



FE Pay Spine - England

| Spine point | Harmon-ised 2016 | Hourly 2016 |
|-------------|------------------|-------------|
| 5* | £14,962 | £7.78 |
| 6 | £15,205 | £7.90 |
| 7 | £15,613 | £8.11 |
| 8 | £15,931 | £8.28 |
| 9 | £16,363 | £8.50 |
| 10 | £16,804 | £8.73 |
| 11 | £17,263 | £8.97 |
| 12 | £17,734 | £9.22 |

| | | |
|----|---------|--------|
| 13 | £18,223 | £9.47 |
| 14 | £18,721 | £9.73 |
| 15 | £19,258 | £10.01 |
| 16 | £19,816 | £10.30 |
| 17 | £20,404 | £10.60 |
| 18 | £21,001 | £10.92 |
| 19 | £21,616 | £11.23 |
| 20 | £22,174 | £11.52 |
| 21 | £22,825 | £11.86 |
| 22 | £23,497 | £12.21 |
| 23 | £24,202 | £12.58 |
| 24 | £24,910 | £12.95 |
| 25 | £25,643 | £13.33 |
| 26 | £26,406 | £13.72 |
| 27 | £27,200 | £14.14 |

| | | |
|----|---------|--------|
| 28 | £28,012 | £14.56 |
| 29 | £28,858 | £15.00 |
| 30 | £29,721 | £15.45 |
| 31 | £30,603 | £15.91 |
| 32 | £31,530 | £16.39 |
| 33 | £32,463 | £16.87 |
| 34 | £33,439 | £17.38 |
| 35 | £34,433 | £17.90 |
| 36 | £35,463 | £18.43 |
| 37 | £36,524 | £18.98 |
| 38 | £37,620 | £19.55 |
| 39 | £38,751 | £20.14 |
| 40 | £39,911 | £20.74 |
| 41 | £41,102 | £21.36 |
| 42 | £42,335 | £22.00 |

| | | |
|----|---------|--------|
| 43 | £43,605 | £22.66 |
| 44 | £44,899 | £23.34 |
| 45 | £46,250 | £24.04 |
| 46 | £47,638 | £24.76 |
| 47 | £49,059 | £25.50 |
| 48 | £50,528 | £26.26 |
| 49 | £52,043 | £27.05 |
| 50 | £53,598 | £27.86 |
| 51 | £55,204 | £28.69 |
| 52 | £56,864 | £29.56 |
| 53 | £58,561 | £30.44 |
| 54 | £60,321 | £31.35 |
| 55 | £62,118 | £32.29 |
| 56 | £63,991 | £33.26 |
| 57 | £65,896 | £34.25 |

| | | |
|----|---------|--------|
| 58 | £67,869 | £35.27 |
| 59 | £69,902 | £36.33 |
| 60 | £71,999 | £37.42 |
| 61 | £74,156 | £38.54 |
| 62 | £76,377 | £39.70 |
| 63 | £78,668 | £40.89 |
| 64 | £81,022 | £42.11 |
| 65 | £83,446 | £43.37 |
| 66 | £85,949 | £44.67 |
| 67 | £88,528 | £46.01 |
| 68 | £91,176 | £47.39 |

- Points 5-44 on the spine can be used for business support staff and points 5-26 for learning support staff.
- Unqualified lecturers should be paid on 4 point scale - points 15, 17, 20 and 21 on the harmonised pay spine.
- Qualified lecturers should be paid on an eight point scale, consisting of points 23, 25, 27, 29, 31, 33, 35 and 37.
- There is a five point range for advanced teaching and training posts (points 37-41) and a pay range for leadership and management posts (points 37-68).

Northern Ireland, Wales and Scotland

In Scotland, there is no central bargaining mechanism - pay for FE staff is negotiated at college level. Wales and Northern Ireland have different FE pay scales – see <https://neu.org.uk/help-and-advice/pay> for more information.