

Lecturing Staff Pay Offer

Following discussion with the EIS-FELA on a three-year pay offer, we would request that the EIS-FELA take this final offer to their membership for consideration.

Pay

Year 1 – 1 September 2026 to 31 August 2027

A consolidated Pay Award of **3.75%** for all unpromoted and promoted lecturer scale points, effective from 1 September 2026.

Year 2 – 1 September 2027 to 31 August 2028

A consolidated Pay Award of **3.25%** for all unpromoted and promoted lecturer scale points, effective from 1 September 2027.

Year 3 – 1 September 2028 to 31 August 2029

A consolidated Pay Award of **3.2%** for all unpromoted and promoted lecturer scale points, effective from 1 September 2028.

Pay Scales/Fixed Points

From 1 September 2026, 2027, and 2028, the Lecturers' Pay Scale will be:

National Scale Point	1 September 2026	1 September 2027	1 September 2028
Point 1	43,402	44,812	46,246
Point 2	45,614	47,096	48,603
Point 3	47,826	49,380	50,960
Point 4	50,036	51,662	53,315
Point 5	52,247	53,946	55,672

From 1 September 2026, 2027, and 2028, the Promoted Lecturer Fixed Points will be:

National Fixed Points	1 September 2026	1 September 2027	1 September 2028
Fixed Point 1	56,461	58,296	60,161
Fixed Point 2	59,850	61,795	63,773
Fixed Point 3	63,239	65,294	67,383

Reopener Clause

A re-opener clause will apply to the second and third year of the Pay Agreement. The detail of the re-opener is attached as **Appendix 1**.

Job Security

This Agreement ensures that any compulsory redundancies will be as a last resort, after it has been determined by a college acting reasonably, that all other reasonably practicable options (including redeployment and early retirement) have been exhausted. There will be no compulsory redundancies in direct response to this Pay Award.

Distant Islands Allowance

College Employers Scotland, in collaboration with Colleges Scotland, will work with the EIS-FELA and other recognised trade unions to jointly seek government funding of Distant Islands Allowance for applicable colleges as additional to any Pay Award, payable on 1 September of each year, subject to completion of discussions with the Scottish Government.

Implementation of Circulars

The EIS-FELA and the employers are committed to ensuring the full implementation of all agreed National Circulars.

Notes:

- Non-NRPA colleges are encouraged to shadow the agreement.
- The Pay Award will be applied pro rata for part-time employees.
- Colleges should apply the Pay Award in the earliest possible pay period.

11 June 2026

Re-opener Clause

The Pay Agreement includes a reopener clause for the second and third years (**1 September 2027 to 31 August 2028 and 1 September 2028 to 31 August 2029**) that would enable the re-opening of discussions.

The detail of the reopener clause is outlined below:

2027-28 Pay Award

By the **31 May 2027**, a review will be carried out by the Joint Secretaries to assess the mean value of CPI over the 12-month period (1 May 2026 – 30 April 2027).

Where the review identifies that mean CPI over this period was equal to or greater than 0.5% above the agreed pay award for the 2027/28 pay year then the National Negotiating Committee – Lecturing Staff (NNC – LS), will meet to renegotiate Year Two (**1 September 2027 to 31 August 2028**) for the purpose of the reopener clause.

Whilst these discussions are ongoing, the Pay Award of 3.25% will proceed as agreed, in September 2027.

2028-29 Pay Award

By 31 May 2028, a review will be carried out to assess the mean value of CPI over the 12-month period (1 May 2027 – 30 April 2028).

Where the review identifies that mean CPI over this period was equal to or greater than 0.5% above the agreed pay award for the 2028/29 pay year then the National Negotiating Committee – Lecturing Staff (NNC – LS), will meet to renegotiate Year Two (**1 September 2028 to 31 August 2029**) for the purpose of the reopener clause.

Whilst these discussions are ongoing, the Pay Award of 3.2% will proceed as agreed, in September 2028.

Method of calculating mean CPI for the review process

Mean CPI will be determined with reference to the CPI figures published by the Office for National Statistics – [Consumer price inflation, UK - Office for National Statistics](#). That series provides the percentage change value, on a month-by-month basis, and enables a calculation to be carried out to determine the mean average rate of CPI over the agreed period.