

Subject:

Circular Number 2021/11

**TEACHERS' PAY AND ALLOWANCES
FROM 1 SEPTEMBER 2020**

Date of Issue: 28 April 2021

Audience:

- Principals, Vice-Principals and Teachers in Grant-aided Schools;
- Boards of Governors of Grant-aided Schools;
- Education Authority;
- Council for Catholic Maintained Schools;
- Comhairle na Gaelscolaíochta;
- Northern Ireland Council for Integrated Education;
- Governing Bodies Association (Grammar Schools);
- Controlled Schools Support Council (CSSC);
- Teachers' Unions;
- General Teaching Council for Northern Ireland;
- EOTAS Centres.

Summary of Contents:

The Determination gives effect in law to an increase of 2% in salary rates from 1 September 2020.

Enquiries:

Any enquiries about the contents of this Circular should be addressed to the relevant employing authority.

Governors' Awareness:
Essential

Status of Contents:
Advice/Information for
Employing Authorities,
Boards of Governors, Principals,
Vice-Principals and Teachers

Related Documents:

DE Circulars	2003/5
	2006/17
	2006/27
	2008/20
	2009/13
	2010/19
	2014/13
	2015/18
	2016/23
	2016/24
	2020/03
	2020/04
	2021/10

Superseded Documents:
None

Expiry Date:
Not applicable

DE Website:
<http://www.education-ni.gov.uk>

DETERMINATION

In accordance with the provisions of Article 69(1) and (6) of the Education and Libraries (Northern Ireland) Order 1986, following negotiations with Teachers' Unions, the Department of Education has determined that the salaries and allowances to be paid to teachers in grant-aided schools shall be those set out below:

1. Pay Spine for the Leadership Group

Spine Point	Annual Salary (£) From 1 September 2020
L1	41,884
L2	42,933
L3	44,004
L4	45,100
L5	46,223
L6	47,381
L7	48,657
L8	49,781
L9	51,022
L10	52,333
L11	53,691
L12	54,929
L13	56,303
L14	57,705
L15	59,142
L16	60,714
L17	62,108
L18	63,670
L19	65,249
L20	66,868
L21	68,521
L22	70,223
L23	71,964
L24	73,746
L25	75,579
L26	77,449
L27	79,368
L28	81,337
L29	83,352
L30	85,425
L31	87,537
L32	89,713
L33	91,941
L34	94,215
L35	96,557
L36	98,947
L37	101,407
L38	103,915
L39	106,449
L40	109,106
L41	111,830
L42	114,631
L43	117,497

2. Pay Ranges for Principals

Group	Range of Spine Points	Salary Range from 1 September 2020 £
1	L 6 - L18	47,381 - 63,670
2	L 8 - L21	49,781 - 68,521
3	L11 - L24	53,691 - 73,746
4	L14 - L27	57,705 - 79,368
5	L18 - L31	63,670 - 87,537
6	L21 - L35	68,521 - 96,557
7	L24 - L39	73,746 - 106,449
8	L28 - L43	81,337 - 117,497

3. Pay Scales for Qualified Teachers

3.1 The pay scale for teachers is:

Main Pay Scale

Scale Point	Annual Salary from 1 September 2020 £
M1	24,137
M2	26,045
M3	28,139
M4	30,305
M5	32,693
M6	35,277

3.2 The pay scale for post-threshold teachers is:

Upper Pay Scale (UPS)

Scale Point	Annual Salary from 1 September 2020 £
UPS 1	38,216
UPS 2	39,630
UPS 3	41,094

4. Additional Allowances

Teaching Allowances

4.1 The values of Teaching Allowances are as set out below:

Level of Teaching Allowance	Annual Allowance from 1 September 2020
	£
1	2,066
2	4,174
3	7,166
4	9,869
5	13,318

Recruitment and Retention Allowances

4.2 The values of Recruitment and Retention Allowances are as set out below:

	Annual Allowance from 1 September 2020
	£
Recruitment and Retention 1	1,341
Recruitment and Retention 2	2,632

Special Needs Allowances

4.3 The values of Special Education Needs Allowances are as set out below:

	Annual Allowance from 1 September 2020
	£
Special Needs 1	2,240
Special Needs 2	4,424

5. Rates of Pay for Unqualified Teachers

5.1 The salary rate for unqualified teachers is:

Annual Salary from 1 September 2020

£15,358

5.2 The Hourly Rates for Unqualified Part-time Teachers (Paid in accordance with the Teachers' Salaries Regulations (NI) 1993 No 318) are as follows:

Category of Teacher	Hourly Rate from 1 September 2020 £
Unqualified Teacher - Regulation 15(1)(b)	16.59
Teacher treated by the Department as Qualified for the purposes of Regulation 15(2)	21.39
Teachers employed in 'Homework Centres' Regulation 15(5)	21.39