

JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

05 March 2021

To: Council Members
MSO/TUSO

Joint Negotiating Council Circular No. 279

Officers on Teacher Related Salary Scales :

Revised Salaries w.e.f. 1 September 2017 and 1 September 2018

Further to Department of Education correspondence dated 04 March 2021, approval has been granted for the EA Teacher Related Staff pay remit for 2017/18 and 2018/19, to include revalorisation of the pay scales and contractual incremental progression, where appropriate, at 1 September each year.

The Joint Secretaries of the Joint Negotiating Council for the Education Authority have considered DE Circulars 2020/03 and 2020/04 and agreed that Education Authority officers on Teacher Related Scales should be assimilated to the appropriate points. Copies of Department Circulars 2020/03 and 2020/04 are attached.

Pay Scales for Qualified Teachers - Officers on Teacher Related Scales

Scale Point	Annual Salary w.e.f. 01.09.16	Annual Salary w.e.f. 01.09.17	Annual Salary w.e.f. 01.09.18
M1	22,243	22,744	23,199
M2	24,001	24,542	25,033
M3	25,931	26,515	27,046
M4	27,926	28,555	29,127
M5	30,127	30,805	31,422
M6	32,509	33,241	33,906
M6+ Level 1 Teaching Allowance	34,412	35,187	35,891
M6+ Level 2 Teaching Allowance	36,354	37,173	37,917
M6+ Level 3 Teaching Allowance	39,111	39,992	40,793
M6+ Level 4 Teaching Allowance	41,603	42,540	43,391
M6+ Level 5 Teaching Allowance	44,781	45,790	46,706



Management Side Secretary
R McGreevy




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J Donley



Trade Union Side Secretary
K Ellison

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

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:

Level of Teaching Allowance	Annual Allowance from 1 September 2018
	£
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:

	Annual Allowance from 1 September 2018
	£
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:

	Annual Allowance from 1 September 2018
	£
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