

Lecturing Staff Final Pay Offer

Following consideration of the discussions at the NJNC meeting on Thursday 19 April, and submissions from Scottish Funding Council on the current respective positions the management side now present this as a final offer, we would request that the EIS take this to their membership for consideration.

Year 1 – 1st April 2017 – 31st March 2018

All lecturers that received less than £600 during the first 25% of harmonisation will receive an additional unconsolidated payment to ensure that every employee will receive a minimum of £600.

Year 2 – 1st April 2018 – 31st March 2019

All lecturers that received less than £1000 during the second 25% of harmonisation will receive an additional unconsolidated payment to ensure that every employee will receive a minimum of £1000.

Year 3 – 1st April 2019 – 31st March 2020

Immediately following the final migration payment, a consolidated award of 2.5% for all unpromoted and promoted lecturer scale points.

From 1st April 2019, the Lecturers Pay Scale will be:

Point 1	32800
Point 2	34857
Point 3	36914
Point 4	38970
Point 5	41027

From 1st April 2019, the Promoted Lecturer Fixed Points will be:

Fixed Point 1	44946
Fixed Point 2	48098
Fixed Point 3	51250

Notes:

- The offer represents a cash payment of up to £1,600 over a two-year period for both unpromoted and promoted lecturers and in addition, following the final migration payment on 1st April 2019, a consolidated award of 2.5% will apply.
- The agreed unpromoted lecturer pay scale and promoted lecturer fixed point salary values remain unchanged until 1st April 2019.
- The agreed harmonisation and migration payments are unaffected by this offer and the consolidated award takes place immediately after the final migration payment is made.
- These payments are in addition to an average pay increase for lecturing staff of 9% over the three years of the May 2017 pay migration and harmonisation agreement.
- The Pay Award will be applied pro rata for part time employees.
- Non-NRPA colleges are encouraged to shadow the offer if accepted.
- A commitment for further discussion on changing the pay review date to September from 2020.

Thursday 19 April 2018.