### SFCA Calculations: Includes 2015 pay award to provide rates as at Aug 31st 2016

#### Transition Tables

**New pay framework September 2016**

<table>
<thead>
<tr>
<th>Teachers: Main Scale</th>
<th>Please note that all figures are indicative only and subject to change</th>
</tr>
</thead>
</table>

#### SFCA Calculations

Includes 2015 pay award to provide rates as at Aug 31st 2016 above the equivalent points NSP7 and NSP8 (shown as NSP7+ and NSP8+) to enable pay progression to be made on an annual cycle. Similar 'half points' will exist on the scale for progression in subsequent years in step with all other progression through the scale. Under the existing (old) pay framework, teachers on points P1 and P2 remained on those points for two years before they could move to the next point. For transition purposes and to make these changes more affordable, the new structure provides for 'half points'

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 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 columns list 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 group of columns show the teacher's pay as at subsequent pay review periods following the first year and the subsequent pay progression subject to successful 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). These 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.