NORTHERN IRELAND COLLEGE EMPLOYERS' FORUM

CIRCULAR NO: CEF 2024/03

24 July 2025

To: Joint Secretaries, Lecturers' Negotiating Committee
Principals and Chairs of Governing Bodies of Colleges of Further Education
HR Managers of Colleges of Further Education
Department for the Economy
DE Pensions Branch
UCU
NASUWT

FURTHER EDUCATION LECTURERS' NEGOTIATING COMMITTEE

Further Education Lecturers' Pay award from 01 September 2024 and 01 September 2025

In accordance with the provisions of Article 11, Schedule 3, paragraph 10.3 of the Further Education (Northern Ireland) Order 1997 the Constitution for Negotiating the Terms, Conditions of Service and Remuneration of Lecturers' Employed in Colleges of Further Education, it has been determined that from 01 September 2024 and 01 September 2025, the rates of salaries and allowances to be paid to Lecturers in Colleges of Further Education shall be those set out in the Appendix 1 to this Circular.

Summary of Changes:

1. 5.5% increase on each salary scale point and allowance from 01 September 2024 relating to Lecturer's Contract of Employment (i.e. Associate Lecturers, Full-Time Lecturers, Principal Lecturers and Heads of Department) and Part-time Hourly Paid Lecturers.

2. 5.5% increase to allowances i.e. Threshold, Deane, Responsibility and Re-organisation) from 01 September 2024 relating to Lecturer's Contract of Employment (i.e. Associate Lecturers, Full-Time Lecturers, Principal Lecturers and Heads of Department).

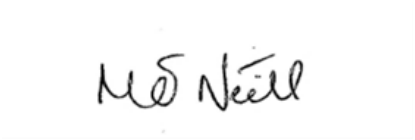
3. 3% increase on each salary scale point and allowance from 01 September 2025 relating to Lecturer's Contract of Employment (i.e. Associate Lecturers, Full-Time Lecturers, Principal Lecturers and Heads of Department) and Part-time Hourly Paid Lecturers.

4. 3% increase to allowances i.e. Threshold, Deane, Responsibility and Re-organisation) from 01 September 2025 relating to Lecturer's Contract of Employment (i.e. Associate Lecturers, Full-Time Lecturers, Principal Lecturers and Heads of Department).

5. Approval for incremental increases due 01 September 2025.

Kind Regards,

Malachy Ó Néill



Chair
College Employers' Forum

1 Lecturers

Scale Points	Rate as at 1st Sept 2023	Rate as at 1st Sept 2024	Rate as at 1st Sept 2025
1	£30,000	£31,650	£32,600
2	£31,530	£33,264	£34,262
3	£34,088	£35,963	£37,042
4	£36,836	£38,862	£40,028
5	£39,495	£41,667	£42,917
Threshold*	£3,067	£3,236	£3,333
Deane**	£1,596	£1,684	£1,735

Threshold point

* Threshold payment carried from lecturer scale, if applicable. Threshold payment carried or newly acquired on the lecturer scale.

Deane

** The Deane payment is detailed in Section 6 of this circular. This payment relates to staff who have been on threshold for two years or more.

(Note – pay award applied and the new rates then rounded to the nearest £1)

2 Principal Lecturers

College Size Group	Scale	Range of Points on Scale (£) – 2023	Range of Points on Scale (£) – 2024	Range of Points on Scale (£) – 2025
E3 and Higher – 5&6	**5**	£52,361- £56,838	£55,241- £59,964	£56,898- £61,763
	6	£53,863- £58,343	£56,825- £61,552	£58,530- £63,399

Note: These scales do not show the £3,236 (September 2024) or £3,333 (September 2025) payments for lecturers on the Principal Lecturer scale who apply for and are awarded a Threshold payment or who have carried such payment from another scale.

3 Heads of Departments

College Size Group	Scale	Range of Points on Scale (£) - 2023	Range of Points on Scale (£) - 2024	Range of Points on Scale (£) - 2025
	13	£55,339 - £59,829	£58,383 - £63,120	£60,134 - £65,014
	14	£56,838 - £61,330	£59,964 - £64,703	£61,763 - £66,644
	15	£58,343 - £62,817	£61,552 - £66,272	£63,399 - £68,260
	16	£59,829 - £64,296	£63,120 - £67,832	£65,014 - £69,867
FG16 – FG21	**16**	£59,829 - £64,296	£63,120 - £67,832	£65,014 - £69,867
	17	£61,330 - £65,802	£64,703 - £69,421	£66,644 - £71,504
	18	£62,817 - £67,301	£66,272 - £71,003	£68,260 - £73,133
	19	£64,296 - £68,796	£67,832 - £72,580	£69,867 - £74,757
	20	£65,802 - £70,294	£69,421 - £74,160	£71,504 - £76,385
	21	£67,301 - £71,775	£71,003 - £75,723	£73,133 - £77,995

Note: These scales do not show the £3,236 (September 2024) or £3,333 (September 2025) payments for lecturers on the Principal Lecturer scale who apply for and are awarded a Threshold payment or who have carried such payment from another scale.

4 Management Salary Spine

Management Spine Points	Salary (£)-2023	Salary (£)-2024	Salary (£)-2025
1	£39,606	£41,784	£43,038
2	£40,874	£43,122	£44,416
3	£42,137	£44,455	£45,789
4	£43,395	£45,782	£47,155
5	£44,667	£47,124	£48,538
6	£45,924	£48,450	£49,904
7	£47,185	£49,780	£51,273
8	£48,452	£51,117	£52,651
9	£49,724	£52,459	£54,033
10	£50,980	£53,784	£55,398
11	£52,361	£55,241	£56,898
12	£53,863	£56,825	£58,530
13	£55,339	£58,383	£60,134
14	£56,838	£59,964	£61,763
15	£58,343	£61,552	£63,399
16	£59,829	£63,120	£65,014
17	£61,330	£64,703	£66,644
18	£62,817	£66,272	£68,260
19	£64,296	£67,832	£69,867
20	£65,802	£69,421	£71,504
21	£67,301	£71,003	£73,133
22	£68,796	£72,580	£74,757
23	£70,294	£74,160	£76,385
24	£71,775	£75,723	£77,995
25	£73,277	£77,307	£79,626
26	£74,762	£78,874	£81,240
27	£76,265	£80,460	£82,874
28	£77,743	£82,019	£84,480
29	£79,251	£83,610	£86,118
30	£80,742	£85,183	£87,738
31	£82,225	£86,747	£89,349
32	£83,731	£88,336	£90,986
33	£85,220	£89,907	£92,604
34	£86,721	£91,491	£94,236
35	£88,194	£93,045	£95,836
36	£89,697	£94,630	£97,469

Note: These scales do not show the £3,236 (September 2024) or £3,333 (September 2025) payments for lecturers on the Principal Lecturer scale who apply for and are awarded a Threshold payment or who have carried such payment from another scale.

5 Payment of Part-time Hourly-Paid Teachers

The hourly rates for part-time teaching shall be set out in the table below.

Category	Standard of Courses	Rate per Hour (£) - 2023	Rate per Hour (£) - 2024	Rate per Hour (£) – 2025
II/III	Courses above National Certificate or equivalent standard leading directly to a university degree or equivalent qualification and courses of equivalent standard but not necessarily leading to a university degree or equivalent qualification	£40.53	£42.76	£44.04
IV	Courses above the level of the General Certificate of Secondary Education or comparable level leading directly to the National Certificate, or courses or parts of courses of a comparable standard	£34.72	£36.63	£37.73
V	Courses other than those described above	£25.68	£27.09	£27.91

6 Deane Agreement

01 September 2024

6.1 All Lecturers who have been on the threshold pay point for at least two years (at 01 September 2024) will receive a further award of £1,684 from 01 September 2024. This award will be consolidated and pensionable.

6.2 All Lecturers who move on to the threshold point (at 01 September 2024) will receive a further award of £1,684 (or the relevant figure at that point in time), on completion of two years' service on the threshold pay point.

01 September 2025

6.3 All Lecturers who have been on the threshold pay point for at least two years (at 1 September 2025) will receive a further award of £1,735 from 01 September 2025. This award will be consolidated and pensionable.

6.4 All Lecturers who move on to the threshold point (at 01 September 2025) will receive a further award of £1735 (or the relevant figure at that point in time), on completion of two years' service on the threshold pay point.

7 Responsibility Allowances

7.1 Under the Deane Agreement, it was agreed that a system of responsibility allowances could be introduced on a college by college basis, concurrent with the phasing out of the Senior Lecturer grade. Allowances are permanent or flexible. The permanent allowances are pensionable and consolidated whilst the flexible allowances are non-consolidated. One responsibility allowance will be valued at £2,016 from 01 September 2024 and £2,076 from 01 September 2025.

8 Re-organisation Allowance

8.1 Where a lecturer in a further education college is in receipt of a reorganisation allowance in accordance with the provisions of Department of Education Circular 1996/1, the value of that allowance should be uplifted by 5.5% from 01 September 2024 and 3% from 01 September 2025.