

**Subject:****UPPER PAY SCALE 3 PROGRESSION 2005****Circular Number:  
2006/1****Date of Issue:  
11 January 2006****Audience:**

- Principals and Boards of Governors of all grant-aided schools;
- Education and Library Boards;
- Council for Catholic Maintained Schools; and
- Teachers' Unions.

**Summary of Contents:**

The attached Determination sets out the arrangements for backdating of Upper Pay Scale (UPS) 3 payments to eligible teachers who progress to UPS 3 with effect from 1 September 2005.

**Enquiries:**

Any enquiries about the contents of this Circular should be addressed to the relevant employing authority.

**Governors' Awareness:**  
Essential**Status of Contents:**  
Action by Boards of  
Governors and Employing  
Authorities.Information for Principals,  
Vice-principals and  
Teachers.**Related Documents:**  
Circular 2004/19**Superseded documents:**  
None**Expiry Date:**  
Not applicable**DENI Website:**  
<http://www.deni.gov.uk>

## Notes of Guidance

1. The arrangements for Upper Pay Scale progression were agreed at the Teachers' Salaries and Conditions of Service Committee (Schools) in July and November 2004, and the employing authorities previously issued advice to schools on the process. The agreed date of progression to Upper Pay Scale 3 for eligible teachers is 1 September 2005.
2. In July 2005, the Minister for Education announced arrangements for backdating UPS 3 payments to 1 April 2005. Under these arrangements, only those teachers who moved to UPS1 from 1 September 2000 and UPS2 from 1 September 2003 and then UPS3 from 1 September 2005 (all three requirements must be met) are entitled to be considered for UPS3 backdating to 1 April 2005. It is important to note that the effective date for progression to UPS3 for such teachers remains 1 September 2005.
3. The principal, in approving the movement of an individual teacher to UPS3 must be satisfied that the teacher has completed the equivalent of 2 years service since 1 September 2003 and that the performance of the teacher has been sustained at the post-threshold level in each of the four threshold standards during the past year 2004/05 (equivalent of 2 years service means teachers who have worked for at least 26 weeks in aggregate each year since September 2003).
4. Those teachers employed in a grant-aided school on a period of unpaid absence during the 2005/06 school year, who otherwise meet the eligibility criteria at 2 above, and have been approved for movement to UPS3 from 1 September 2005, are entitled to receive backdated payments as appropriate.
5. The attached Determination, gives effect in law to the backdating of such payments, and further guidance is available from the Employing Authorities.

## **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, from 1 September 2005, the salaries paid to teachers in grant-aided schools shall include those set out below:

1. The Determination of a teachers' salary must be made annually from 1 September.
2. Any teacher employed in a grant-aided school on:
  - (a) Point 1 of the Upper Pay Scale from 1 September 2000;
  - (b) Point 2 of the Upper Pay Scale from 1 September 2003; and
  - (c) Point 3 of the Upper Pay Scale from 1 September 2005

is entitled to be paid the UPS 3 rate, for any period of employment as a teacher in a grant-aided school between 1 April 2005 and 31 August 2005.