

# **NORTHERN IRELAND COLLEGE EMPLOYERS' FORUM**

## **CIRCULAR NO: CEF 2020/02**

25 January 2021

To: Joint Secretaries, Non-Teaching Staff Negotiating Committee  
Principals and Chairpersons of Governing Bodies of Colleges of Further Education  
Finance Directors of Colleges of Further Education  
HR Managers of Colleges of Further Education  
Department for the Economy  
GMB  
NIPSA  
UNISON  
UNITE

### **FURTHER EDUCATION NON-TEACHING STAFF NEGOTIATING COMMITTEE**

#### **APRIL 2020 NON-TEACHING STAFF PAY SCALE**

In accordance with the provisions of Article 11, Schedule 3, paragraph 10.3 of the Further Education (Northern Ireland) Order 1997 and the Constitution for Negotiating the Terms, Conditions of Service and Remuneration of Non-Teaching Staff Employed in Incorporated Colleges of Further Education, it has been determined that from 1 April 2020, the scale and rates of pay for Non-teaching Staff in Colleges of Further Education shall be those set out in Appendix 1 to this Circular.

There are a number of points which should be noted with regard to the implementation of this Circular:

- This Circular sets out the implementation arrangements for Phase 2 of the 2019/20 NJC Pay agreement specifically addressing grade boundaries and the number of scale points within pays bands. The new scale is applicable from 01 April 2020 and is included at Appendix 1.
- Details of the assimilation process to the new scale from 01 April 2020 is included in Appendix 2.
- This Circular confirms that the revised pay scale and rates of pay has been agreed by the Non-Teaching Staff Negotiating Committee (NTSNC);

This Circular applies to all Non-teaching Staff.

**Dr Nicholas O'Shiel**  
**Chair**  
**College Employers' Forum**

BAND	New	Apr-19	Apr-20	Monthly Rate	Weekly Rate	Hourly Rate (36 Hrs/wk)
	Scale Point	Rate	Rate			
Band 1 (1-2)	1	£17,364	£17,842	£1,486.79	£342.17	£9.50
	2	£17,711	£18,198	£1,516.50	£349.00	£9.69
Band 2 (3-4)	3	£18,065	£18,562	£1,546.82	£355.98	£9.89
	4	£18,426	£18,933	£1,577.73	£363.09	£10.09
Band 3 (5-6)	5	£18,795	£19,312	£1,609.32	£370.36	£10.29
	6	£19,171	£19,698	£1,641.52	£377.77	£10.49
Band 4 (8-18)	7	£19,554	£20,092	£1,674.31	£385.32	£10.70
	8	£19,945	£20,493	£1,707.79	£393.02	£10.92
	9	£20,344	£20,903	£1,741.96	£400.89	£11.14
	10	£20,751	£21,322	£1,776.80	£408.91	£11.36
	11	£21,166	£21,748	£1,812.34	£417.09	£11.59
	12	£21,589	£22,183	£1,848.56	£425.42	£11.82
	13	£22,021	£22,627	£1,885.55	£433.93	£12.05
	14	£22,462	£23,080	£1,923.31	£442.62	£12.30
	15	£22,911	£23,541	£1,961.75	£451.47	£12.54
	16	£23,369	£24,012	£2,000.97	£460.50	£12.79
	17	£23,836	£24,491	£2,040.96	£469.70	£13.05
	18	£24,313	£24,982	£2,081.80	£479.10	£13.31
	19	£24,799	£25,481	£2,123.41	£488.67	£13.57
Band 5 (20-25)	20	£25,295	£25,991	£2,165.88	£498.45	£13.85
	21	£25,801	£26,511	£2,209.21	£508.42	£14.12
	22	£26,317	£27,041	£2,253.39	£518.59	£14.41
	23	£26,999	£27,741	£2,311.79	£532.03	£14.78
	24	£27,905	£28,672	£2,389.37	£549.88	£15.27
	25	£28,785	£29,577	£2,464.72	£567.22	£15.76
	26	£29,636	£30,451	£2,537.58	£583.99	£16.22
Band 6 (27- 30)	27	£30,507	£31,346	£2,612.16	£601.15	£16.70
	28	£31,371	£32,234	£2,686.14	£618.18	£17.17
	29	£32,029	£32,910	£2,742.48	£631.15	£17.53
	30	£32,878	£33,782	£2,815.18	£647.87	£18.00
	31	£33,799	£34,728	£2,894.04	£666.02	£18.50
Band 7 (32-35)	32	£34,788	£35,745	£2,978.72	£685.51	£19.04
	33	£35,934	£36,922	£3,076.85	£708.09	£19.67
	34	£36,876	£37,890	£3,157.51	£726.66	£20.18
	35	£37,849	£38,890	£3,240.82	£745.83	£20.72

BAND	New	Apr-19	Apr-20	Monthly Rate	Weekly	Hourly Rate
	Scale Point	Rate	Rate		Rate	(36 Hrs/wk)
<b>Band 8</b>	36	£38,813	£39,880	£3,323.36	£764.83	£21.25
<b>(36-39)</b>	37	£39,782	£40,876	£3,406.33	£783.92	£21.78
	38	£40,760	£41,881	£3,490.08	£803.19	£22.31
	39	£41,675	£42,821	£3,568.42	£821.22	£22.81
	40	£42,683	£43,857	£3,654.73	£841.09	£23.36
<b>Band 9</b>	41	£43,662	£44,863	£3,738.56	£860.38	£23.90
<b>(41 - 43)</b>	42	£44,632	£45,859	£3,821.62	£879.49	£24.43
	43	£45,591	£46,845	£3,903.73	£898.39	£24.96
<b>Band 10</b>	44	£46,552	£47,832	£3,986.02	£917.33	£25.48
<b>(44 – 46)</b>	45	£47,494	£48,800	£4,066.67	£935.89	£26.00
	46	£48,438	£49,770	£4,147.50	£954.49	£26.51
<b>Band 11</b>	47	£49,362	£50,719	£4,226.62	£972.70	£27.02
<b>(47– 49)</b>	48	£50,259	£51,641	£4,303.43	£990.37	£27.51
	49	£51,157	£52,564	£4,380.32	£1,008.07	£28.00
<b>Band 12</b>	50	£52,119	£53,552	£4,462.69	£1,027.03	£28.53
<b>(50 – 52)</b>	51	£53,054	£54,513	£4,542.75	£1,045.45	£29.04
	52	£53,996	£55,481	£4,623.41	£1,064.01	£29.56
<b>Band 13</b>	53	£54,935	£56,446	£4,703.81	£1,082.52	£30.07
<b>(53 – 55)</b>	54	£55,879	£57,416	£4,784.64	£1,101.12	£30.59
	55	£56,819	£58,382	£4,865.13	£1,119.64	£31.10
<b>Band 14</b>	56	£57,763	£59,351	£4,945.96	£1,138.24	£31.62
<b>(56 – 59)</b>	57	£58,689	£60,303	£5,025.25	£1,156.49	£32.12
	58	£59,636	£61,276	£5,106.33	£1,175.15	£32.64
	59	£60,585	£62,251	£5,187.59	£1,193.85	£33.16
<b>Band 15</b>	60	£61,556	£63,249	£5,270.73	£1,212.99	£33.69
<b>(60 – 63)</b>	61	£62,534	£64,254	£5,354.47	£1,232.26	£34.23
	62	£63,535	£65,282	£5,440.18	£1,251.98	£34.78
	63	£64,546	£66,321	£5,526.75	£1,271.91	£35.33
<b>UPG1</b>	64	£65,585	£67,389	£5,615.72	£1,292.38	£35.90
<b>(64-67)</b>	65	£66,641	£68,474	£5,706.14	£1,313.19	£36.48
	66	£67,714	£69,576	£5,798.01	£1,334.33	£37.06
	67	£68,804	£70,696	£5,891.34	£1,355.81	£37.66
	68	£69,912	£71,835	£5,986.22	£1,377.65	£38.27
<b>UPG2</b>	69	£71,037	£72,991	£6,082.54	£1,399.81	£38.88
<b>(69-72)</b>	70	£72,181	£74,166	£6,180.50	£1,422.36	£39.51
	71	£73,343	£75,360	£6,279.99	£1,445.26	£40.15
	72	£74,524	£76,573	£6,381.12	£1,468.53	£40.79
	73	£75,724	£77,806	£6,483.87	£1,492.17	£41.45
<b>UPG3</b>	74	£76,943	£79,059	£6,588.24	£1,516.19	£42.12
<b>(74-77)</b>	75	£78,182	£80,332	£6,694.33	£1,540.61	£42.79
	76	£79,440	£81,625	£6,802.05	£1,565.40	£43.48
	77	£80,719	£82,939	£6,911.56	£1,590.60	£44.18

Scale point not in use

**Band 1 Transition to New Scale Points**

<b>Current Point</b>	<b>New Point</b>	<b>Increase</b>
1	3	£720
2	3	£364

**Band 4 - Transition to New Scale Points if increment due.**

<b>Current Point</b>	<b>New Point</b>	<b>Increase</b>
7	8	£391
8	10	£806
9	10	£407
11	12	£423
12	14	£873
15	16	£458
17	18	£477

**Band 5 Transition to New Scale Point**

<b>Current Point</b>	<b>New Point</b>	<b>Increase</b>
19	20	£510

**Band 9 Transition to New Scale Point**

<b>Current Point</b>	<b>New Point</b>	<b>Increase</b>
40	41	£1,006

**Band 10 Transition to New Scale Point**

<b>Current Point</b>	<b>New Point</b>	<b>Increase</b>
43	44	£987

**Band 11 Transition to New Scale Point**

<b>Current Point</b>	<b>New Point</b>	<b>Increase</b>
46	47	£949

**Band 12 Transition to New Scale Point**

<b>Current Point</b>	<b>New Point</b>	<b>Increase</b>
49	50	£988

**Band 13 Transition to New Scale Point**

<b>Current Point</b>	<b>New Point</b>	<b>Increase</b>
52	53	£965