

2022-23 Pay Offer for Grades 1-6 and 2023-24 Pay Proposals for Grades 7-11

1. To pay a non-consolidated £500 to all staff with an existing salary above £25,000 and £750 to staff at or below £25,000 in the September 2022 payroll (already implemented)
2. To increase the lowest current and future pay scales to £22,500 to at least align to the London Living Wage (which for a 23-year-old adult working 36 hour per week for 52 weeks is £22,370 from 22nd September 2022)
3. To implement a new pay and grading structure for staff evaluated as falling within the new grades of Grades 1-6 effective from January 2023.
4. For lecturers to raise the starting salary to £34,501 and for lecturers currently on the top incremental point of the existing lecturer grade to progress them to the top of the new Grade 5 which is £42,000
5. For Grade 6 to change and increase the original pay proposals to 6 increments with a pay range between £42,001 and £46,200
6. The value of all existing incremental progression in relation to the current grading structure was implemented in August 2022. In addition, it is intended to progress all staff within the new Grades 1-6 to the next highest scale point in their new grade. Where that progression does not produce an increase of at least 4% the following will take place. Firstly, a consolidated salary supplement will be applied if required to ensure a 2% consolidated salary increase from January 2023. Secondly, a non-consolidated payment will be made to achieve a total 4% outcome for the period 1 January to 31 July 2023. *(Note: All staff have previously been sent details of the impact on them of the consolidated increase. For staff falling within Grades 1-5 this information is still correct but excludes the impact of any non-consolidated payment to achieve the 4%. Those staff who will qualify for a further non-consolidated increase and those staff within Grade 6 impacted by the revised proposals will be notified by the 19th January of the change.)*
7. To continue to work with trade unions to develop the pay arrangements for the remaining 5 grades (7-11) within the new grading structure with effect from 1st August 2023. The pay proposals for Grade 7-11 for consultation are attached. In the mean-time to pay a further £1000 non-consolidated award in February 2023 to these staff.
(Note: The consultation period for the Grade 7-11 proposals to be implemented from 1st August 2023 will run until the end of February.)
8. In response to feedback from Kingston College programme leaders to consult on proposals to introduce 10 new Team Leader positions
9. To standardise the approach to other key terms and conditions from 1st August 2023 as follows;

Contractual Hours	36	All staff
Holidays	45 days incorporating 5 Wellbeing days	Lecturers and Tutors
Holidays	42 days incorporating 5 Wellbeing days	Management - Grade 6 and above
Holidays	32 on start 36 days after 5 years incorporating 5 Wellbeing days	Grades 1 to 5 - Non-teaching
Efficiency closure days	7 to 8 days to facilitate a 2 week closure over the Christmas period	All staff
Scholarly Activity Days	0 days allocated on an individual basis	But clearly covered in planned Group and local college development days
Notice Period	1 Month	Grades 1 to 3
Notice Period	3 Months	Grades 4 to 11
Probationary Period	9 Months	All Grades
Teaching Weekly Contact Time	As set out in annually published "Management Guidelines" which are subject to consultation with trade unions each year. The Management Guidelines will continue to recognise legacy STC staff with 23 hours weekly contact. To commit to introducing a core 23 hours per week teaching contact time as soon as this is affordable.	

