

05 June 2024

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 2023

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. Salary scale point 1 of the lecturing scale increased to £30,000 from 1 September 2023.
2. 8.4% increase plus £1000 on each salary scale point (excluding point 1) from 1 September 2023 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. 8.4% increase to allowances i.e. Threshold, Deane, Responsibility and Re-organisation) from 01 September 2023 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**

Michele Corkey



**Interim Governing Body Chair
Belfast Metropolitan College**

1 Lecturers

Scale Points	Rate as at 1 st Sept 2021	Rate as at 1 st Sept 2022	Rate as at 1 st Sept 2023
1	£24,253	£24,496	£30,000
2	£27,885	£28,164	£31,530
3	£30,222	£30,524	£34,088
4	£32,732	£33,059	£36,836
5	£35,160	£35,512	£39,495
Threshold*	£2,801	£2,829	£3,067
Deane**	£1,457	£1,472	£1,596

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
		(£) – 2021	(£) – 2022	(£) – 2023
E3 and Higher – 5&6	5	£46,912 - £51,001	£47,381- £51,511	£52,361- £56,838
	6	£48,284 - £52,375	£48,767- £52,899	£53,863- £58,343

Note: This scale does not show the £3,067 (September 2023) 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 (£) - 2021	Range of Points on Scale (£) - 2022	Range of Points on Scale (£) - 2023
	13	£49,632 - £53,733	£50,128 - £54,270	£55,339 - £59,829
	14	£51,001 - £55,104	£51,511 - £55,655	£56,838 - £61,330
	15	£52,375 - £56,462	£52,899 - £57,027	£58,343 - £62,817
	16	£53,733 - £57,813	£54,270 - £58,391	£59,829 - £64,296
FG16 – FG21	16	£53,733 - £57,813	£54,270 - £58,391	£59,829 - £64,296
	17	£55,104 - £59,188	£55,655 - £59,780	£61,330 - £65,802
	18	£56,462 - £60,557	£57,027 - £61,163	£62,817 - £67,301
	19	£57,813 - £61,923	£58,391 - £62,542	£64,296 - £68,796
	20	£59,188 - £63,291	£59,780 - £63,924	£65,802 - £70,294
	21	£60,557 - £64,645	£61,163 - £65,291	£67,301 - £71,775

Note: Note: This scale does not show the £3,067 (September 2023) payment for those on the Head of Department scale 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 (£)-2021	Salary (£)-2022	Salary (£)-2023
1	£35,261	£35,614	£39,606
2	£36,420	£36,784	£40,874
3	£37,573	£37,949	£42,137
4	£38,723	£39,110	£43,395
5	£39,884	£40,283	£44,667
6	£41,033	£41,443	£45,924
7	£42,184	£42,606	£47,185
8	£43,342	£43,775	£48,452
9	£44,503	£44,948	£49,724
10	£45,650	£46,107	£50,980
11	£46,912	£47,381	£52,361
12	£48,284	£48,767	£53,863
13	£49,632	£50,128	£55,339
14	£51,001	£51,511	£56,838
15	£52,375	£52,899	£58,343
16	£53,733	£54,270	£59,829
17	£55,104	£55,655	£61,330
18	£56,462	£57,027	£62,817
19	£57,813	£58,391	£64,296
20	£59,188	£59,780	£65,802
21	£60,557	£61,163	£67,301
22	£61,923	£62,542	£68,796
23	£63,291	£63,924	£70,294
24	£64,645	£65,291	£71,775
25	£66,016	£66,676	£73,277
26	£67,372	£68,046	£74,762
27	£68,746	£69,433	£76,265
28	£70,095	£70,796	£77,743
29	£71,472	£72,187	£79,251
30	£72,835	£73,563	£80,742
31	£74,189	£74,931	£82,225
32	£75,564	£76,320	£83,731
33	£76,925	£77,694	£85,220
34	£78,295	£79,078	£86,721
35	£79,641	£80,437	£88,194
36	£81,014	£81,824	£89,697

Note: The Management Spine does not show the £3,067 (September 2023) 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 (£) - 2021	Rate per Hour (£) - 2022	Rate per Hour (£) – 2023
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	£36.39	£36.75	£40.53
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	£31.08	£31.39	£34.72
V	Courses other than those described above	£22.82	£23.05	£25.68

6 Deane Agreement

1 September 2023

- 6.1 All Lecturers who have been on the threshold pay point for at least two years (at 1 September 2023) will receive a further award of £1,596 from 1 September 2023. This award will be consolidated and pensionable.
- 6.2 All Lecturers who move on to the threshold point (at 1 September 2023) will receive a further award of £1,596 (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 £1,911 from 01 September 2023.

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 8.4% from 01 September 2023.