

Lecturing Staff Offer 2022/23, 2023/24, 2024/25 and 2025/26

Following further consideration of the lecturing staff pay claim, the employers request that the EIS-FELA take this full and final offer to their membership. The employers also ask for the suspension of all industrial action whilst this offer is taken to the EIS-FELA membership.

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 1st 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 1st 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 1st 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 1st September 2025.

Pay Scales/Fixed Points

From 1st 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	41,838
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
Point 5	43,357	45,357	46,857	48,357	50,359

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

National Fixed Points	1 September 2021 £k	1 September 2022 £k	1 September 2023 £k	1 September 2024 £k	1 September 2025 £k
Fixed Point 1	47,257	49,257	50,757	52,257	54,420
Fixed Point 2	50,394	52,394	53,894	55,394	57,687
Fixed Point 3	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.

23 August 2024