



National Joint Negotiating Committee Circular 02/19

Pay

This Circular is issued under the provisions of the National Joint Negotiating Committee (NJNC) and is binding on the signatories of the National Recognition and Procedures Agreement (NRPA). Non-NRPA colleges are encouraged to shadow the agreement.

This Circular implements the May 2019 NJNC Agreement (Pay) attached as **Annex 1**.

Year 1 and 2 – 1st April 2017 – 31st March 2019

All lecturing staff will receive a £400 unconsolidated payment for the period of 1st April 2017 until 31st March 2019. This will be applied pro rata to part time staff and staff who commence or leave employment part way through this period. The pro rata element will be calculated on the basis of the number of hours worked over the two year period in comparison to the FTE.

The £400 unconsolidated payment will be made to staff in the first available pay period. This payment will be made as a one-off lump sum payment.

Year 3 (17 months) – 1st April 2019 – 31st August 2020

The agreed unpromoted lecturer pay scales applicable in each college during the migration and harmonisation period and the promoted lecturer fixed point salary values over the migration and harmonisation period remain unchanged until 1st April 2019.

Immediately following the final migration payment, a consolidated award of £1500 will be applied to all unpromoted and promoted lecturer salary scale points from 1st April 2019 and the uplift, together with the elements of backpay, will be paid in the first available pay period.

From 1st April 2019, the National Pay Scale for unpromoted lecturers is:

Point 1	33,500
Point 2	35,507
Point 3	37,514
Point 4	39,520
Point 5	41,526

From 1st April 2019, the National Fixed Point Pay Scale for promoted lecturers is:

Fixed Point 1	45,350
Fixed Point 2	48,425
Fixed Point 3	51,500

The Agreement will be applied pro rata for part time employees.

The Pay Award for years 1, 2 and 3, will not apply to staff on existing conserved salaries, unless local policy arrangements allow for this.

The next pay settlement date will be 1st September 2020.

Scope

The terms of this Circular will apply to all employees and new entrants to the profession, including those on a temporary, fixed term or non-permanent contract, covered by the NRPA.

If any clarification is sought, this should be directed to the Joint Secretaries, heatherstevenson@collegesscotland.ac.uk and akeenan@eis.org.uk. A joint response will be provided to all points of clarification.

NJNC Joint Secretaries

Anne Keenan

Heather Stevenson

June 2019



National Joint Negotiating Committee (NJNC) Agreement on Pay– 29th May 2019

The undernoted is agreed by the NJNC – Side Table Lecturers as a National Collective Agreement of the NJNC:

Pay

Year 1 and 2 – 1st April 2017 – 31st March 2019

All lecturing staff receive a £400 unconsolidated payment. This will be applied pro rata to part time staff and staff who commence or leave employment part way through this period.

Year 3 (17 months) – 1st April 2019 – 31st August 2020

Immediately following the final migration payment, a consolidated award of £1500 for all unpromoted and promoted lecturer scale points.

From 1st April 2019, the National Pay Scale for unpromoted lecturers is:

Point 1	33,500
Point 2	35,507
Point 3	37,514
Point 4	39,520
Point 5	41,526

From 1st April 2019, the National Fixed Point Pay Scale for promoted lecturers is:

Fixed Point 1	45,350
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The Agreement will be applied pro rata for part time employees.

The Pay Award will not apply to staff on existing conserved salaries, unless local policy arrangements allow for this.

The next pay settlement date will be 1st September 2020.