

# JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

20 June 2016

To: Council Members  
MSO/TUSO  
EA Directors

## Joint Negotiating Council Circular No. 228

### Officers on Teacher Related Salary Scales – Revised Salaries w.e.f. 1 September 2014

The Joint Secretaries have considered DE Circular 2015/18 and agreed that Education Authority officers on Teacher Related Scales should be assimilated to the appropriate points. A copy of Department Circular 2015/18 is attached.

### Pay Scales for Qualified Teachers - Officers on Teacher Related Scales


Scale Point	Annual Salary w.e.f. 01.09.13	Annual Salary w.e.f. 01.09.14
M1	21,804	22,022
M2	23,528	23,763
M3	25,420	25,674
M4	27,375	27,649
M5	29,532	29,828
M6	31,868	32,186
M6+ Level 1 Teaching Allowance <sup>1</sup>	33,733	34,070
M6+ Level 2 Teaching Allowance	35,636	35,992
M6+ Level 3 Teaching Allowance	38,339	38,722
M6+ Level 4 Teaching Allowance	40,782	41,189
M6+ Level 5 Teaching Allowance	43,898	44,336



Management Side Secretary [Acting]  
R McGreevy



Trade Union Side Secretary  
K Bannon



Trade Union Side Secretary  
A Speed



Trade Union Side Secretary  
D Walker



Trade Union Side Secretary  
D Edmont

<sup>1</sup> It should be noted that, with effect from 1 September 2006, Management Allowances were replaced by Teaching Allowances

**Subject:**

**Circular Number 2015/18**

**TEACHERS' PAY AND ALLOWANCES  
FROM 1 SEPTEMBER 2014**

**Date of Issue: 24 July 2015**

**Audience:**

- Principals, Vice-Principals and Teachers in Grant-aided Schools;
- Boards of Governors of Grant-aided Schools;
- Education and Library Boards/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:**

Increase in Salary Rates

The attached Determination gives effect in law to an increase of 1% in salary rates from 1 September 2014.

**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

**Superseded Documents:**  
None

**Expiry Date:**  
Not applicable

**DENI Website:**  
<http://www.deni.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 (£) wef 1 September 2014</b>
L1	38,214
L2	39,172
L3	40,149
L4	41,150
L5	42,174
L6	43,231
L7	44,396
L8	45,420
L9	46,554
L10	47,749
L11	48,989
L12	50,118
L13	51,371
L14	52,651
L15	53,963
L16	55,397
L17	56,670
L18	58,095
L19	59,535
L20	61,011
L21	62,520
L22	64,074
L23	65,661
L24	67,289
L25	68,961
L26	70,667
L27	72,418
L28	74,214
L29	76,053
L30	77,945
L31	79,872
L32	81,857
L33	83,891
L34	85,965
L35	88,101
L36	90,283
L37	92,527
L38	94,816
L39	97,127
L40	99,552

L41	102,039
L42	104,595
L43	107,209

## 2. Pay Ranges for Principals

Group	Range of Spine Points	Salary Range from 1 September 2014
1	L 6-L18	43,231 - 58,095
2	L 8-L21	45,420 - 62,520
3	L11-L24	48,989 - 67,289
4	L14-L27	52,651 - 72,418
5	L18-L31	58,095 - 79,872
6	L21-L35	62,520 - 88,101
7	L24-L39	67,289 - 97,127
8	L28-L43	74,214 - 107,209

## 3. Pay Scales for Qualified Teachers

3.1 The pay scale for teachers is:

### *Main Pay Scale*

Scale Point	Annual Salary from 1 September 2014 £
M1	22,022
M2	23,763
M3	25,674
M4	27,649
M5	29,828
M6	32,186

3.2 The pay scale for post-threshold teachers is:

### *Upper Pay Scale (UPS)*

Scale Point	Annual Salary from 1 September 2014 £
UPS 1	34,868
UPS 2	36,159
UPS 3	37,495

#### 4. Additional Allowances

##### Teaching Allowances

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

<b><i>Level of Teaching Allowance</i></b>	<b>Annual Allowance from 1 September 2014 £</b>
1	1,884
2	3,806
3	6,536
4	9,003
5	12,150

##### Recruitment and Retention Allowances

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

	<b>Annual Allowance from 1 September 2014 £</b>
Recruitment and Retention 1	1,221
Recruitment and Retention 2	2,399

##### Special Needs Allowances

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

	<b>Annual Allowance from 1 September 2014 £</b>
Special Needs 1	2,041
Special Needs 2	4,033

## **5. Rates of Pay for Unqualified Teachers**

5.1 The salary rate for unqualified teachers is:

**Annual Salary from  
1 September 2014**

**£**

**14,010**

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 1 September 2014</b>
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**£**

Unqualified Teacher - Regulation 15(1)(b)	<b>15.08</b>
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Teacher treated by the Department as Qualified for the purposes of Regulation 15(2)	<b>19.45</b>
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Teachers employed in 'Homework Centres' Regulation 15(5)	<b>19.45</b>
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