

**Subject:****INCREASES TO TEACHERS' PAY AND ALLOWANCES****Circular Number:  
2002/5****Date of Issue:  
24 April 2002****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 an increase of 3.5% in salary rates from 1 April 2002.

A further circular on the restructuring of the teachers' Main Pay Scale from September 2002 will be issued 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Circular 2001/11**Superseded Documents:**  
Circular 2001/11**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 Order 1986, the Department of Education has determined that, from 1 April 2002, the salaries 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>Salary from 1 April 2002</b>
	£
L1	30,531
L2	31,296
L3	32,079
L4	32,880
L5	33,699
L6	34,542
L7	35,478
L8	36,291
L9	37,197
L10	38,154
L11	39,144
L12	40,047
L13	41,049
L14	42,069
L15	43,116
L16	44,265
L17	45,285
L18	46,422
L19	47,571
L20	48,753
L21	49,959
L22	51,198
L23	52,467
L24	53,769
L25	55,101
L26	56,469
L27	57,867
L28	59,301
L29	60,774
L30	62,283
L31	63,825
L32	65,412
L33	67,035
L34	68,694
L35	70,401

L36	72,144
L37	73,938
L38	75,768
L39	77,613
L40	79,554
L41	81,540

## 2. Pay Ranges for Principals

Group	Range of spine points	Salary range from 1 April 2002 £
1	L6 – L16	34,542 – 44,265
2	L8 – L19	36,291 – 47,571
3	L11 – L22	39,144 – 51,198
4	L14 – L25	42,069 – 55,101
5	L18 – L29	46,422 – 60,774
6	L21 – L33	49,959 – 67,035
7	L24 – L37	53,769 – 73,938
8	L28 – L41	59,301 – 81,540

## 3. Pay scales for qualified teachers, until 31 August 2002 only

	Spine point	Salary from 1 April 2002 £
<b>Main pay scale</b>		
(a)	1	16,599
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(b)	2	17,595
	3	18,519
	4	19,491
	5	20,514
	6	21,591
	7	22,806
	8	24,177
	9	25,713
<b>Upper pay scale</b>		
	1	27,861
	2	28,893
	3	29,961
	4	31,068
	5	32,217

- (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

	<u>Annual Allowance from</u> <u>1 April 2002</u>
<b>Management</b>	£
management 1	1,593
management 2	3,219
management 3	5,529
management 4	7,611
management 5	10,275
<b>Recruitment and Retention</b>	
recruitment & retention 1	975
recruitment & retention 2	1,914
<b>Special Needs</b>	
special needs 1	1,626
special needs 2	3,219

#### 5. Salary Rate for Unqualified Teachers

Annual Salary from 1/4/02                      £11,195

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

Category of Teacher	Hourly Rate from 1/04/02 £
Unqualified Teacher - Regulation 15 (1) (b)	12.05
Teacher treated by the Department as Qualified for the purposes of Regulation 15 (2)	15.54
Teachers employed in 'Homework Centres' Regulation 15 (5)	15.54