

Darren O'Grady,  
Staff Side Secretary,  
NJC for Staff in Sixth Form Colleges,  
Hamilton House,  
Mabledon Place,  
London WC1H 9BD

2<sup>nd</sup> October 2023

Dear Darren,

### **National Joint Council Teachers' Pay 2023/24**

I am writing on behalf of the National Joint Council (NJC) Employer Side, following the recent NJC teaching committee meeting to respond formally to the Staff Side's 2023/24 pay claim for teachers in sixth form colleges.

Following the outcome of the SFCA's pay consultation of NJC colleges and discussions within the Employer Side and joint NJC, we wish to make the following full and final pay offer with a view to reaching a pay settlement:

From 1 September 2023

- An increase of between 6.5% and 8.44% on all main scale pay points (see Appendix 1)
- A 6.5% across the board increase for all other teachers including those on the leadership scale
- A 6.5% increase on all relevant allowances, including London and fringe allowances

As stated at the recent NJC meeting this pay offer goes beyond the school teachers' settlement on pay point 1 and matches the across the board pay increase applied to school teachers' pay for 2023/24, even though our colleges are not funded in the same way. In 2022/23, average funding per 16-19 learner in Sixth Form Colleges was still 15% lower than in 2010/11, in real terms (£6,460 in 2010/11 vs. £5,490 in 2022/23). For comparison, funding for secondary schools is estimated to have declined by only 2% over the period (£7,040 in 2010/11 vs. £6,880 in 2022/23). Overall funding levels within the sector continue to restrict the Employer Side's ability to meet the Staff Side's claim in full.

This pay offer ensures a teacher on pay point 1 will receive a base salary of £30,500 from 1 September 2023 with NJC teachers at pay point 9 receiving £47,133.

In both cases this is more than their school teacher equivalents on the DfE main and upper pay scales.

Following the NJC discussions, and further Employer Side consideration of the additional elements of the Staff Side claim, we can agree to fully engage with the Staff Side's concerns on teacher workload and working time and further explore the points made at the NJC meeting in relation to these issues. Therefore, the NJC Employer Side is prepared to enter in to a joint NJC working party to consider these issues in more detail and to explore the current situation in sixth form colleges.

We also propose an early meeting between NJC staff side representatives and employer representatives with the SFCA's research lead in this area, with a view to exploring content for a working time survey of colleges. The aim would be that the survey would be sent out to all colleges this month with a view to collecting data for a final report that could be considered by the NJC working party during November. The working party would also consider the outcomes of the Secretary of State established workload reduction taskforce to support the Department for Education's ambition to reduce school teachers' and school leaders' working hours by 5 hours a week within 3 years.

We also agree to continue discussions on London pay comparability and propose to reconvene the NJC working party previously established to consider this issue. We would look for this group to meet later this month.

During the 2022/23 pay round the NJC agreed a joint pay statement to implement the Employer side pay offer of a 5% across the board increase, with higher increases on NJC pay points 1 to 5 from 5.5% to 8.9%. The NJC joint statement provided for implementation of this pay increase across NJC colleges. This was welcomed by both sides, as it ensured teachers could benefit from the pay increases backdated to 1 September 2022. As the Staff Side is aware, the NJC has worked over a thirty year period to successfully conclude collective agreements on pay and conditions for sixth form college teachers and both sides of the NJC continue to support the collective bargaining processes going forward. Therefore, we are keen for both sides of the NJC to sign off the 2022/23 NJC joint statement as an NJC collective agreement.

We believe this offer to be fair to hard working teachers in the sector and we hope this final pay offer can quickly form the basis of an agreement between the two sides.

I am of course available to discuss the content of this offer in more detail and encourage you to put this pay offer to your members for consultation. We remain keen to conclude a collective agreement on teachers' pay for 2023/24 to ensure college teachers receive their pay increase as soon as possible.

Yours sincerely



**Graham Baird**  
**Employer Side Secretary**

## Appendix 1

	<b>Current NJC Pay 2022/23</b>	<b>% Uplift</b>	<b>New NJC 2023/24 1<sup>st</sup> September</b>
1	28,125	8.44%	30,500
2	29,740	6.5%	31,673
3	31,423	6.5%	33,465
4	33,354	6.5%	35,522
5	35,236	6.5%	37,526
6	37,582	6.5%	40,025
7	39,108	6.5%	41,650
8	41,706	6.5%	44,417
9	44,256	6.5%	47,133