

**Subject:**

**Circular Number 2020/04**

**TEACHERS' PAY AND ALLOWANCES  
FROM 1 SEPTEMBER 2018**

**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% in salary rates from 1 September 2018.

**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

**Superseded Documents:**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 2018
L1	40,256
L2	41,265
L3	42,295
L4	43,348
L5	44,427
L6	45,540
L7	46,766
L8	47,847
L9	49,040
L10	50,300
L11	51,605
L12	52,795
L13	54,116
L14	55,463
L15	56,845
L16	58,355
L17	59,696
L18	61,197
L19	62,714
L20	64,270
L21	65,859
L22	67,496
L23	69,168
L24	70,882
L25	72,644
L26	74,441
L27	76,285
L28	78,178
L29	80,114
L30	82,107
L31	84,137
L32	86,228
L33	88,370
L34	90,555
L35	92,806
L36	95,103
L37	97,468
L38	99,879
L39	102,314
L40	104,868
L41	107,487
L42	110,179
L43	112,934

## 2. Pay Ranges for Principals

Group	Range of Spine Points	Salary Range from 1 September 2018 £
1	L 6 - L18	45,540 - 61,197
2	L 8 - L21	47,847 - 65,859
3	L11 - L24	51,605 - 70,882
4	L14 - L27	55,463 - 76,285
5	L18 - L31	61,197 - 84,137
6	L21 - L35	65,859 - 92,806
7	L24 - L39	70,882 - 102,314
8	L28 - L43	78,178 - 112,934

## 3. Pay Scales for Qualified Teachers

3.1 The pay scale for teachers is:

### Main Pay Scale

Scale Point	Annual Salary from 1 September 2018 £
M1	23,199
M2	25,033
M3	27,046
M4	29,127
M5	31,422
M6	33,906

3.2 The pay scale for post-threshold teachers is:

### Upper Pay Scale (UPS)

Scale Point	Annual Salary from 1 September 2018 £
UPS 1	36,731
UPS 2	38,090
UPS 3	39,498

#### 4. Additional Allowances

##### Teaching Allowances

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

<b>Level of Teaching Allowance</b>	<b>Annual Allowance from 1 September 2018</b>
	<b>£</b>
1	1,985
2	4,011
3	6,887
4	9,485
5	12,800

##### Recruitment and Retention Allowances

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

	<b>Annual Allowance from 1 September 2018</b>
	<b>£</b>
Recruitment and Retention 1	1.288
Recruitment and Retention 2	2.529

##### Special Needs Allowances

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

	<b>Annual Allowance from 1 September 2018</b>
	<b>£</b>
Special Needs 1	2,152
Special Needs 2	4,251

## 5. Rates of Pay for Unqualified Teachers

5.1 The salary rate for unqualified teachers is:

### Annual Salary from 1 September 2018

£

14,760

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 2018 £
Unqualified Teacher - Regulation 15(1)(b)	15.91
Teacher treated by the Department as Qualified for the purposes of Regulation 15(2)	20.51
Teachers employed in 'Homework Centres' Regulation 15(5)	20.51