

**Subject:**

**DE Circular Number 2025/05**

**TEACHERS' PAY AND ALLOWANCES  
FROM 1 SEPTEMBER 2024**

**Issued: April 2025**

**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 5.5% from 1 September 2024.

**Governors' Awareness:**

Essential

**Status of Contents:**

Advice/information for  
Employing Authorities,  
Boards of Governors, Principals,  
Vice-principals and Teachers

**Related Documents:**

DE Circulars	2016/23
	2016/24
	2020/03
	2020/04
	2021/10
	2021/11
	2024/04
	2024/05
	2024/06

**Superseded Documents:**

None

**Expiry Date:**

N/A

**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**

<b>Spine Point</b>	<b>Annual Salary (£) From 1 September 2024</b>
L1	49,840
L2	51,061
L3	52,310
L4	53,584
L5	54,893
L6	56,241
L7	57,728
L8	59,036
L9	60,483
L10	62,009
L11	63,591
L12	65,033
L13	66,634
L14	68,267
L15	69,940
L16	71,771
L17	73,395
L18	75,214
L19	77,053
L20	78,938
L21	80,864
L22	82,846
L23	84,874
L24	86,949
L25	89,084
L26	91,262
L27	93,498
L28	95,790
L29	98,138
L30	100,551
L31	103,012
L32	105,546
L33	108,141
L34	110,789
L35	113,517
L36	116,301
L37	119,167
L38	122,087
L39	125,038
L40	128,133
L41	131,306
L42	134,568
L43	137,905

## 2. Pay Ranges for Principals

<b>Group</b>	<b>Range of Spine Points</b>	<b>Salary Range from 1 September 2024</b>
		<b>£</b>
1	<b>L 6 - L18</b>	56,241 - 75,214
2	<b>L 8 - L21</b>	59,036 - 80,864
3	<b>L11 - L24</b>	63,591 - 86,949
4	<b>L14 - L27</b>	68,267 - 93,498
5	<b>L18 - L31</b>	75,214 - 103,012
6	<b>L21 - L35</b>	80,864 - 113,517
7	<b>L24 - L39</b>	86,949 - 125,038
8	<b>L28 - L43</b>	95,790 - 137,905

## 3. Pay Scales for Classroom Teachers

3.1 The pay scale for teachers is:

### Main Pay Scale

<b>Scale Point</b>	<b>Annual Salary from 1 September 2024</b>
	<b>£</b>
M2	31,650
M3	33,831
M4	36,354
M5	39,134
M6	42,144

3.2 The pay scale for post-threshold teachers is:

### Upper Pay Scale (UPS)

<b>Scale Point</b>	<b>Annual Salary from 1 September 2024</b>
	<b>£</b>
UPS 1	45,567
UPS 2	47,215
UPS 3	48,919

#### 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 2024</b>
	<b>£</b>
1	2,408
2	4,863
3	8,348
4	11,497
5	15,514

##### Recruitment and Retention Allowances

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

	<b>Annual Allowance from 1 September 2024</b>
	<b>£</b>
Recruitment and Retention 1	1,564
Recruitment and Retention 2	3,067

##### Special Needs Allowances

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

	<b>Annual Allowance from 1 September 2024</b>
	<b>£</b>
Special Needs 1	2,612
Special Needs 2	5,155

##### Hourly Rate

	<b>£</b>
5.0 Teachers employed in 'Homework Centres' Regulation 15(5) <sup>1</sup>	24.94

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<sup>1</sup> The Teachers' Salaries Regulations (Northern Ireland) 1993 No.318