

Transition Tables

New pay framework September 2016

➔ Salary increase
➔ Salary no increase
 = Protected salary

Teachers: Main Scale Please note that all figures are indicative only and subject to change

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Aug 31st 2016		Sept 1st 2016				Sept 1st 2017				Sept 1st 2018				Sept 1st 2019			
		Old	New	Actual	Increase	Actual	Increase	Actual	Increase	Actual	Increase	Actual	Increase	Actual	Increase		
1	SP1	£ 21,901	£ 23,635	£ 24,215	£ 580	£ 25,824	£ 1,609	£ 27,539	£ 1,715	£ 29,368	£ 1,829	£ 31,319	£ 1,951	£ 33,400	£ 2,081		
2	SP2	£ 23,635	£ 25,505	£ 25,824	£ 319	£ 27,539	£ 1,715	£ 29,368	£ 1,829	£ 31,319	£ 1,951	£ 33,400	£ 2,081	£ 35,619	£ 2,219		
3	SP3	£ 25,505	£ 27,525	£ 27,539	£ 14	£ 31,319	£ 1,616	£ 33,400	£ 1,347	£ 34,726	£ 0	£ 35,619	£ 893	£ 37,984	£ 2,365		
4	SP4	£ 27,525	£ 29,703	£ 29,368	£ -	£ 34,726	£ 0	£ 35,619	£ 893	£ 36,801	£ 1,182	£ 37,984	£ 1,183	£ 37,984	£ -		
5	SP5	£ 29,703	£ 32,053	£ 31,319	£ -	£ 36,801	£ 817	£ 37,984	£ 1,183	£ 37,984	£ -	£ 37,984	£ -	£ 37,984	£ -		
6	SP6	£ 32,053	£ 34,726	£ 33,400	£ -	£ 37,984	£ -	£ 37,984	£ -	£ 37,984	£ -	£ 37,984	£ -	£ 37,984	£ -		
7	P1	£ 34,726	£ 34,726	£ 34,510	£ -	£ 37,984	£ -	£ 37,984	£ -	£ 37,984	£ -	£ 37,984	£ -	£ 37,984	£ -		
8	P1	£ 34,726	£ 35,984	£ 35,619	£ -	£ 37,984	£ -	£ 37,984	£ -	£ 37,984	£ -	£ 37,984	£ -	£ 37,984	£ -		
9	P2	£ 35,984	£ 35,984	£ 36,801	£ 817	£ 37,984	£ 1,183	£ 37,984	£ -	£ 37,984	£ -	£ 37,984	£ -	£ 37,984	£ -		
10	P2	£ 35,984	£ 37,378	£ 37,984	£ 606	£ 37,984	£ -	£ 37,984	£ -	£ 37,984	£ -	£ 37,984	£ -	£ 37,984	£ -		
11	P3	£ 37,378	£ 37,378	£ 37,984	£ 606	£ 37,984	£ -	£ 37,984	£ -	£ 37,984	£ -	£ 37,984	£ -	£ 37,984	£ -		

Aug 31st 2016		Sept 1st 2016				Sept 1st 2017				Sept 1st 2018				Sept 1st 2019			
		Old	New	Actual	Increase	Actual	Increase	Actual	Increase	Actual	Increase	Actual	Increase	Actual	Increase		
12	A1	£ 37,265	£ 37,265	£ 37,909	£ 644	£ 38,554	£ 644	£ 39,218	£ 665	£ 39,882	£ 665	£ 39,882	£ -	£ 39,882	£ -		
13	A1	£ 37,265	£ 38,554	£ 38,554	£ -	£ 39,218	£ 665	£ 39,882	£ -	£ 39,882	£ -	£ 39,882	£ -	£ 39,882	£ -		
14	A2	£ 38,554	£ 39,021	£ 39,218	£ 664	£ 39,882	£ -	£ 39,882	£ -	£ 39,882	£ -	£ 39,882	£ -	£ 39,882	£ -		
15	A2	£ 38,554	£ 39,021	£ 39,882	£ 0	£ 40,307	£ 643	£ 40,972	£ 665	£ 41,637	£ -	£ 41,637	£ -	£ 41,637	£ -		
16	A3	£ 39,882	£ 40,307	£ 39,882	£ 0	£ 41,637	£ -	£ 41,637	£ -	£ 41,637	£ -	£ 41,637	£ -	£ 41,637	£ -		
17	B1	£ 39,021	£ 40,307	£ 39,664	£ 643	£ 43,449	£ 643	£ 44,115	£ 666	£ 44,780	£ -	£ 44,780	£ -	£ 44,780	£ -		
18	B1	£ 39,021	£ 40,307	£ 40,307	£ -	£ 44,780	£ -	£ 44,780	£ -	£ 44,780	£ -	£ 44,780	£ -	£ 44,780	£ -		
19	B2	£ 40,307	£ 41,637	£ 41,637	£ -	£ 45,765	£ 573	£ 46,415	£ 650	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -		
20	B2	£ 40,307	£ 41,637	£ 41,637	£ -	£ 46,415	£ 650	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -		
21	B3	£ 41,637	£ 42,806	£ 41,637	£ -	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -		
22	C1	£ 42,163	£ 43,449	£ 42,806	£ 643	£ 48,222	£ 642	£ 49,487	£ 665	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		
23	C1	£ 42,163	£ 43,449	£ 43,449	£ -	£ 49,487	£ 665	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		
24	C2	£ 43,449	£ 44,780	£ 44,115	£ 666	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		
25	C2	£ 43,449	£ 44,780	£ 44,780	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		
26	C3	£ 44,780	£ 45,192	£ 44,780	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		
27	D1	£ 44,620	£ 45,765	£ 45,192	£ 572	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -		
28	D1	£ 44,620	£ 45,765	£ 45,765	£ -	£ 48,222	£ 642	£ 49,487	£ 665	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		
29	D2	£ 45,765	£ 46,415	£ 46,415	£ 650	£ 49,487	£ 665	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		
30	D2	£ 45,765	£ 47,065	£ 47,065	£ 0	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		
31	D3	£ 47,065	£ 47,065	£ 47,065	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		
32	E1	£ 47,537	£ 48,222	£ 48,180	£ 643	£ 49,487	£ 665	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		
33	E1	£ 47,537	£ 48,222	£ 48,822	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		
34	E2	£ 48,822	£ 49,487	£ 49,487	£ 665	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		
35	E2	£ 48,822	£ 50,152	£ 50,152	£ 0	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		
36	E3	£ 50,152	£ 50,152	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		

Aug 31st 2016		Sept 1st 2016				Sept 1st 2017				Sept 1st 2018				Sept 1st 2019			
		Old	New	Actual	Increase	Actual	Increase	Actual	Increase	Actual	Increase	Actual	Increase	Actual	Increase		
37	D1	£ 44,620	£ 45,192	£ 45,192	£ 573	£ 46,415	£ 650	£ 47,065	£ 650	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -		
38	D1	£ 44,620	£ 45,765	£ 45,765	£ -	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -		
39	D2	£ 45,765	£ 46,415	£ 46,415	£ 650	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -		
40	D2	£ 45,765	£ 47,065	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -	£ 47,065	£ -		
41	D3	£ 47,065	£ 47,065	£ 47,065	£ -	£ 48,222	£ 642	£ 49,487	£ 665	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		
37	E1	£ 47,537	£ 48,180	£ 48,180	£ 643	£ 49,487	£ 665	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		
38	E1	£ 47,537	£ 48,222	£ 48,822	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		
39	E2	£ 48,822	£ 49,487	£ 49,487	£ 665	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		
40	E2	£ 48,822	£ 50,152	£ 50,152	£ 0	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		
41	E3	£ 50,152	£ 50,152	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -	£ 50,152	£ -		

This table sets out the arrangements for assimilation and expected pay progression for all teachers in Sixth Form Colleges migrating to the new 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 will progress subject to acceptable appraisal outcomes over the period September 1st 2016 to September 1st 2020. The first column lists the pay scale points and values for all SFC teachers as at August 31st 2016.

The second group of columns shows the teacher's expected pay scale point and value as at 1 September 2016, after the teacher has moved across to the new structure and made pay progression, both as a value on the old framework and on the new. Where a new pay level is lower than an old pay level, the teacher's pay will be protected at the higher (old) rate. Protected salaries are shown highlighted in yellow within the column headed 'Actual'. The last column in this group shows the change (increase) in pay, or none, when compared to the previous framework.

The subsequent groups of columns show the teacher's pay in subsequent years after making further pay progression (subject to acceptable appraisal outcomes). Please note: These figures have not been updated to account for any future pay awards. Each row therefore shows how individual teachers' pay will increase over time. Teachers and managers can use this table to discover how teachers' pay is expected to progress incrementally over the period 2016-2020.

Under the existing (old) pay framework, 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 2016 and subsequent years in step with all other progression through the scale. Similar 'half points' will 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 2019 and will not therefore be available for use on 1 September 2019 and subsequently.