

Sixth Form Colleges: Previous Salary Structure for Teaching Staff

Notes: This information is provided:

- 1) for use in applying pay protection in colleges which have moved to the new structure taking effect from 1 September 2016; and
- 2) for use in colleges that have not yet moved to the new structure taking effect from 1st September 2016 and continue to use the pay structure in place prior to the implementation of the new pay structure.

1. Pay scales (incorporating the pay increase from 1 January 2017)

Main Pay Spine

1	£22,120
2	£23,872
3	£25,760
4	£27,800
5	£30,001
6	£32,374

PSP Range

P1	£35,074
P2	£36,345
P3	£37,752

Management Ranges

	1	2	3
A	37,638	£38,940	£40,281
B	39,412	£40,711	£42,054
C	42,586	£43,884	£45,229
D	45,066	£46,223	£47,536
E	48,013	£49,311	£50,654

London and Fringe Area Allowance

Inner London	£3,764
Outer London	£2,508
Fringe	£994

2. Pay Determination Provisions

Salaries

1. Attached [above] are the current nationally agreed pay scales for teaching staff.
2. A teacher's position on the pay scales will be reviewed once a year on the 1st September.
3. The teacher's position on the pay scales may be reviewed at other times of the year where circumstances warrant e.g. changes in responsibilities.
4. All teachers should have an annual performance review carried out in accordance with the NJC Performance Management Framework.

Main Pay Spine and PSP Range

5. At the time of appointment, qualifications and teaching experience will be taken into account and other relevant experience may be taken into account at the college's discretion.

In addition to qualifications and experience, other factors which may be taken into account in assessing the appropriate salary may include:

- a) temporary or permanent additional duties and responsibilities
- b) very special problems of recruitment and retention
- c) substantially above-standard performance.

The determination of the factors to be used and the number of points to be assigned to any one factor are all matters for local determination in each college. Points may be awarded to an individual on a permanent or temporary basis, and this should be specified accordingly to each teacher.

6. Spine point 6 is the maximum point attainable through satisfactory service alone. A teacher appointed to this section of the salary spine will progress by one spine point each 1st September until spine point 6 is reached unless performance in any one year is deemed to be unsatisfactory.
7. When a teacher reaches point 6 on the pay spine, or is appointed at point 6 or above, the teacher can apply for a Professional Standards Payment and access to the PSP Range of that spine. To qualify for the Professional Standards Payment the teacher has to meet the standards and requirements set out in the NJC Professional Standards Payment Manual which refer to the following three criteria:

- Effective teaching and the ability to create a learning environment;
- Professional characteristics; and
- Effective learning (achievement and retention).

Once awarded, the Professional Standards Payment becomes a permanent entitlement while employed in that college or in other Sixth Form Colleges.

8. Teachers who have previously taught in maintained schools and who have passed the school teachers' threshold assessment will, on production of their certificate of confirmation, automatically receive PSP and be entitled to be paid on the PSP Range. Colleges are permitted flexibility to appoint such teachers to a higher point on the PSP Range. Similarly, teachers who have passed PSP assessment will be entitled under the terms of the school teachers' pay structure to be paid on the Upper Pay Scale where they move to maintained schools.
9. Teachers on the PSP Range are eligible for progression on the Range every two years. To qualify for progression on the PSP Range, teachers will be expected to meet the provisions set out in the NJC Performance Management Framework which require them to demonstrate the substantial and sustained maintenance of PSP standards.
10. The details of the PSP scheme, how to apply and the evidence needed are set out in the NJC's Professional Standards Payment Manual which is available in colleges and is reproduced, with the application form.

Management Ranges

11. The Management Ranges are intended to reflect the different management and leadership levels in colleges.
12. Normally on appointment or promotion to a Management Range post a teacher should start on the first point of the Range and then move upwards dependent on performance at that job level. Colleges are permitted flexibility, however, to appoint teachers to a higher point on that Range when appointing schoolteachers or promoting teachers from within college or other colleges. If teachers are promoted from one Range to a higher Range, they should be appointed to that Range at least to the next highest point in terms of salary.
13. Teachers on the Management Ranges are eligible for progression on their Range every two years. To qualify for progression on the Management Ranges, teachers will be expected to meet the provisions set out in the NJC Performance Management Framework which require them to demonstrate on an annual basis the substantial

and sustained maintenance of PSP standards and the meeting of relevant management criteria objectives.

14. The pattern of review and progression should continue even if teachers have been promoted between Ranges. If the review of their position on the Range falls at the same time as they receive a promotion then this review should take place first to determine their final salary on that Range before moving to their new Range.
15. Where a teacher is appointed to a Management Range post from below point 6 on the Main Pay Spine, he/she will receive the appropriate Management Range salary less the value of the Professional Standards Payment. After one year in the job the teacher will be eligible to apply for PSP and, if successful, to receive it on the next 1st September following the appointment to that Management Range post. After one further year (i.e. when he/she has been doing the job for two years) he/she can be considered for the next point on the Management Range. Thereafter, teachers will be eligible for progression on the Range as normal every two years.
16. Colleges should distinguish between responsibilities that reflect the different levels in the management structure and responsibilities that any member of staff at any level could volunteer to do e.g. Press Officer. The former responsibilities should be recognised through the use of the management ranges. The latter responsibilities should be recognised by additional sums calculated in accordance with paragraph 24 of the Conditions of Service Handbook..