Range of Points on Scale (£) - 2018	Range of Points on Scale (£) - 2019	Range of Points on Scale (£) - 2020
	13	£46,764 - £50,629	£47,232 – £51,135	£48,177 - £52,158	£49,141 - £53,201
	14	£48,054 - £51,920	£48,535 – £52,439	£49,506 - £53,488	£50,496 - £54,558
	15	£49,349 - £53,200	£49,842 – £53,732	£50,839 - £54,807	£51,856 - £55,903
	16	£50,629 - £54,474	£51,135 – £55,019	£52,158 - £56,119	£53,201 - £57,241
FG16 – FG21	16	£50,629 - £54,474	£51,135 – £55,019	£52,158 - £56,119	£53,201 - £57,241
	17	£51,920 - £55,768	£52,439 – £56,326	£53,488 - £57,453	£54,558 - £58,602
	18	£53,200 - £57,057	£53,732 – £57,628	£54,807 - £58,781	£55,903 - £59,957
	19	£54,474 - £58,346	£55,019 – £58,929	£56,119 - £60,108	£57,241 - £61,310
	20	£55,768 - £59,634	£56,326 – £60,230	£57,453 - £61,435	£58,602 - £62,664
	21	£57,057 - £60,911	£57,628 – £61,520	£58,781 - £62,750	£59,957 - £64,005

Note: These scales do not show the £2,719 (September 2019)/£2,773 (September 2020) 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 (£)-2017	Salary (£)2018	Salary (£)-2019	Salary (£)-2020
1	£33,224	£33,556	£34,227	£34,912
2	£34,316	£34,659	£35,352	£36,059
3	£35,403	£35,757	£36,472	£37,201
4	£36,486	£36,851	£37,588	£38,340
5	£37,580	£37,956	£38,715	£39,489
6	£38,662	£39,049	£39,830	£40,627
7	£39,747	£40,144	£40,947	£41,766
8	£40,839	£41,247	£42,072	£42,913
9	£41,932	£42,351	£43,198	£44,062
10	£43,013	£43,443	£44,312	£45,198
11	£44,202	£44,644	£45,537	£46,448
12	£45,495	£45,950	£46,869	£47,806
13	£46,764	£47,232	£48,177	£49,141
14	£48,054	£48,535	£49,506	£50,496
15	£49,349	£49,842	£50,839	£51,856
16	£50,629	£51,135	£52,158	£53,201
17	£51,920	£52,439	£53,488	£54,558
18	£53,200	£53,732	£54,807	£55,903
19	£54,474	£55,019	£56,119	£57,241
20	£55,768	£56,326	£57,453	£58,602
21	£57,057	£57,628	£58,781	£59,957
22	£58,346	£58,929	£60,108	£61,310
23	£59,634	£60,230	£61,435	£62,664
24	£60,911	£61,520	£62,750	£64,005
25	£62,202	£62,824	£64,080	£65,362
26	£63,480	£64,115	£65,397	£66,705
27	£64,774	£65,422	£66,730	£68,065
28	£66,046	£66,706	£68,040	£69,401
29	£67,343	£68,016	£69,376	£70,764
30	£68,628	£69,314	£70,700	£72,114
31	£69,903	£70,602	£72,014	£73,454
32	£71,199	£71,911	£73,349	£74,816
33	£72,481	£73,206	£74,670	£76,163
34	£73,772	£74,510	£76,000	£77,520
35	£75,040	£75,790	£77,306	£78,852
36	£76,334	£77,097	£78,639	£80,212

Note: The Management Spine does not show the £2,719 (September 2019)/£2,773 (September 2020) 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
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
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
V	Courses other than those described above	£22.59	£22.59	£22.59	£22.59

Note: There is no change to the hourly rates in 2019 and 2020.

6 Deane Agreement

1 September 2019

- 6.1 All Lecturers who have been on the threshold pay point for at least two years (at 1 September 2019) will receive a further award of £1,415 from 1 September 2019. This award will be consolidated and pensionable.

- 6.2 All Lecturers who move on to the threshold point (at 1 September 2019) will receive a further award of £1,415 (or the relevant figure at that point in time), on completion of two years' service on the threshold pay point.

1 September 2020

- 6.3 All Lecturers who have been on the threshold pay point for at least two years (at 1 September 2020) will receive a further award of £1,443 from 1 September 2020. This award will be consolidated and pensionable.
- 6.4 All Lecturers who move on to the threshold point (at 1 September 2020) will receive a further award of £1,443 (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 £1,695 from 01 September 2019 and £1,729 from 01 September 2020.

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 2.0% from 01 September 2019 and 2.0% from 01 September 2020.