

FREQUENTLY ASKED QUESTIONS: Pay & Pensions

Q1. When will I receive my revised salary and arrears?

Once all industrial action has ceased, it is expected that the pay award, including arrears, will be paid to teachers in all schools within 2-3 months.

Q2. I am a temporary teacher. Will I receive arrears?

Yes, the pay award applies to all teaching staff, including substitute teachers. You will receive arrears for all periods of substitute teaching from 1 September 2017.

Q3. I retired from teaching since 1 September 2017. Will I receive any arrears and will there be any impact on my pension?

Yes, teaching staff who have retired since 1 September 2017 will receive their arrears of salary. Your pension and lump sum will be recalculated on the basis of your revised salary points and you will receive payment of these arrears also.

Q4. I left the teaching profession since 1 September 2017. Will I receive any arrears?

Yes, teaching staff (including substitute teachers) who have left the profession since 1 September 2017 will receive payment of arrears.

NI Teachers' Pension Scheme - Employee Contributions

Q5. What are the current employee contribution rates?

The employee salary bands for contribution rates for the period 01 April 2020
- 31 March 2021 are set out in DE Circular 2020/01.

Q6. What employee contribution rate is applied to the payment of arrears?

The appropriate employer pension contribution rate to be applied to the payment of arrears is the rate applicable to the current pay period i.e. the month in which payment is made, irrespective of the period to which the arrears apply.

Q7. Will the arrears payment affect the rate of contributions that I pay?

No, where arrears payments (e.g. back-dated pay awards) are made, the annual salary rate for the month of payment is calculated excluding the back-dated pay award, in order to determine the correct contribution rate which is then applied to all pensionable earnings in the month i.e. both salary and back-dated pay awards.

Q8. Will the increase in my rate of salary result in a higher employee contribution rate?

The contribution rate a member pays, as set out in DE Circular 2020/01, is determined by their actual pensionable earnings based on a tiered system.

The table below demonstrates employee contribution rates payable for the Main Scale / Upper Pay Scale points at 2016 and 2018 salary rates.

Scale Point / Teaching Allowance	Salary Rates 1 September 2016		Salary Rates 1 September 2018	
	Actual annual pensionable earnings	Member contribution rate 1 April 2019 - 31 March 2020	Actual annual pensionable earnings	Member contribution rate 1 April 2020 - 31 March 2021
M1	£22,243	7.4%	£23,199	7.4%
M2	£24,001	7.4%	£25,033	7.4%
M3	£25,931	7.4%	£27,046	7.4%
M4	£27,926	8.6%	£29,127	8.6%
M5	£30,127	8.6%	£31,422	8.6%
M6	£32,509	8.6%	£33,906	8.6%
UPS1	£35,217	8.6%	£36,731	8.6%
UPS2	£36,521	8.6%	£38,090	9.6%
UPS3	£37,870	9.6%	£39,498	9.6%
UPS3 + TA1	£39,773	9.6%	£41,483	9.6%
UPS3 + TA2	£41,715	9.6%	£43,509	9.6%
UPS3 + TA3	£44,472	10.2%	£46,385	10.2%
UPS3 + TA4	£46,964	10.2%	£48,983	10.2%
UPS3 + TA5	£50,142	10.2%	£52,298	10.2%

Q9. Where can I find out more information about the NI Teachers' Pension Scheme?

Further information, including FAQs and Factsheets, is available on the Department of Education website at <https://www.education-ni.gov.uk/topics/teaching-staff/pension-scheme>.