

Wales Negotiating Committee Further Education

Joint Agreement on Starting Salaries for Lecturers and Business Support Staff

Agreement date: 26th March 2021
Review Date: March 2024

1. Context

- 1.1 Colleges recognise the need to award appropriate starting salary scale points for newly appointed or promoted staff which recognises experience and qualifications.

2. Status

- 2.1. This agreement has been jointly agreed between the trade unions and employers in the Wales Negotiating Committee Further Education.
- 2.2. This agreement is for use by individual Colleges in order to develop policy for the implementation of starting salaries for staff employed in Further Education Colleges. In determining local policy, normal consultation arrangements should apply with recognised trade unions in accordance with the terms set out in this collective agreement.
- 2.3. This document was impact assessed at a national level to assist Colleges in meeting the requirements of Equality legislation and the Welsh Language Act. The Equality Impact Assessment is detailed in Appendix 1. It is for each College to undertake their own equality impact assessment at local level.

3. Scope

- 3.1. This agreement applies to all lecturers and business support staff including hourly paid staff.
- 3.2. This agreement aims to provide the consistent application of starting salary formulae within the FE Sector in Wales.

4. Starting Salary Matrix

- 4.1 The following sections set out the agreed criteria to be applied by FE Colleges in Wales in determining starting salaries for lecturers and business support staff.

4.2 Qualified Lecturers

The point will be dependent on whether the member of staff has the appropriate teaching qualifications.

- 4.2a New recruit, newly qualified – Point MG1
- 4.2b Current Lecturer employed at another College or School the salary would be matched. In respect of those staff coming from a School the salary matched would be the salary excluding any additional points.

- 4.2c Coming into teaching direct from industry to a first teaching job, 1 increment for every three years relevant industrial experience. (as determined by HR Manager), subject to a maximum of commencement on salary point MG4.
- 4.2d Coming into teaching following a break in teaching, the college will match the point the lecturer was previously on, providing the lecturer can provide written evidence of the point achieved.
- 4.2e A part time lecturer who has been employed by the college for a number of years would start on the salary point achieved.
- 4.2f In all other situations the salary would be matched up to a maximum of UP1. For staff who state that they have achieved Teaching of Excellence then the necessary proof must be provided. In the absence of satisfactory evidence they will be placed on a maximum of UP1.

4.3 Unqualified Lecturers

- 4.3a New recruit, with no relevant industrial experience would be placed on Associate Lecturer Scale point 1.
- 4.3b Unqualified lecturers would not normally be appointed on the qualified lecturer scale. However, if a post is hard to fill and a College can evidence market forces an unqualified lecturer can be appointed in line with point c of the qualified criteria (industrial experience will be calculated from Associate Lecturer Scale point 1). In circumstances other than this, an unqualified lecturer will be placed on a maximum of ALS4.
- 4.3c Staff already employed in the College who transfer to another role i.e. Technician to Lecturer the salary would be matched to the next highest point (subject to the industrial experience being relevant). This will be fixed until such as time as the PGCE is achieved.

4.4 Instructors

- 4.4a Coming into the College with appropriate industrial experience (as determined by HR with advice from relevant managers as required), 1 increment for every three complete years' relevant industrial experience. This will be confined to the points of the grade.
- 4.4b Coming in from another College or school to exactly the same role on the same grade, the college will match the point the employee was previously on, providing the employee can provide written evidence of the point achieved.
- 4.4c If the new employee does not fit any of the above criteria they would be placed on the first point of the advertised grade.

5. Market Forces

If Market Forces prevail a decision to deviate from the policy may be made by HR department. Reasons for this decision will be provided to the candidate.

6. Monitoring and review

This agreement will be monitored and reviewed every three years by the Wales Negotiating Committee Further Education. Next review date March 2024.

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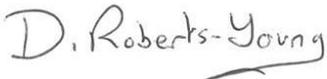
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SIGNATURES OF THE PARTIES TO THIS AGREEMENT

- (a) ColegauCymru Principals Forum 
- (b) GMB 

- (c) NASUWT CYMRU 

- (d) NEU 

- (e) UCAC 

- (f) UCU 

- (g) UNISON 

- (h) UNITE 

Date of commencement of this agreement: March 2021