

Subject:

Circular Number 2020/03

**TEACHERS' PAY AND ALLOWANCES
FROM 1 SEPTEMBER 2017**

Date of Issue: 28 April 2020

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 2.25% in salary rates from 1 September 2017.

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

Superseded Documents: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, 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 2017
L1	39,466
L2	40,455
L3	41,465
L4	42,498
L5	43,555
L6	44,647
L7	45,849
L8	46,908
L9	48,078
L10	49,313
L11	50,593
L12	51,759
L13	53,054
L14	54,375
L15	55,730
L16	57,210
L17	58,525
L18	59,997
L19	61,484
L20	63,009
L21	64,567
L22	66,172
L23	67,811
L24	69,492
L25	71,219
L26	72,981
L27	74,789
L28	76,645
L29	78,543
L30	80,497
L31	82,487
L32	84,537
L33	86,637
L34	88,779
L35	90,986
L36	93,238
L37	95,556
L38	97,920
L39	100,307
L40	102,811
L41	105,379
L42	108,018
L43	110,719

2. Pay Ranges for Principals

Group	Range of Spine Points	Salary Range from 1 September 2017 £
1	L 6 - L18	44,647 - 59,997
2	L 8 - L21	46,908 - 64,567
3	L11 - L24	50,593 - 69,492
4	L14 - L27	54,375 - 74,789
5	L18 - L31	59,997 - 82,487
6	L21 - L35	64,567 - 90,986
7	L24 - L39	69,492 - 100,307
8	L28 - L43	76,645 - 110,719

3. Pay Scales for Qualified Teachers

3.1 The pay scale for teachers is:

Main Pay Scale

Scale Point Annual Salary From 1 September 2017

	£
M1	22,744
M2	24,542
M3	26,515
M4	28,555
M5	30,805
M6	33,241

3.2 The pay scale for post-threshold teachers is:

Upper Pay Scale (UPS)

Scale Point	Annual Salary from 1 September 2017 £
UPS 1	36,010
UPS 2	37,343
UPS 3	38,723

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 2017
	£
1	1,946
2	3,932
3	6,751
4	9,299
5	12,549

Recruitment and Retention Allowances

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

	Annual Allowance from 1 September 2017
	£
Recruitment and Retention 1	1,262
Recruitment and Retention 2	2,479

Special Needs Allowances

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

	Annual Allowance from 1 September 2017
	£
Special Needs 1	2,109
Special Needs 2	4,167

5. Rates of Pay for Unqualified Teachers

5.1 The salary rate for unqualified teachers is:

Annual Salary from 1 September 2017

£

14,470

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 2017 £
Unqualified Teacher - Regulation 15(1)(b)	15.59
Teacher treated by the Department as Qualified for the purposes of Regulation 15(2)	20.10
Teachers employed in 'Homework Centres' Regulation 15(5)	20.10