

## Sixth Form Colleges Association Pay Offer 2021-22

The NASUWT attended a meeting with the Sixth Form Colleges Association (SFCA) on 8 September to discuss the SFCA response to the Joint Union Pay Claim submitted in May. The staff side claim proposed a significant increase on all pay points, and further discussions about discrete additional increases to pay points and allowances.

After extensive discussions, the SFCA made the offer of:

- an increase of 1% from 1 September on all pay points and allowances;
- an additional 0.5% pay increase on pay points 6,7 and 8; and
- establishment of a National Joint Council (NJC) working party to discuss London allowances.

It was further proposed in principle that an NJC working party should be established to consider the implications for colleges of the Government's proposal to raise school teachers' starting pay to £30,000, if and when the Department for Education confirmed its continuing intention to proceed with that proposal.

The joint unions welcomed the fact that the SFCA was willing to negotiate on a pay increase for sixth-form college teachers and had not sought to adopt a pay freeze as for teachers in schools. The offer would, if implemented, confirm the pay differential in favour of sixth-form college teachers at the top of the pay scale and begin to address the disparities which continue to exist further down the scale.

The NASUWT is disappointed that this pay offer does not fully address the real-terms pay cuts which sixth-form college teachers have suffered since 2010, particularly given the staged cost of living increases over the past two years. The proposed 1.5% overall increase in pay on points 6 to 8 takes steps to improve parity with the teachers' pay scales, but does not achieve it. The NASUWT will continue to seek the full harmonisation of sixth-form college teachers' pay with school teachers' pay scales.

Whilst the current offer does not meet the NASUWT's requirements, we are seeking further discussions in an attempt to reach the best negotiated outcome.

The staff side unions agreed to take this offer back for consideration.

Feedback from NASUWT members working in sixth-form colleges is welcomed. All correspondence will be treated in confidence.

Please e-mail [SixthFormC@mail.nasuwt.org.uk](mailto:SixthFormC@mail.nasuwt.org.uk) and state 'Sixth-Form College Pay' in the subject line.



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