



## Circular STL 03/24 – Lecturing Staff Pay Agreement 2022-26

### 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 2022 – 31 August 2026 NJNC – Side Table (Lecturing) Pay Agreement (**Appendix 1**).

### Pay

#### Year 1 – 1 September 2022 – 31 August 2023

A consolidated Pay Award of £2,000 for all unpromoted and promoted lecturer scale points, effective from 1<sup>st</sup> September 2022.

#### Year 2 – 1 September 2023 – 31 August 2024

A consolidated Pay Award of £1,500 for all unpromoted and promoted lecturer scale points, effective from 1<sup>st</sup> September 2023.

#### Year 3 – 1 September 2024 – 31 August 2025

A consolidated Pay Award of £1,500 for all unpromoted and promoted lecturer scale points, effective from 1<sup>st</sup> September 2024.

#### Year 4 – 1 September 2025 – 31 August 2026

Following a commitment from the Scottish Government, a consolidated Pay Award of 4.14% for all unpromoted and promoted lecturer scale points, effective from 1<sup>st</sup> September 2025.

### Pay Scales/Fixed Points

From 1<sup>st</sup> September 2022, 2023, 2024 and 2025 the **Lecturers' Pay Scale** will be:

National Scale Point	1 September 2021 £k	1 September 2022 £k	1 September 2023 £k	1 September 2024 £k	1 September 2025 £k
Point 1	35,170	37,170	38,670	40,170	41,833
Point 2	37,217	39,217	40,717	42,217	43,965
Point 3	39,264	41,264	42,764	44,264	46,097
Point 4	41,310	43,310	44,810	46,310	48,227

<b>Point 5</b>	43,357	45,357	46,857	48,357	50,359
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From 1<sup>st</sup> September 2022, 2023, 2024 and 2025 the **Promoted Lecturer Fixed Points** will be:

<b>National Fixed Points</b>	<b>1 September 2021 £k</b>	<b>1 September 2022 £k</b>	<b>1 September 2023 £k</b>	<b>1 September 2024 £k</b>	<b>1 September 2025 £k</b>
<b>Fixed Point 1</b>	47,257	49,257	50,757	52,257	54,420
<b>Fixed Point 2</b>	50,394	52,394	53,894	55,394	57,687
<b>Fixed Point 3</b>	53,530	55,530	57,030	58,530	60,953

The Pay Award will be applied pro rata to part time employees and staff who commence or leave employment part way through this period.

Entrants to the sector after 1 September 2022 will be appointed to the revised salary scales and any backdating applied to their date of start as appropriate.

Those who have left the sector between 1 September 2022 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 unless for any reason they have signed a settlement agreement and/or COT3 waiving all claims against their college employer. All individuals who have left the sector between 1 September 2022 and the date of issue of this Circular should write to their former college and request payment.

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

The Pay Award will not apply to staff on existing conserved salaries, unless the provisions of [Circular 01/18 apply](#).

The next pay settlement date will be 1 September 2026.

### **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 all other reasonably practicable options have been exhausted. There will be no compulsory redundancies in direct response to this Pay Award.

### **Pay Deductions for Non-resulting**

All lecturing staff, within ten working days of the Agreement (**Appendix 1**) being ratified, will input all outstanding student results withheld as part of the dispute, into the appropriate college system.

Colleges that made a local decision to deduct salary from lecturers' pay in response to their participation in the Action Short of Strike comprising the withholding of student results, have agreed, on this occasion, to make repayment of any such pay deductions, once all outstanding results are entered into the appropriate college system

Colleges should make these repayments in the earliest possible pay period.

## **Implementation of Circulars**

The employers are committed to ensuring the full implementation of [Circulars 04/18](#) and [02/21](#). The Management Side will work closely with the EIS-FELA to ensure full implementation by the end of this Academic Year.

## **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, [john.anderson@collegeemployersscotland.ac.uk](mailto:john.anderson@collegeemployersscotland.ac.uk) and [garry.ross@EIS.org.uk](mailto:garry.ross@EIS.org.uk). A joint response will be provided to all points of clarification.

NJNC Joint Secretaries

John Anderson  
4 September 2024

Garry Ross

**National Joint Negotiating Committee (NJNC) Agreement on Pay**

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

**Pay**

**Year 1 – 1 September 2022 – 31 August 2023**

A consolidated Pay Award of £2,000 for all unpromoted and promoted lecturer scale points, effective from 1<sup>st</sup> September 2022.

**Year 2 – 1 September 2023 – 31 August 2024**

A consolidated Pay Award of £1,500 for all unpromoted and promoted lecturer scale points, effective from 1<sup>st</sup> September 2023.

**Year 3 – 1 September 2024 – 31 August 2025**

A consolidated Pay Award of £1,500 for all unpromoted and promoted lecturer scale points, effective from 1<sup>st</sup> September 2024.

**Year 4 – 1 September 2025 – 31 August 2026**

Following a commitment from the Scottish Government, a consolidated Pay Award of 4.14% for all unpromoted and promoted lecturer scale points, effective from 1<sup>st</sup> September 2025.

**Pay Scales/Fixed Points**

From 1<sup>st</sup> September 2022, 2023, 2024 and 2025 the **Lecturers’ Pay Scale** will be:

<b>National Scale Point</b>	<b>1 September 2021 £k</b>	<b>1 September 2022 £k</b>	<b>1 September 2023 £k</b>	<b>1 September 2024 £k</b>	<b>1 September 2025 £k</b>
<b>Point 1</b>	35,170	37,170	38,670	40,170	41,838
<b>Point 2</b>	37,217	39,217	40,717	42,217	43,965
<b>Point 3</b>	39,264	41,264	42,764	44,264	46,097
<b>Point 4</b>	41,310	43,310	44,810	46,310	48,227
<b>Point 5</b>	43,357	45,357	46,857	48,357	50,359

From 1<sup>st</sup> September 2022, 2023, 2024 and 2025 the **Promoted Lecturer Fixed Points** will be:

<b>National Fixed Points</b>	<b>1 September 2021 £k</b>	<b>1 September 2022 £k</b>	<b>1 September 2023 £k</b>	<b>1 September 2024 £k</b>	<b>1 September 2025 £k</b>
<b>Fixed Point 1</b>	47,257	49,257	50,757	52,257	54,420
<b>Fixed Point 2</b>	50,394	52,394	53,894	55,394	57,687
<b>Fixed Point 3</b>	53,530	55,530	57,030	58,530	60,953

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

### **Job Security**

The National Joint Negotiating Committee recognises the financial pressures facing the college sector. Any compulsory redundancies will be as a last resort after all other options are exhausted and will not be related directly to this pay award.

### **Pay Deductions for Non-resulting**

Within ten days of this Agreement being ratified, all outstanding student results withheld as part of the dispute will be entered into the appropriate system. It is acknowledged that, some colleges made a local decision to deduct salary from lecturers' pay in response to their participation in the Action Short of Strike comprising the withholding of student results. While this was a local decision (on a matter outwith the scope of the National Recognition and Procedures Agreement), those colleges have agreed, on this occasion and as part of the pay offer, to make repayment of any such pay deductions, once all outstanding results are entered into the appropriate system.

### **Implementation of Circulars**

The management side is committed to ensuring the full implementation of Circulars 04/18 and 02/21 and will work closely with the EIS-FELA to do so by the end of the academic year.

Non-NRPA colleges are encouraged to shadow the agreement.

### **3 September 2024**