

Subject:

CHANGES TO TEACHERS' PAY FROM 1 SEPTEMBER 1996 AND 1 SEPTEMBER 1997

Circular Number:

1997/1

Date of Issue:

8 January 1997

Audience:

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

Summary of Contents:

The attached Determination gives effect in law to the introduction of half-points on the teachers' pay spine from 1 September 1996 and a change to the wording of the performance criterion for principals and vice-principals from 1 September 1996 and 1 September 1997.

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 1996/13

Expiry Date:
Not applicable

DENI Website:
<http://www.deni.gov.uk>

CHANGES TO TEACHERS' PAY FROM 1 SEPTEMBER 1996 AND 1 SEPTEMBER 1997

1. This circular announces:-
 - a. the introduction of half-points on the classroom teachers' pay spine from 1 September 1996;
 - b. a change to the wording of the performance criterion for principals and vice-principals from 1 September 1996; and
 - c. a further amendment to the wording of the performance criterion from 1 September 1997, which will require relevant bodies to agree performance criteria with principals and vice-principals as soon as possible in the 1996/97 school year.
2. The enclosed determination gives effect in law to the new provisions.
3. The September 1997 annual salary review for principals and vice-principals has to be considered against performance criteria agreed during the 1996/97 school year. As these arrangements are being introduced after the start of this school year, relevant bodies should take account of this factor in agreeing criteria. In subsequent years, the criteria should be agreed at the beginning of the school year.
4. Employing authorities will shortly be issuing a document giving advice and guidance on the new provisions. For convenience, it will include the guidance that has been issued since the new pay structure was introduced in 1993.

Enquiries

5. Any enquiries regarding the pay arrangements document should be made to the relevant employing authority.

E N McGUIGAN

SALARIES AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT OF TEACHERS

Determination

1. In accordance with the provisions of Article 69(1) and (6) of the Education and Libraries (Northern Ireland) Order 1986 and Article 42(3) of the Education and Libraries (Northern Ireland) Order 1993, the Department of Education has determined that the salaries and terms and conditions of employment of teachers in grant-aided schools shall include the arrangements set out in this determination.

Qualified Teachers

2. During the period the 1 September 1996 to 30 November 1996, a qualified teacher shall be paid a salary based on the pay spine set out in column 2 of the table, as the relevant body shall determine in accordance with paragraphs 3 to 6.

3. In awarding points for:

- experience, other than employment as a teacher, which the relevant body considers of value to the performance of the teacher's duties;
- responsibility;
- excellence;
- recruitment and retention; and
- special educational needs, experience or qualifications or both;

the relevant body may award a half point provided the number of points awarded does not exceed the maximum for each of these criteria.

4. The relevant body shall continue to award:

- 2 full points if the qualified teacher is a good honours graduate, as defined in Regulation 9(4) of the Teachers' Salaries Regulations (Northern Ireland) 1993, as amended by Regulation 6 of the Teachers' Salaries (Amendment) Regulations (Northern Ireland) 1993;
- 1 full point for each year of satisfactory service, subject to the maximum; and
- 1 full point to a qualified teacher in a special school; 1 full point to a qualified teacher in an ordinary school who is engaged wholly or mainly (a) in teaching pupils with statements of special educational needs, whether in designated special classes or otherwise; or (b) in taking charge of special classes consisting wholly or mainly of children who are hearing impaired or visually impaired.

5. The relevant body may award 1 full point to a qualified teacher in an ordinary school who is engaged wholly or mainly in teaching children with special educational needs, none or not all of whom have statements.

6. From 1 September 1996 the relevant body may award up to 1 full point a year for years of experience other than employment as a teacher which it considers of value to the performance of the teacher's duties.

7. From 1 December 1996 a qualified teacher shall be paid such salary based on the pay spine set out in column 3 of the table, as the relevant body shall determine in accordance with paragraphs 3 to 6.

Principals and Vice-principals

8. When determining the salary of each individual principal or vice-principal the relevant body shall until 31 August 1997, have regard in particular (but not exclusively) to the following criteria:

- a. the responsibilities of the post;
- b. the social, economic and cultural background of the pupils attending the school;
- c. whether the post is difficult to fill;
- d. whether there has been a sustained high quality of performance by the principal or vice-principal;

and from 1 September 1997, have regard in particular (but not exclusively) to the following criteria:

- a. the responsibilities of the post;
- b. the social, economic and cultural background of the pupils attending the school;
- c. whether the post is difficult to fill; and
- d. whether there has been a sustained high quality of performance by the principal or vice-principal in the light of performance criteria agreed between the relevant body and the principal or vice-principal, as the case may be.

9. The relevant body shall not, from 1 September 1997, determine that there shall be any movement up the pay spine unless there has first been a review of the performance of the principal or vice-principal in the light of the performance criteria, referred to in paragraph 8, save to the extent that a movement up the pay spine is necessary to ensure that the salary of the principal or vice-principal equals the minimum of the range for the group to which the school is assigned.

SALARY SPINE FOR QUALIFIED TEACHERS

1 Spine Point	2 Annual Salary 1 September 1996 £	3 Annual Salary 1 December 1996 £
0	12,342	12,462
0.5	12,708	12,831
1	13,083	13,209
1.5	13,470	13,599
2	13,866	14,001
2.5	14,238	14,379
3	14,622	14,763
3.5	15,012	15,156
4	15,414	15,564
4.5	15,867	16,020
5	16,335	16,494
5.5	16,818	16,983
6	17,316	17,487
6.5	17,829	18,003
7	18,357	18,534
7.5	18,897	19,083
8	19,458	19,647
8.5	20,067	20,262
9	20,700	20,901
9.5	21,330	21,540
10	21,981	22,194
10.5	22,626	22,845
11	23,289	23,514
11.5	24,201	24,435
12	25,146	25,392
12.5	25,971	26,226
13	26,823	27,084
13.5	27,873	28,146
14	28,965	29,247
14.5	29,610	29,898
15	30,267	30,561
15.5	30,942	31,242
16	31,632	31,941
16.5	32,337	32,649
17	33,054	33,375