

**Subject:****SHORTENING OF THE TEACHERS' MAIN PAY SCALE  
FROM 1 SEPTEMBER 2002****Circular Number:**  
2002/10**Date of Issue:**  
19 June 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 the shortening of the Teachers' Main Pay Scale from 1 September 2002. The scale now has 6 points instead of 9, and the previous distinction between newly qualified entrants with and without a second-class honours degree or better is discontinued. Consequently, all newly qualified entrants start on Point M1 of the scale.

An example of the assimilation arrangements is set out in the attached Appendix.

**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 2002/5**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 September 2002, the salary structure for teachers in grant-aided schools shall be as set out below:

### 1. Pay scales and assimilation arrangements for qualified teachers

	<b>Spine point</b>	<b>Scale from 1 September 2002</b>
		£pa
<b>Main pay scale (a)</b>	M1	17,595
	M2	18,984
	M3	20,514
	M4	22,092
	M5	23,835
	M6	25,713

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<b>Upper pay scale (b)</b>	U1	27,861
	U2	28,893
	U3	29,961
	U4	31,068
	U5	32,217

(a) The previous distinction between newly qualified entrants with and without a second-class honours degree or better is discontinued; Point M1 is the minimum starting salary for all newly qualified entrants.

(b) The upper pay scale is unchanged.

## 2. Assimilation on to the new main pay scale

For classroom teachers on the main pay scale at 31 August 2002, who remain in service as classroom teachers at 1 September 2002, assimilation should be operated as follows:-

The award of an additional point for experience, where relevant, should be applied *on the existing main pay scale*, prior to assimilation. Assimilation to the new main pay scale should be to the point with the next highest monetary value above the salary point thereby reached, or of equal value where possible. These assimilation arrangements are set out in the table below.

### Assimilation Table

<b>Point on existing main scale, after the award of an incremental point where relevant, at 1 September 2002</b>	<b>Point on revised main scale on to which the teacher would assimilate</b>
2	M1
3	M2
4	M3
5	M3
6	M4
7	M5
8	M6
9	M6

**Example**

The new salary point of a teacher on Point 6 of the existing main pay scale at 31 August 2002, receiving a point for experience at 1 September 2002, would be determined as follows:

The new salary point *on the existing main pay scale* would be determined as Point 7, equivalent to £22,806 per annum.

The salary point on the new main pay scale would be determined as Point M5, equivalent to £23,835, i.e. the next highest monetary value above £22,806, as there is no point of equal value.