

**Subject:****INCREASES TO TEACHERS' PAY AND ALLOWANCES****Circular Number:  
2001/11****Date of Issue:  
6 June 2001****Audience:**

- Principals, Vice-Principals and Teachers in Grant-aided Schools;
- Boards of Governors of Grant-aided schools;
- Education and Library Boards;
- Council for Catholic Maintained Schools; and
- Teachers' Unions.

**Summary of Contents:**

The attached Determination gives effect in law to a general increase of 3.7% on the September 2000 rates, with larger increases at the bottom of the classroom teachers' main pay scale.

Further guidance on the application of the new pay system will issue to schools in due course.

**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 Schools**Related Documents:**  
Circular 2000/4**Superseded Documents:**  
Circular 2000/4**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 updated salaries and allowances to be paid to teachers in grant-aided schools from 1 April 2001 shall be those set out below:

### **1. Pay Spine for The Leadership Group**

<b>Spine Point</b>	<b>Annual Salary from 1/9/00 £</b>	<b>Annual salary from 1/4/01 £</b>
L1	28,446	29,499
L2	29,157	30,237
L3	29,886	30,993
L4	30,633	31,767
L5	31,398	32,559
L6	32,184	33,375
L7	33,054	34,278
L8	33,813	35,064
L9	34,659	35,940
L10	35,550	36,864
L11	36,471	37,821
L12	37,314	38,694
L13	38,244	39,660
L14	39,198	40,647
L15	40,173	41,658
L16	41,241	42,768
L17	42,195	43,755
L18	43,254	44,853
L19	44,322	45,963
L20	45,423	47,103
L21	46,548	48,270
L22	47,703	49,467
L23	48,885	50,694
L24	50,097	51,951
L25	51,339	53,238
L26	52,611	54,558
L27	53,916	55,911
L28	55,254	57,297
L29	56,625	58,719

<b>Spine Point</b>	<b>Annual Salary from 1/9/00 £</b>	<b>Annual salary from 1/4/01 £</b>
L30	58,029	60,177
L31	59,469	61,668
L32	60,945	63,201
L33	62,457	64,767
L34	64,005	66,372
L35	65,592	68,019
L36	67,218	69,705
L37	68,889	71,439
L38	70,593	73,206
L39	72,312	74,988
L40	74,121	76,863
L41	75,972	78,783

## 2. Salary ranges for Principals

<b>Group</b>	<b>Range of spine points</b>	<b>Salary range from 1/9/00 £</b>	<b>Salary range from 1/4/01 £</b>
1	L6 - L16	32,184 - 41,241	33,375 - 42,768
2	L8 - L19	33,813 - 44,322	35,064 - 45,953
3	L11 - L22	36,471 - 47,703	37,821 - 49,467
4	L14 - L25	39,198 - 51,339	40,647 - 53,238
5	L18 - L29	43,254 - 56,625	44,853 - 58,719
6	L21 - L33	46,548 - 62,457	48,270 - 64,767
7	L24 - L37	50,097 - 68,889	51,951 - 71,439
8	L28 - L41	55,254 - 75,972	57,297 - 78,783

### 3. Salary Scales for Qualified Teachers

	<b>Spine Point</b>	<b>Annual Salary from 1/9/00 £</b>	<b>Annual Salary from 1/4/01 £</b>
<b>Main pay scale</b>			
a.	1	15,141	16,038
b.	2	16,050	17,001
	3	16,923	17,892
	4	17,844	18,831
	5	18,906	19,821
	6	20,046	20,862
	7	21,249	22,035
	8	22,524	23,358
	9	23,958	24,843
	<b>Upper pay scale</b>		
	1	25,959	26,919
	2	26,919	27,915
	3	27,915	28,947
	4	28,947	30,018
	5	30,018	31,128

a. Point 1 is the minimum starting salary for a newly qualified entrant with lower than a second class honours degree.

b. Point 2 is the minimum starting salary for a newly qualified entrant with a second class honours degree or better.

#### 4. Additional allowances

	<b>Annual Allowance from 1/9/00 £</b>	<b>Annual Allowance from 1/4/01 £</b>
<b>Management</b>		
management 1	1,485	1,539
management 2	3,000	3,111
management 3	5,151	5,343
management 4	7,092	7,353
management 5	9,573	9,927
<b>Recruitment and Retention</b>		
recruitment and retention 1	909	942
recruitment and retention 2	1,782	1,848
<b>Special Educational Needs</b>		
special educational needs 1	1,515	1,572
special educational needs 2	3,000	3,111

#### 5. Salary Rate for Unqualified Teachers

Annual Salary from 1/9/00           £10,430

Annual Salary from 1/4/01           £10,816

#### 6. Unqualified Part-time Teachers - Hourly Rates (Paid in accordance with the Teachers' Salaries Regulations (NI) 1993 No 318)

<b>Category of Teacher</b>	<b>Hourly Rate from 1/9/00 £</b>	<b>Hourly Rate from 1/4/01 £</b>
Unqualified Teacher - Regulation 15 (1) (b)	11.22	11.64
Teacher treated by the Department as Qualified for the purposes of Regulation 15 (2)	14.47	15.01
Teachers employed in 'Homework Centres' Regulation 15 (5)	14.47	15.01

## **7. Mark Time Safeguarding**

With effect from 1 September 2000, the value of any mark time safeguarded sum was reduced by the value of any subsequent salary increase (unless the increase was as a result of a teacher becoming a post threshold teacher), or if the increase exceeded £500, by the sum of £500 until such safeguarded sum is eliminated.

With effect from 1 April 2001, the value of any mark time safeguarded sum shall be reduced by the value of any subsequent salary increase (unless the increase is as a result of a teacher becoming a post threshold teacher), or if the increase exceeds £250, by the sum of £250 until such safeguarded sum is eliminated.