

**Request**

**Sent:** 11 September 2025 17:26

**Subject:** Freedom of Information Request: National Pay Deals

To whom it may concern,

I am writing to request information regarding your Institutions participation in national pay bargaining for staff pay and conditions.

1. If your Institutions is part of the national bargaining arrangements, please confirm this. In addition, could you specify any locally negotiated variations to pay and conditions that differ from the national agreement? For example, differences in the grade structure or additional conditions offered to staff.
2. If your Institutions is not part of the national pay bargaining framework, please provide a copy of your grade structure, along with details of the most recent pay rise. Specifically, I would like to know the date it was implemented and the percentage increase awarded to staff.

**Our Ref:** FOIA265

**Your Ref:** N/A

**Date:** 16<sup>th</sup> September 2025

Dear [REDACTED]

**FREEDOM OF INFORMATION REQUEST (FOI):** National pay bargaining for staff pay and conditions

Thank you for your request for information, which we received on 11<sup>th</sup> September 2025. We have handled your request under the Freedom of Information Act 2000 (FOIA).

Any correspondence regarding this should be addressed to  
[FOI@rnngroup.ac.uk](mailto:FOI@rnngroup.ac.uk)

Please note that we will be providing a response on behalf of the RNN Group as a whole, rather than any individual college or organisation within the Group.

The RNN Group main centres of operations are located at the following sites:

Site Name	Address
Rotherham College	Eastwood Lane, Rotherham. S65 1EG
North Nottinghamshire College	Carlton Road, Worksop. S81 7HP
Dinnington Campus	SITE NO LONGER IN OPERATION*
Dearne Valley College	Wath upon Dearne, Swinton. S63 7EW
University Centre Rotherham	Doncaster Gate, Rotherham. S65 1DJ
RNN Training	Carlton Road, Worksop. S81 7HP
Idle Valley Rural Centre	North Road, Retford. DN22 8SG
Construction Centre Rotherham	Rawmarsh Road, Rotherham. S60 1RU
Skills Centre Shireoaks	SITE NO LONGER IN OPERATION*
National Fluid Power Centre	Carlton Road, Worksop. S81 7HP
Create Skills Ltd	SUBSIDIARY COMPANY CEASED TRADING*
Charnwood Training	SUBSIDIARY COMPANY CEASED TRADING*
Aston Recruitment & Training	NO LONGER OWNED BY THE RNN GROUP*
Rotherham Education Services	Eastwood Lane, Rotherham. S65 1EG
Retford Post 16 Centre	Old Hall Drive, Retford. DN22 7EA
Nottinghamshire Children & Family Partnership	PARTNERSHIP HAS CEASED*

\*Data from these sites have been re-located to other centres within the RNN Group, and if applicable, have formed part of the search for the information requested.



Below is the information you requested:

The Association of Colleges negotiate with Further Education unions on behalf of all Colleges and then there is a recommended pay award. As the RNN Group we have a recognition agreement with unions

6% was awarded from 01/01/2025 and backdated to 01/09/2024.

### Scales/Salaries

#### NATIONAL LIVING/MINIMUM WAGE

Description	Scalepoint Name	NEW SCALEPOINT ROUNDED UP TO NEAREST £	New Hourly Rate
National Minimum Wage 2021+	Under 18 yo	14526	£7.55
National Minimum Wage 2021+	Apprentice	14526	£7.55
National Minimum Wage 2021+	TA Apprentice	14526	£7.55
National Minimum Wage 2021+	18-20 yo	19240	£10.00
National Minimum Wage 2021+	21+ yo	23492	£12.21
National Living Wage	NLW	23492	£12.21

Description	Scalepoint Name	NEW SCALEPOINT ROUNDED UP TO NEAREST £	New Hourly Rate
RNN/Rotherham Harmonised	RCAT - 16	23971	£12.46
RNN/Rotherham Harmonised	RCAT - 17	24476	£12.72
RNN/Rotherham Harmonised	RCAT - 18	25090	£13.04
RNN/Rotherham Harmonised	RCAT - 19	25716	£13.37
RNN/Rotherham Harmonised	RCAT - 20	26278	£13.66
RNN/Rotherham Harmonised	RCAT - 21	26941	£14.00
RNN/Rotherham Harmonised	RCAT - 22	27626	£14.36
RNN/Rotherham Harmonised	RCAT - 23	28322	£14.72
RNN/Rotherham Harmonised	RCAT - 24	28956	£15.05
RNN/Rotherham Harmonised	RCAT - 25	29502	£15.33
RNN/Rotherham Harmonised	RCAT - 26	30365	£15.78
RNN/Rotherham Harmonised	RCAT - 27	31264	£16.25
RNN/Rotherham Harmonised	RCAT - 28	32199	£16.74
RNN/Rotherham Harmonised	RCAT - 29	33163	£17.24
RNN/Rotherham Harmonised	RCAT - 30	34158	£17.75
RNN/Rotherham Harmonised	RCAT - 31	35178	£18.28
RNN/Rotherham Harmonised	RCAT - 32	36233	£18.83
RNN/Rotherham Harmonised	RCAT - 33	37317	£19.40
RNN/Rotherham Harmonised	RCAT - 34	38434	£19.98
RNN/Rotherham Harmonised	RCAT - 35	39581	£20.57
RNN/Rotherham Harmonised	RCAT - 36	40766	£21.19
RNN/Rotherham Harmonised	RCAT - 37	41992	£21.83
RNN/Rotherham Harmonised	RCAT - 38	43249	£22.48
RNN/Rotherham Harmonised	RCAT - 39	44544	£23.15
RNN/Rotherham Harmonised	RCAT - 40	45876	£23.84

RNN/Rotherham Harmonised	RCAT - 41	<b>47250</b>	£24.56
RNN/Rotherham Harmonised	RCAT - 42	<b>48664</b>	£25.29
RNN/Rotherham Harmonised	RCAT - 43	<b>50124</b>	£26.05
RNN/Rotherham Harmonised	RCAT - 44	<b>51624</b>	£26.83
RNN/Rotherham Harmonised	RCAT - 45	<b>53169</b>	£27.63
RNN/Rotherham Harmonised	RCAT - 46	<b>54763</b>	£28.46
RNN/Rotherham Harmonised	RCAT - 47	<b>56404</b>	£29.32
RNN/Rotherham Harmonised	RCAT - 48	<b>58090</b>	£30.19
RNN/Rotherham Harmonised	RCAT - 49	<b>59829</b>	£31.10
RNN/Rotherham Harmonised	RCAT - 50	<b>61618</b>	£32.03
RNN/Rotherham Harmonised	RCAT - 51	<b>63462</b>	£32.98
RNN/Rotherham Harmonised	RCAT - 52	<b>65362</b>	£33.97
RNN/Rotherham Harmonised	RCAT - 53	<b>67322</b>	£34.99
RNN/Rotherham Harmonised	RCAT - 54	<b>69335</b>	£36.04
RNN/Rotherham Harmonised	RCAT - 55	<b>71428</b>	£37.12
RNN/Rotherham Harmonised	RNN CM1	<b>47942</b>	£24.92

Please note, whilst you have exercised your right to information under FOI, the RNN Group may not release some data it has on record. For example, if it contains personal details of individuals or if other exemptions apply, as detailed within the FOI legislation. See the Information Commissioners Office (ICO) website for further details as to what this means to you and the request you have made:

<https://ico.org.uk/for-the-public/official-information/what-to-expect-after-making-an-information-request/>

In keeping with the spirit and effect of the FOIA, and in keeping with the RNN Group's transparency agenda, all information is assumed to be releasable to the public unless exempt. Therefore, the information released to you may now be published on the Group's website at [www.rnngroup.co.uk/IG](http://www.rnngroup.co.uk/IG) together with any related information that will provide a key to its wider context. Please note that this will not include your personal data.

Attached is Appendix A, giving contact details should you be unhappy with the service you have received from the RNN Group in regards to this FOI request.

If you have any queries about this letter then please do not hesitate to contact us.

Yours sincerely

The RNN Group Information Governance and Assurance Team

Enc.

## Appendix A

If you are unhappy with the service you have received in relation to your request, you may make a complaint or appeal against our decision under chapter 36, part 1, section 17 (7) of the Freedom of Information Act or under chapter 12, part 6, section 165 of the Data Protection Act (Article 57(1)(f) and (2) and 77 of the General Data Protection Regulations), within 40 working days of the date of this letter.

A copy of our complaints process can be found on the RNN Group website by following the link below and selecting the Feedback and Complaints section:  
<https://www.rnngroup.co.uk/IG>

If you are not content with the outcome of the internal review of your complaint, the DPA gives you the right to apply directly to the Information Commissioner for a decision.

Please note that generally the Information Commissioner cannot make a decision unless you have first exhausted the RNN Group's own complaints procedure.

The Information Commissioner can be contacted at:  
Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF