



Circular STS 01/25 – Support Staff Pay and Terms and Conditions Agreement 1 September 2025 – 31 August 2028

Technical Implementation Note

1. Pay

Year 1 – 1 September 2025 – 31 August 2026

A consolidated award of **4.25%** on all salary points for support staff, with an underpin of £1,150 for salaries up to £27,000 (FTE), effective from 1 September 2025.

Year 2 – 1 September 2026 – 31 August 2027

A consolidated award of **3.4%** on all salary points for support staff, effective from 1 September 2026.

Year 3 – 1 September 2027 – 31 August 2028

A consolidated award of **3.0%** on all salary points for support staff, effective from 1 September 2027.

Support staff who have left the sector between 1 September 2025 and the date of issue of this Circular, who have not received the Pay Award, will be entitled to the part of the Pay Award relating to the period up to the date of termination of their employment. Such individuals will be required to write to their former college and request payment.

Support staff who have left on or after 1 September 2025 or agree to leave by the date of this agreement on a voluntary severance basis will have their settlements adjusted accordingly and the relevant pension scheme advised as appropriate.

The Real Living Wage rates for 1 April 2026 have already been implemented. Where individuals have already received Living Wage over and above their current scale point, this will be offset against the pay increase.

Colleges should aim to apply the Pay Award in the earliest possible pay period.

2. Terms and Conditions

Overtime Rate

The employers agree to an increase in the salary level at which overtime is paid to £44,000 from 1 September 2025 – 31 August 2026. From the 1 September 2026, this will increase in line with agreed Pay Awards.

If or when the salary level falls within a single grade band, all salary points within that single grade band will be eligible for overtime payments.

Standby Allowance

The employers agree that employees on a locally agreed standby rota will have the payment increased to £120 per week.

3. Organisational Change

A commitment by the Joint Secretaries to complete a final draft Organisational Change Guidance document by **31 December 2025**.

4. General

This Agreement will apply in its entirety to colleges who are signatories to the National Recognition and Procedures Agreement (NRPA). For colleges who are not signatories to the NRPA, the recommendation from the NJNC is that college boards shadow this Agreement and apply the terms of this Agreement.

Clarification

If any clarification is sought this should be directed to the Joint Secretaries (ces@collegeemployersscotland.ac.uk or j.stewart@unison.co.uk). A joint response will be provided to all points of clarification.

8 December 2025



Support Staff Agreement – 1 September 2025 to 31 August 2028

The undernoted is a National Collective Agreement of the NJNC – Side Table (Support).

Pay

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Year 3 – 1 September 2027 – 31 August 2028

A consolidated award of **3.0%** on all salary points for support staff, effective from 1 September 2027.

This equates to an **11%** cumulative increase over the three-year period.

Terms and Conditions

Overtime Rate

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From the 1 September 2026, this will increase in line with agreed Pay Awards.

If or when the salary level falls within a single grade band, all salary points within that single grade band will be eligible for overtime payments.

Standby Allowance

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Notes:

1. The terms of this Agreement on Pay and Terms and Conditions will be applied pro rata for part time employees.
2. Non-NRPA colleges will be encouraged to shadow any agreement.
3. The employers maintain their accreditation to the Living Wage Foundation.

11 November 2025