

# The College Pay Offer: what you need to know

- A 5% increase to salary to be paid to all staff from 1<sup>st</sup> August 2022.
- Our offer is double the national offer and is a consolidated offer
- Our offer is higher than any local College. Our pay levels are already higher than any West Midlands College
- The Government is seeking to implement public sector pay awards of between 2 and 3%
- To demonstrate the proposed increase; the top point of the Lecturer salary scale will become £42,365 and for Support or Professional Services staff £39,930.

To see what it means for you simply check the tables below.

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## FAQs

1) **Is the 5% payment permanent?**

Yes, it will be added permanently to your salary, which is unlike a number of other College offers.

2) **I am due to receive an increment. Will the 5% be added?**

All pay will increase by 5%, so that when you get your increment, it will already have been added.

3) **I work part-time, will I get the 5%?**

Yes, it will be paid to all members of staff automatically.

4) **I have heard the Principal say he wants to pay it from 1<sup>st</sup> August, but that there are some negotiations. Can you please explain this?**

The College recognise some Trade Unions who represent their members. Disappointingly, the leadership of these unions has rejected the pay offer.

5) **I've heard that there might be a strike? Is that true?**

The leadership of UCU decided to threaten strike action and to ballot its members to strike. The leaders have rejected the 5% pay offer. Unfortunately, these actions may lead to a delay in paying the increase or cause it have to be reassessed as strike action could disrupt enrolment and recruitment. We hope this won't happen.

In terms of strike action, the College has already developed extensive plans in advance to minimise any impact on students. The College is committed to ensuring students are not

disadvantaged.

**6) Inflation is 9%, can the College pay more?**

The College fully recognises the pressure everyone is under due to the increasing costs of living. We have worked out carefully what the College can afford whilst ensuring job security for everyone.

**If you think the 5% is fair and will help you please email: [pay@sandwell.ac.uk](mailto:pay@sandwell.ac.uk) with your support.**

# Pay Grades

Grade	Incremental Point	2021/22	2022/23	
Officers	B	10	£18,461	£19,048
		11	£18,814	£19,755
		12	£19,345	£20,312
		13	£19,892	£20,887
		14	£20,449	£21,471
	C	14	£20,449	£21,471
		15	£21,052	£22,105
		16	£21,677	£22,761
		17	£22,336	£23,453
		18	£23,003	£24,153
	D	19	£23,690	£24,875
		20	£24,405	£25,625
		21	£25,132	£26,389
		22	£25,886	£27,180
		23	£26,673	£28,007
	E	24	£27,465	£28,838
		25	£28,284	£29,698
		26	£29,131	£30,588
		27	£30,011	£31,512
28		£30,910	£32,456	
F	29	£31,846	£33,438	
	30	£32,803	£34,443	
	31	£33,783	£35,472	
	32	£34,808	£36,548	
	33	£35,844	£37,636	
G	34	£36,928	£38,774	
	35	£38,029	£39,930	
	37	£40,350	£42,368	
H	38	£41,566	£43,644	
	39	£42,816	£44,957	
	40	£44,102	£46,307	
	41	£45,424	£47,695	
	42	£46,789	£49,128	
	43	£48,198	£50,608	

Grade	Incremental Point	2021/22	2022/23
Qualified Lecturers	1	£26,673	£28,007
	2	£28,284	£29,698
	3	£30,011	£31,512
	4	£31,846	£33,438
	5	£33,783	£35,472
	6	£35,844	£37,636
	7	£38,029	£39,930
	8	£40,348	£42,365