NORTHERN IRELAND COLLEGE EMPLOYERS' FORUM

CIRCULAR NO: CEF 2025/01

04 Nov 2025

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 2025 NON-TEACHING STAFF PAY SCALE AND RATES

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 2025, the scale and rates of pay for Non-teaching Staff in Colleges of Further Education shall be those set out in Appendix 1 of this Circular.

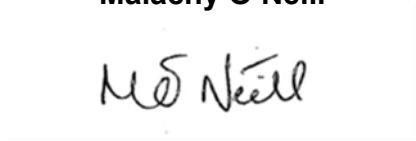
There are a number of points which should be noted with regard to the implementation of this Circular:

- A 3.2% increase has been applied to all salary scale points and related NJC allowances
- This Pay Award is applicable from 1 April 2025 and covers incremental increases as well as the new April 2025 scales
- Full approval has been received for this Pay Award

This Circular applies to all Non-teaching Staff.

PLEASE PASS A COPY TO YOUR FINANCE/SALARIES DEPARTMENT.

Malachy Ó Néill



Chair
College Employers' Forum

Appendix 1

	NJC Pt	Apr-24 Rate	Increase	Apr-25 Rate	Per Month	Per Week	Per Hour
Band 2	3	24027	769	24796	2066.33	475.57	13.2102
	4	24404	781	25185	2098.75	483.03	13.4174
Band 3	5	24790	793	25583	2131.92	490.66	13.6294
	6	25183	806	25989	2165.75	498.45	13.8457
Band 4	8	25992	832	26824	2235.33	514.46	14.2906
	10	26835	859	27694	2307.83	531.15	14.7541
	12	27711	887	28598	2383.17	548.48	15.2357
	14	28624	916	29540	2461.67	566.55	15.7375
	16	29572	946	30518	2543.17	585.31	16.2586
	18	30559	978	31537	2628.08	604.85	16.8015
Band 5	20	31586	1011	32597	2716.42	625.18	17.3662
	21	32115	1028	33143	2761.92	635.65	17.6571
	22	32654	1045	33699	2808.25	646.32	17.9533
	23	33366	1068	34434	2869.50	660.41	18.3448
	24	34314	1098	35412	2951.00	679.17	18.8659
	25	35235	1128	36363	3030.25	697.41	19.3725
Band 6	27	37035	1185	38220	3185.00	733.03	20.3618
	28	37938	1214	39152	3262.67	750.90	20.8584
	29	38626	1236	39862	3321.83	764.52	21.2366
	30	39513	1264	40777	3398.08	782.07	21.7241
Band 7	32	41511	1328	42839	3569.92	821.61	22.8226
	33	42708	1367	44075	3672.92	845.32	23.4811
	34	43693	1398	45091	3757.58	864.81	24.0224
	35	44711	1431	46142	3845.17	884.96	24.5823
Band 8	36	45718	1463	47181	3931.75	904.89	25.1359
	37	46731	1495	48226	4018.83	924.93	25.6926
	38	47754	1528	49282	4106.83	945.19	26.2552
	39	48710	1559	50269	4189.08	964.12	26.7810
Band 9 (41-43)	41	50788	1625	52413	4367.75	1005.24	27.9232
	42	51802	1658	53460	4455.00	1025.32	28.4810
	43	52805	1690	54495	4541.25	1045.17	29.0324
Band 10 (44-46)	44	53871	1724	55595	4632.92	1066.26	29.6184
	45	54920	1757	56677	4723.08	1087.02	30.1949
	46	55971	1791	57762	4813.50	1107.83	30.7729
Band 11 (47-49)	47	56999	1824	58823	4901.92	1128.17	31.3382
	48	57998	1856	59854	4987.83	1147.95	31.8874
	49	58998	1888	60886	5073.83	1167.74	32.4372
Band 12 (50-52)	50	60068	1922	61990	5165.83	1188.91	33.0254
	51	61109	1955	63064	5255.33	1209.51	33.5976
	52	62158	1989	64147	5345.58	1230.28	34.1746
Band 13 (53-55	53	63204	2023	65227	2066.33	475.57	34.7499
	54	64254	2056	66310	2098.75	483.03	35.3269
	55	65302	2090	67392	2131.92	490.66	35.9033

	NJC Pt	Apr-24 Rate	Increase	Apr-25 Rate	Per Month	Per Week	Per Hour
Band 14 (56-59)	56	66351	2123	68474	5706.17	1313.27	36.4798
	57	67381	2156	69537	5794.75	1333.66	37.0461
	58	68436	2190	70626	5885.50	1354.55	37.6263
	59	69492	2224	71716	5976.33	1375.45	38.2070
Band 15 (60–63)	60	70574	2258	72832	6069.33	1396.85	38.8015
	61	71662	2293	73955	6162.92	1418.39	39.3998
	62	72776	2329	75105	6258.75	1440.45	40.0125
	63	73903	2365	76268	6355.67	1462.75	40.6321
UPG1 (64-67)	64	75059	2402	77461	6455.08	1485.63	41.2676
	65	76234	2439	78673	6556.08	1508.88	41.9133
	66	77429	2478	79907	6658.92	1532.55	42.5707
	67	78642	2517	81159	6763.25	1556.56	43.2378
UPG2 (69-72)	69	81128	2596	83724	6977.00	1605.75	44.6043
	70	82402	2637	85039	7086.58	1630.97	45.3048
	71	83695	2678	86373	7197.75	1656.56	46.0155
	72	85009	2720	87729	7310.75	1682.57	46.7379
UPG3 (74-77)	74	87703	2806	90509	7542.42	1735.88	48.2190
	75	89082	2851	91933	7661.08	1763.20	48.9776
	76	90482	2895	93377	7781.42	1790.89	49.7469
	77	91906	2941	94847	7903.92	1819.08	50.5301

NJC Technician Allowances

City and Guilds Science Laboratory Technician's Certificate Allowance:

- 1 April 2025
- £251

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

- 1 April 2025
- £181