

6FC pay framework - Transition table



This table has been prepared by the National Education Union in order to provide a concise guide to assimilation and progression on the new 6FC pay structure during its transition and implementation period. The full NJC transition table, agreed between the SFCA and teacher unions, also includes the value of pay scale points in order to give additional information on the cost of the transition and the value of safeguarded pay points. This table omits pay scale point values in order to focus on the steps in the assimilation and progression process. Pay scale points and the full original NJC table are available separately on the NEU NUT section website.

→	Progression to be made
x	No progression to be made
	Pay protection applies

Year 1 Sept 1st 2016	Year 2 Sept 1st 2017	Year 3 Sept 1st 2018	Year 4 Sept 1st 2019
Teachers: Main Scale			
SP1 → NSP2	NSP2 → NSP3	NSP3 → NSP4	NSP4 → NSP5
SP2 → NSP3	NSP3 → NSP4	NSP4 → NSP5	NSP5 → NSP6
SP3 → NSP4	NSP4 → NSP5	NSP5 → NSP6	NSP6 → NSP7
SP4 → NSP5	NSP5 → NSP6	NSP6 → NSP7	NSP7 → NSP8
SP5 → NSP6	NSP6 → NSP7	NSP7 → NSP7+	NSP7+ → NSP8
SP6 → NSP7	NSP7 → NSP7+	NSP7+ → NSP8	NSP8 → NSP9
SP7 → NSP8	NSP7+ → NSP8	NSP8 → NSP8+	NSP8+ → NSP9
P1 → NSP7+	NSP8 → NSP8+	NSP8+ → NSP9	NSP9 x NSP9
P1 → NSP8	NSP8+ → NSP9	NSP9 x NSP9	NSP9 x NSP9
P2 → NSP8+	NSP9 x NSP9	NSP9 x NSP9	NSP9 x NSP9
P2 → NSP9	NSP9 x NSP9	NSP9 x NSP9	NSP9 x NSP9
P3 x NSP9	NSP9 x NSP9	NSP9 x NSP9	NSP9 x NSP9
Management Ranges			
A1 → A1+	A1+ → A2	A2 → A2+	A2+ → A3
A1 → A2	A2 → A2+	A2+ → A3	A3 x A3
A2 → A2+	A2+ → A3	A3 → A3	A3 x A3
A2 → A3	A3 x A3	A3 x A3	A3 x A3
A3 x A3	A3 x A3	A3 x A3	A3 x A3
B1 → B1+	B1+ → B2	B2 → B2+	B2+ → B3
B1 → B2	B2 → B2+	B2+ → B3	B3 x B3
B2 → B2+	B2+ → B3	B3 → B3	B3 x B3
B2 → B3	B3 x B3	B3 x B3	B3 x B3
B3 x B3	B3 x B3	B3 x B3	B3 x B3
C1 → C1+	C1+ → C2	C2 → C2+	C2+ → C3
C1 → C2	C2 → C2+	C2+ → C3	C3 x C3
C2 → C2+	C2+ → C3	C3 → C3	C3 x C3
C2 → C3	C3 x C3	C3 x C3	C3 x C3
C3 x C3	C3 x C3	C3 x C3	C3 x C3
D1 → D1+	D1+ → D2	D2 → D2+	D2+ → D3
D1 → D2	D2 → D2+	D2+ → D3	D3 x D3
D2 → D2+	D2+ → D3	D3 → D3	D3 x D3
D2 → D3	D3 x D3	D3 x D3	D3 x D3
D3 x D3	D3 x D3	D3 x D3	D3 x D3
E1 → E1+	E1+ → E2	E2 → E2+	E2+ → E3
E1 → E2	E2 → E2+	E2+ → E3	E3 x E3
E2 → E2+	E2+ → E3	E3 → E3	E3 x E3
E2 → E3	E3 x E3	E3 x E3	E3 x E3
E3 x E3	E3 x E3	E3 x E3	E3 x E3
Leadership Spine			
D1 → L1+	L1+ → L2	L2 → L2+	L2+ → L3
D1 → L2	L2 → L2+	L2+ → L3	L3 x L3
D2 → L2+	L2+ → L3	L3 x L3	L3 x L3
D2 → L3	L3 x L3	L3 x L3	L3 x L3
D3 x L3	L3 x L3	L3 x L3	L3 x L3
E1 → L4+	L4+ → L5	L5 → L5+	L5+ → L6
E1 → L5	L5 → L5+	L5+ → L6	L6 x L6
E2 → L5+	L5+ → L6	L6 x L6	L6 x L6
E2 → L6	L6 x L6	L6 x L6	L6 x L6
E3 x L6	L6 x L6	L6 x L6	L6 x L6

This table sets out the arrangements for assimilation and expected pay progression for all teachers in Sixth Form Colleges migrating to the new pay framework. This has been negotiated and agreed with the recognised Unions (as part of a collective agreement on implementing a new pay structure and pay progression based on acceptable appraisal outcomes). It should be read alongside the agreed joint Transition Guidance which is the authoritative statement of the agreed arrangements.

The table shows how teachers progress, subject to acceptable appraisal outcomes, over the four year transition period. The table assumes that colleges adopted the new structure and commenced the transition process on September 1st 2016. In any college which commenced the transition process one year later than this, the dates in the table above should be amended accordingly.

Each row shows how individual teachers will progress over time. Teachers and managers can use this table to discover how teachers are expected to progress on the new scales over four years.

The first group of columns sets out each teacher's expected pay scale point as at 1 September 2016, compared to their pay point on 31 August 2016, after the teacher has moved across to the new structure and made pay progression. Points at which pay protection will apply, with the teacher's pay protected at the higher (old) rate, are shown highlighted in yellow.

The subsequent groups of columns show the teacher's expected pay scale point in subsequent years, after making further pay progression subject to acceptable appraisal outcomes.

Under the former pay structure, teachers on points P1 and P2 remained on those points for two years before they could make further progression. For transition purposes and to make these changes more affordable, the new structure provides for 'half points' above the equivalent points NSP7 and NSP8 (shown as NSP7+ and NSP8+) to enable pay progression to be made on an annual cycle in September of year one and subsequent years in step with all other progression through the scale. Similar 'half points' exist on the assimilation pay scales for teachers on the Management Ranges (shown as A1+, A2+ etc for indicative purposes). Teachers will benefit from this in gaining the value of progression by a half point earlier than they would have under the old system. These half points will be withdrawn from the structure on 31 August of year three and will not therefore be available for use on 1 September of year four (2019 in most colleges) and subsequently.