

Circular STL 04/20 – Lecturing Staff Pay Agreement 2020-21

Pay – Technical Implementation Note

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 1 September 2020 – 31 August 2021 NJNC Side Table (Lecturing) Pay Agreement.

Effective from 1 September 2020

A consolidated Pay Award of 2.0% for all unpromoted and promoted lecturer scale points.

From 1 September 2020, the Lecturers' Pay Scale will be:

National Pay Scale	1 April 2019	1 September 2020
Point 1	33,500	34,170
Point 2	35,507	36,217
Point 3	37,514	38,264
Point 4	39,520	40,310
Point 5	41,526	42,357

From 1st September 2020, the Promoted Lecturer Fixed Points will be:

National Fixed Point Pay Scale	1 April 2019	1 September 2020
Fixed Point 1	45,350	46,257
Fixed Point 2	48,425	49,394
Fixed Point 3	51,500	52,530

The Pay Award will be applied pro rata for part time employees.

The Pay Award will not apply to staff on existing conserved salaries, unless the provisions of Circular 01/18 apply. These provisions are:

Salary Conservation

From 1 January 2018, salary conservation will be applied on a four years' cash conservation basis. Employees in this position will not receive any increase to the cash amount of the salary at the point of conservation and will move to the salary level of the new post or grade at the end of the four year period. If during the four year period, annual pay awards increase the salary of the 'new' or regraded post beyond that of the cash conserved value, the postholder will move out of cash conservation and onto the new salary grade.

This agreement will apply to any new salary conservation arrangement which commences after 1 January 2018.

Employees who are currently in receipt of salary conservation arrangements, as at 31 December 2017, will continue with the timescales contained in those existing contractual salary conservation arrangements. This applies to timescales which are both longer and shorter than the national agreement of four years.

For those promoted lecturers, whose posts have been matched to a level with a lower salary under the terms of Circular 02/17 or whose posts are matched to a level with a lower salary under the terms of Circular 04/17, the salary conservation conditions applicable under local arrangements in place at 1 April 2017 will apply.

The next pay settlement date will be 1 September 2021.

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, heather.stevenson@collegesscotland.ac.uk and dshepherd@eis.org.uk. A joint response will be provided to all points of clarification.

NJNC Joint Secretaries

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