

Subject:

Circular Number: 2003/7

**INCREASES TO TEACHERS' PAY AND ALLOWANCES
FROM 1 APRIL 2003**

Date of Issue: 7 May 2003

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 2.9% in salary rates from 1 April 2003.

Enquiries:

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

Governors' Awareness:
Essential

Status of Contents:
Information for Schools

Related Documents:
Circular 2002/5 2002/10

Superseded Documents:
Circular 2002/5 2002/10

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 2003, the salaries to be paid to teachers in grant-aided schools shall be those set out below:

1. Pay Spine for the Leadership Group

| Spine Point | Salary from 1 April 2003 |
|--------------------|---------------------------------|
| | £ |
| L1 | 31,416 |
| L2 | 32,205 |
| L3 | 33,009 |
| L4 | 33,834 |
| L5 | 34,677 |
| L6 | 35,544 |
| L7 | 36,507 |
| L8 | 37,344 |
| L9 | 38,277 |
| L10 | 39,261 |
| L11 | 40,278 |
| L12 | 41,208 |
| L13 | 42,240 |
| L14 | 43,290 |
| L15 | 44,367 |
| L16 | 45,549 |
| L17 | 46,599 |
| L18 | 47,769 |
| L19 | 48,951 |
| L20 | 50,166 |
| L21 | 51,408 |
| L22 | 52,683 |
| L23 | 53,988 |
| L24 | 55,329 |
| L25 | 56,700 |
| L26 | 58,107 |
| L27 | 59,544 |
| L28 | 61,020 |
| L29 | 62,535 |
| L30 | 64,089 |
| L31 | 65,676 |
| L32 | 67,308 |
| L33 | 68,979 |
| L34 | 70,686 |
| L35 | 72,444 |
| L36 | 74,235 |
| L37 | 76,083 |
| L38 | 77,964 |
| L39 | 79,863 |

L40
L41

81,861
83,904

2. Pay Ranges for Principals

| Group | Range of spine points | Salary range from 1 April 2003 |
|--------------|------------------------------|---------------------------------------|
| | | £ |
| 1 | L 6-L 16 | 35,544-45,549 |
| 2 | L 8-L 19 | 37,344-48,951 |
| 3 | L11-L22 | 40,278-52,683 |
| 4 | L14-L25 | 43,290-56,700 |
| 5 | L18-L29 | 47,769-62,535 |
| 6 | L21-L33 | 51,408-68,979 |
| 7 | L24-L37 | 55,329-76,083 |
| 8 | L28-L41 | 61,020-83,904 |

3. Pay scales for qualified teachers

| | Spine point | Salary from 1 April 2003 |
|------------------------|--------------------|---------------------------------|
| Main pay scale | | £ |
| | M1 | 18,105 |
| | M2 | 19,536 |
| | M3 | 21,108 |
| | M4 | 22,734 |
| | M5 | 24,525 |
| | M6 | 26,460 |
| Upper pay scale | | |
| | U1 | 28,668 |
| | U2 | 29,730 |
| | U3 | 30,831 |
| | U4 | 31,968 |
| | U5 | 33,150 |

4. Additional Allowances

Annual Allowance from 1 April 2003

| Management | £ |
|-------------------|----------|
| management 1 | 1,638 |
| management 2 | 3,312 |
| management 3 | 5,688 |
| management 4 | 7,833 |
| management 5 | 10,572 |

Recruitment and Retention

| | |
|-----------------------------|-------|
| recruitment and retention 1 | 1,002 |
| recruitment and retention 2 | 1,971 |

Special Needs

| | |
|-----------------|-------|
| special needs 1 | 1,674 |
| special needs 2 | 3,312 |

5. Salary Rate for Unqualified Teachers

| | |
|---------------------------------|---------|
| Annual Salary from 1 April 2003 | £11,520 |
|---------------------------------|---------|

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 April 2003 £ |
|---|--|
| Unqualified Teacher – Regulation 15(1)(b) | 12.40 |
| Teacher treated by the Department as Qualified for the purposes of Regulation 15(2) | 15.99 |
| Teachers employed in 'Homework Centres' Regulation 15(5) | 15.99 |