

**Subject:**

**Circular Number 2016/24**

**TEACHERS' PAY AND ALLOWANCES  
FROM 1 SEPTEMBER 2016**

**Date of Issue: 1 November 2016**

**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;
- Association of Governing Bodies of Grammar Schools;
- Teachers' Unions; and
- General Teaching Council for Northern Ireland.

**Summary of Contents:**

The attached Determination gives effect in law to an increase of 1% in salary rates from 1 September 2016.

**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

**Superseded Documents:**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**

| <b>Spine Point</b> | <b>Annual Salary (£)<br/>wef 1 September 2016</b> |
|--------------------|---|
| L1                 | 38,597  |
| L2                 | 39,564  |
| L3                 | 40,552  |
| L4                 | 41,562  |
| L5                 | 42,596  |
| L6                 | 43,664  |
| L7                 | 44,840  |
| L8                 | 45,875  |
| L9                 | 47,020  |
| L10                | 48,227  |
| L11                | 49,479  |
| L12                | 50,620  |
| L13                | 51,886  |
| L14                | 53,178  |
| L15                | 54,503  |
| L16                | 55,951  |
| L17                | 57,237  |
| L18                | 58,676  |
| L19                | 60,131  |
| L20                | 61,622  |
| L21                | 63,146  |
| L22                | 64,715  |
| L23                | 66,318  |
| L24                | 67,962  |
| L25                | 69,651  |
| L26                | 71,375  |
| L27                | 73,143  |
| L28                | 74,958  |
| L29                | 76,814  |
| L30                | 78,725  |
| L31                | 80,671  |
| L32                | 82,676  |
| L33                | 84,730  |
| L34                | 86,825  |
| L35                | 88,983  |
| L36                | 91,186  |
| L37                | 93,453  |
| L38                | 95,765  |
| L39                | 98,099  |
| L40                | 100,548   |
| L41                | 103,060   |
| L42                | 105,641   |
| L43                | 108,282   |

## 2. Pay Ranges for Principals

| Group | Range of Spine Points | Salary Range from 1 September 2016<br>£ |
|-------|-----------------------|---|
| 1     | L 6-L18               | 43,664 - 58,676                         |
| 2     | L 8-L21               | 45,875 - 63,146                         |
| 3     | L11-L24               | 49,479 - 67,962                         |
| 4     | L14-L27               | 53,178 - 73,143                         |
| 5     | L18-L31               | 58,676 - 80,671                         |
| 6     | L21-L35               | 63,146 - 88,983                         |
| 7     | L24-L39               | 67,962 - 98,099                         |
| 8     | L28-L43               | 74,958 - 108,282                        |

## 3. Pay Scales for Qualified Teachers

3.1 The pay scale for teachers is:

### Main Pay Scale

| Scale Point | Annual Salary from 1 September 2016<br>£ |
|-------------|--|
| M1          | 22,243                                   |
| M2          | 24,001                                   |
| M3          | 25,931                                   |
| M4          | 27,926                                   |
| M5          | 30,127                                   |
| M6          | 32,509                                   |

3.2 The pay scale for post-threshold teachers is:

### Upper Pay Scale (UPS)

| Scale Point | Annual Salary from 1 September 2016<br>£ |
|-------------|--|
| UPS 1       | 35,217                                   |
| UPS 2       | 36,521                                   |
| UPS 3       | 37,870                                   |

#### 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 2016<br/>£</b> |
|------------------------------------|---|
| 1                                  | 1,903   |
| 2                                  | 3,845   |
| 3                                  | 6,602   |
| 4                                  | 9,094   |
| 5                                  | 12,272  |

##### Recruitment and Retention Allowances

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

|                             | <b>Annual Allowance from 1 September 2016<br/>£</b> |
|-----------------------------|---|
| Recruitment and Retention 1 | 1,234   |
| Recruitment and Retention 2 | 2,424   |

##### Special Needs Allowances

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

|                 | <b>Annual Allowance from 1 September 2016<br/>£</b> |
|-----------------|---|
| Special Needs 1 | 2,062   |
| Special Needs 2 | 4,075   |

## 5. Rates of Pay for Unqualified Teachers

5.1 The salary rate for unqualified teachers is:

**Annual Salary from  
1 September 2016**

**£**

**14,151**

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:

| <b>Category of Teacher</b> | <b>Hourly Rate from<br/>1 September 2016</b> |
|----------------------------|--|
|----------------------------|--|

**£**

|  |              |
|--|--------------|
| Unqualified Teacher -<br>Regulation 15(1)(b) | <b>15.24</b> |
|--|--------------|

|  |              |
|--|--------------|
| Teacher treated by the<br>Department as Qualified<br>for the purposes of<br>Regulation 15(2) | <b>19.65</b> |
|--|--------------|

|  |              |
|--|--------------|
| Teachers employed in<br>'Homework Centres'<br>Regulation 15(5) | <b>19.65</b> |
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