

NORTHERN IRELAND COLLEGE EMPLOYERS' FORUM

CIRCULAR NO: CEF 2021/02

02 February 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

Appendix 1

BAND	New	Apr-19	Apr-20	Monthly Rate	Weekly	Hourly Rate (36 Hrs/wk)
	Scale Point	Rate	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 (36 Hrs/wk)
	Scale Point	Rate	Rate		Rate	
Band 8	36	£38,813	£39,880	£3,323.36	£764.83	£21.25
(36-39)	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
Band 9	41	£43,662	£44,863	£3,738.56	£860.38	£23.90
(41 - 43)	42	£44,632	£45,859	£3,821.62	£879.49	£24.43
	43	£45,591	£46,845	£3,903.73	£898.39	£24.96
Band 10	44	£46,552	£47,832	£3,986.02	£917.33	£25.48
(44 – 46)	45	£47,494	£48,800	£4,066.67	£935.89	£26.00
	46	£48,438	£49,770	£4,147.50	£954.49	£26.51
Band 11	47	£49,362	£50,719	£4,226.62	£972.70	£27.02
(47– 49)	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
Band 12	50	£52,119	£53,552	£4,462.69	£1,027.03	£28.53
(50 – 52)	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
Band 13	53	£54,935	£56,446	£4,703.81	£1,082.52	£30.07
(53 – 55)	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
Band 14	56	£57,763	£59,351	£4,945.96	£1,138.24	£31.62
(56 – 59)	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
Band 15	60	£61,556	£63,249	£5,270.73	£1,212.99	£33.69
(60 – 63)	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
UPG1	64	£65,585	£67,389	£5,615.72	£1,292.38	£35.90
(64-67)	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
UPG2	69	£71,037	£72,991	£6,082.54	£1,399.81	£38.88
(69-72)	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
UPG3	74	£76,943	£79,059	£6,588.24	£1,516.19	£42.12
(74-77)	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

Current Point	New Point	Increase
1	3	£720
2	3	£364

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

Current Point	New Point	Increase
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

Current Point	New Point	Increase
19	20	£510

Band 9 Transition to New Scale Point

Current Point	New Point	Increase
40	41	£1,006

Band 10 Transition to New Scale Point

Current Point	New Point	Increase
43	44	£987

Band 11 Transition to New Scale Point

Current Point	New Point	Increase
46	47	£949

Band 12 Transition to New Scale Point

Current Point	New Point	Increase
49	50	£988

Band 13 Transition to New Scale Point

Current Point	New Point	Increase
52	53	£965