

NORTHERN IRELAND COLLEGE EMPLOYERS' FORUM

CIRCULAR NO: CEF 2019/XXX

Nov 2019

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

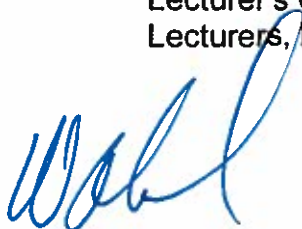
Further Education Lecturers' Pay Award 1 September 2018

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 01 September 2018, 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:

- 1.00% increase in salary rates (including allowances i.e. Threshold, Deane, Responsibility and Re-organisation) from 01 September 2018 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

Enc

1 Lecturers

Scale Points	Rate as at 1 st Sept 2017	Rate as at 1 st Sept 2018
1	£22,851	£23,080
2	£26,274	£26,537
3	£28,476	£28,761
4	£30,842	£31,150
5	£33,129	£33,460
Threshold*	£2,640	£2,666
Deane**	£1,373	£1,387

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
		(£) – 2017	(£) – 2018
E3 and Higher – 5&6	5	£44,202-£48,054	£44,644-£48,535
	6	£45,495- £49,349	£45,950- £49,842

Note: These scales do not show the £2,666 (September 2018) 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
	13	£46,764 - £50,629	£47,232 - £51,135
	14	£48,054 - £51,920	£48,535 - £52,439
	15	£49,349 - £53,200	£49,842 - £53,732
	16	£50,629 - £54,474	£51,135 - £55,019
FG 16 - FG20	16	£50,629 - £54,474	£51,135 - £55,019
	17	£51,920 - £55,768	£52,439 - £56,326
	18	£53,200 - £57,057	£53,732 - £57,628
	19	£54,474 - £58,346	£55,019 - £58,929
	20	£55,768 - £59,634	£56,326 - £60,230
	21	£57,057 - £60,911	£57,628 - £61,520

Note: These scales do not show the £2,666 (September 2018) 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.

4 Management Salary Spine

Management Spine Points	Salary (£)-2017	Salary (£)-2018
1	£33,224	£33,556
2	£34,316	£34,659
3	£35,403	£35,757
4	£36,486	£36,851
5	£37,580	£37,956
6	£38,662	£39,049
7	£39,747	£40,144
8	£40,839	£41,247
9	£41,932	£42,351
10	£43,013	£43,443
11	£44,202	£44,644
12	£45,495	£45,950
13	£46,764	£47,232
14	£48,054	£48,535
15	£49,349	£49,842
16	£50,629	£51,135
17	£51,920	£52,439
18	£53,200	£53,732
19	£54,474	£55,019
20	£55,768	£56,326
21	£57,057	£57,628
22	£58,346	£58,929
23	£59,634	£60,230
24	£60,911	£61,520
25	£62,202	£62,824
26	£63,480	£64,115
27	£64,774	£65,422
28	£66,046	£66,706
29	£67,343	£68,016
30	£68,628	£69,314
31	£69,903	£70,602
32	£71,199	£71,911
33	£72,481	£73,206
34	£73,772	£74,510
35	£75,040	£75,790
36	£76,334	£77,097

Note: These scales do not show the £2,666 (September 2018) 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.

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
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
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
V	Courses other than those described above	£22.59	£22.59

Note: There is no change to the hourly rates in 2018.

6 Deane Agreement

1 September 2018

- 6.1 All Lecturers who have been on the threshold pay point for at least two years (at 1 September 2018) will receive a further award of £1,387 from 01 September 2018. This award will be consolidated and pensionable.

- 6.2 All Lecturers who move on to the threshold point (at 01 September 2018) will receive a further award of £1,387 (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 £1,662 from 01 September 2018.

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% from 01 September 2018.