

# JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

10 September 2021

To: Council Members  
MSO/TUSO

**Joint Negotiating Council Circular No. 291**

**Officers on Teacher Related Salary Scales :**

**Revised Salaries w.e.f. 1 September 2019 and 1 September 2020**

Further to Department of Education correspondence dated 09 September 2021, approval has been granted for the EA Teacher Related Staff pay remit for 2019/20 and 2020/21, 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 2021/10 and 2021/11 and agreed that Education Authority officers on Teacher Related Scales should be assimilated to the appropriate points. Copies of Department Circulars 2021/10 and 2021/11 are attached for information.

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

Scale Point	Annual Salary w.e.f. 01.09.18	Annual Salary w.e.f. 01.09.19	Annual Salary w.e.f. 01.09.20
M1	23,199	23,663	24,137
M2	25,033	25,534	26,045
M3	27,046	27,587	28,139
M4	29,127	29,710	30,305
M5	31,422	32,051	32,693
M6	33,906	34,585	35,277
Upper Pay Scale (UPS)			
UPS 1	36,731	37,466	38,216
UPS 2	38,090	38,852	39,630
UPS 3	39,498	40,288	41,094
Level 1 Teaching Allowance	1,985	2,025	2,066
Level 2 Teaching Allowance	4,011	4,092	4,174
Level 3 Teaching Allowance	6,887	7,025	7,166
Level 4 Teaching Allowance	9,485	9,675	9,869
Level 5 Teaching Allowance	12,800	13,056	13,318



**Management Side Secretary**  
R McGreevy



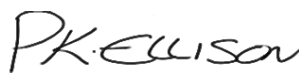
**Trade Union Side Secretary**  
A Law



**Trade Union Side Secretary**  
A Speed



**Trade Union Side Secretary**  
J Donley



**Trade Union Side Secretary**  
K Ellison

**Subject:**

**Circular Number 2021/10**

**TEACHERS' PAY AND ALLOWANCES  
FROM 1 SEPTEMBER 2019**

**Date of Issue: 28 April 2021**

**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 2019.

**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
	2020/04
	2021/11

**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, 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 2019</b>
L1	41,062
L2	42,091
L3	43,141
L4	44,215
L5	45,316
L6	46,451
L7	47,702
L8	48,804
L9	50,021
L10	51,306
L11	52,638
L12	53,851
L13	55,199
L14	56,573
L15	57,982
L16	59,523
L17	60,890
L18	62,421
L19	63,969
L20	65,556
L21	67,177
L22	68,846
L23	70,552
L24	72,300
L25	74,097
L26	75,930
L27	77,811
L28	79,742
L29	81,717
L30	83,750
L31	85,820
L32	87,953
L33	90,138
L34	92,367
L35	94,663
L36	97,006
L37	99,418
L38	101,877
L39	104,361
L40	106,966
L41	109,637
L42	112,383
L43	115,193

## 2. Pay Ranges for Principals

Group	Range of Spine Points	Salary Range from 1 September 2019 £
1	L 6 - L18	46,451 - 62,421
2	L 8 - L21	48,804 - 67,177
3	L11 - L24	52,638 - 72,300
4	L14 - L27	56,573 - 77,811
5	L18 - L31	62,421 - 85,820
6	L21 - L35	67,177 - 94,663
7	L24 - L39	72,300 - 104,361
8	L28 - L43	79,742 - 115,193

## 3. Pay Scales for Qualified Teachers

3.1 The pay scale for teachers is:

### Main Pay Scale

Scale Point	Annual Salary from 1 September 2019 £
M1	23,663
M2	25,534
M3	27,587
M4	29,710
M5	32,051
M6	34,585

3.2 The pay scale for post-threshold teachers is:

### Upper Pay Scale (UPS)

Scale Point	Annual Salary from 1 September 2019 £
UPS 1	37,466
UPS 2	38,852
UPS 3	40,288

#### **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 2019</b>
	<b>£</b>
1	2,025
2	4,092
3	7,025
4	9,675
5	13,056

##### **Recruitment and Retention Allowances**

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

	<b>Annual Allowance from 1 September 2019</b>
	<b>£</b>
Recruitment and Retention 1	1,314
Recruitment and Retention 2	2,580

##### **Special Needs Allowances**

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

	<b>Annual Allowance from 1 September 2019</b>
	<b>£</b>
Special Needs 1	2,196
Special Needs 2	4,337

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

5.1 The salary rate for unqualified teachers is:

### **Annual Salary from 1 September 2019**

£15,056

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 2019 £</b>
Unqualified Teacher - Regulation 15(1)(b)	16.26
Teacher treated by the Department as Qualified for the purposes of Regulation 15(2)	20.97

Teachers employed in 'Homework Centres' Regulation 15(5)

**Subject:**

**Circular Number 2021/11**

**TEACHERS' PAY AND ALLOWANCES  
FROM 1 SEPTEMBER 2020**

**Date of Issue: 28 April 2021**

**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;
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- Governing Bodies Association (Grammar Schools);
- Controlled Schools Support Council (CSSC);
- Teachers' Unions;
- General Teaching Council for Northern Ireland;
- EOTAS Centres.

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	2014/13
	2015/18
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	2016/24
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	2020/04
	2021/10

**Superseded Documents:**  
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**Expiry Date:**  
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**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:

JNC Council Secretary: Grainne McClean  
Ballee Centre, Ballee Road West, Ballymena BT42 2HS

Telephone: 028 9041 3166

## 6. Pay Spine for the Leadership Group

<b>Spine Point</b>	<b>Annual Salary (£) From 1 September 2020</b>
L1	41,884
L2	42,933
L3	44,004
L4	45,100
L5	46,223
L6	47,381
L7	48,657
L8	49,781
L9	51,022
L10	52,333
L11	53,691
L12	54,929
L13	56,303
L14	57,705
L15	59,142
L16	60,714
L17	62,108
L18	63,670
L19	65,249
L20	66,868
L21	68,521
L22	70,223
L23	71,964
L24	73,746
L25	75,579
L26	77,449
L27	79,368
L28	81,337
L29	83,352
L30	85,425
L31	87,537
L32	89,713
L33	91,941
L34	94,215
L35	96,557
L36	98,947
L37	101,407
L38	103,915
L39	106,449
L40	109,106
L41	111,830
L42	114,631
L43	117,497

## 7. Pay Ranges for Principals

<b>Group</b>	<b>Range of Spine Points</b>	<b>Salary Range from 1 September 2020 £</b>
1	<b>L 6 - L18</b>	47,381 - 63,670
2	<b>L 8 - L21</b>	49,781 - 68,521
3	<b>L11 - L24</b>	53,691 - 73,746
4	<b>L14 - L27</b>	57,705 - 79,368
5	<b>L18 - L31</b>	63,670 - 87,537
6	<b>L21 - L35</b>	68,521 - 96,557
7	<b>L24 - L39</b>	73,746 - 106,449
8	<b>L28 - L43</b>	81,337 - 117,497

## 8. Pay Scales for Qualified Teachers

8.1 The pay scale for teachers is:

### Main Pay Scale

<b>Scale Point</b>	<b>Annual Salary from 1 September 2020 £</b>
M1	24,137
M2	26,045
M3	28,139
M4	30,305
M5	32,693
M6	35,277

8.2 The pay scale for post-threshold teachers is:

### Upper Pay Scale (UPS)

<b>Scale Point</b>	<b>Annual Salary from 1 September 2020 £</b>
UPS 1	38,216
UPS 2	39,630
UPS 3	41,094

## 9. Additional Allowances

### Teaching Allowances

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

<b>Level of Teaching Allowance</b>	<b>Annual Allowance from 1 September 2020</b>
	<b>£</b>
1	2,066
2	4,174
3	7,166
4	9,869
5	13,318

### Recruitment and Retention Allowances

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

	<b>Annual Allowance from 1 September 2020</b>
	<b>£</b>
Recruitment and Retention 1	1,341
Recruitment and Retention 2	2,632

### Special Needs Allowances

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

	<b>Annual Allowance from 1 September 2020</b>
	<b>£</b>
Special Needs 1	2,240
Special Needs 2	4,424

## 10. Rates of Pay for Unqualified Teachers

10.1 The salary rate for unqualified teachers is:

### **Annual Salary from 1 September 2020**

**£15,358**

10.2 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 2020 £</b>
Unqualified Teacher - Regulation 15(1)(b)	16.59
Teacher treated by the Department as Qualified for the purposes of Regulation 15(2)	21.39
Teachers employed in 'Homework Centres' Regulation 15(5)	21.39