

Subject:

**INCREASES TO TEACHERS' PAY AND ALLOWANCES**

FROM 1 APRIL 2004, 1 APRIL 2005 AND 1 SEPTEMBER 2005

Circular Number:2004/19  
Date of Issue: 1 December 2004

**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 2.5% in salary rates from 1 April 2004, and a further 2.5% from 1 April 2005, topped up to 3.25% from 1 September 2005. From 2005, September will be the new date for all future pay awards. Pending new arrangements, Management Allowances are frozen at 2003 rates and new Management Allowances awarded with effect from 15 November 2004 must be awarded on a fixed-term basis not exceeding 1 year. The upper pay scale has been shortened to 3 points pending new arrangements.

The Determination also provides for the possibility of awarding up to 2 points to Leadership Group members with effect from 1 September 2003, in the course of a single pay review, subject to the normal review arrangements set out in DE Circular 1997/1 and range restrictions set out in DE Circulars 1999/22 and 2003/5. Boards of Governors should continue to award 1 point for fully acceptable performance, but in cases where the relevant body considers there has been a very high quality of performance, 1 additional point may be awarded. Boards of Governors may, if they wish, revisit any decision to award a single point following their review of performance during the 2002-03 school year.

**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  
Employing Authorities,  
Boards of Governors, Principals,  
Vice-Principals and Teachers

**Related Documents:**  
DE Circulars 1997/1, 1999/22,  
and 2003/5

**Superseded Documents:**  
DE Circular 2003/7

**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 salaries and allowances 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>Annual Salary from 1 April 2004</b>	<b>Annual Salary from 1 April 2005</b>	<b>Annual Salary from 1 September 2005</b>
L1	32,202	33,006	33,249
L2	33,009	33,834	34,083
L3	33,834	34,680	34,935
L4	34,680	35,547	35,808
L5	35,544	36,432	36,699
L6	36,432	37,344	37,617
L7	37,419	38,355	38,634
L8	38,277	39,234	39,522
L9	39,234	40,215	40,509
L10	40,242	41,247	41,550
L11	41,286	42,318	42,627
L12	42,237	43,293	43,611
L13	43,296	44,379	44,703
L14	44,373	45,483	45,816
L15	45,477	46,614	46,956
L16	46,689	47,856	48,207
L17	47,763	48,957	49,314
L18	48,963	50,187	50,553
L19	50,175	51,429	51,807
L20	51,420	52,707	53,091
L21	52,692	54,009	54,405
L22	54,000	55,350	55,755
L23	55,338	56,721	57,135
L24	56,712	58,131	58,554
L25	58,119	59,571	60,009
L26	59,559	61,047	61,494
L27	61,032	62,559	63,015
L28	62,547	64,110	64,581
L29	64,098	65,700	66,180
L30	65,691	67,332	67,827
L31	67,317	69,000	69,504
L32	68,991	70,716	71,232
L33	70,704	72,471	73,002
L34	72,453	74,265	74,808
L35	74,256	76,113	76,668
L36	76,092	77,994	78,564
L37	77,985	79,935	80,520
L38	79,914	81,912	82,512
L39	81,861	83,907	84,522
L40	83,907	86,004	86,634
L41	86,001	88,152	88,797

## 2. Pay Ranges for Principals

Group	Range of Spine Points	Salary Range from 1 April 2004	Salary Range from 1 April 2005	Salary Range from 1 September 2005
1	L 6-L16	36,432-46,689	37,344-47,856	37,617-48,207
2	L 8-L19	38,277-50,175	39,234-51,429	39,522-51,807
3	L11-L22	41,286-54,000	42,318-55,350	42,627-55,755
4	L14-L25	44,373-58,119	45,483-59,571	45,816-60,009
5	L18-L29	48,963-64,098	50,187-65,700	50,553-66,180
6	L21-L33	52,692-70,704	54,009-72,471	54,405-73,002
7	L24-L37	56,712-77,985	58,131-79,935	58,554-80,520
8	L28-L41	62,547-86,001	64,110-88,152	64,581-88,797

## 3. Pay Scales for Qualified Teachers

	Scale Point	Annual Salary from 1 April 2004	Annual Salary from 1 April 2005	Annual Salary from 1 September 2005
<b>Main Pay Scale</b>	<b>M1</b>	18,558	19,023	19,161
	<b>M2</b>	20,025	20,526	20,676
	<b>M3</b>	21,636	22,176	22,338
	<b>M4</b>	23,301	23,883	24,057
	<b>M5</b>	25,137	25,764	25,953
	<b>M6</b>	27,123	27,801	28,005
<b>Upper Pay Scale</b>	<b>U1</b>	29,385	30,120	30,339
	<b>U2</b>	30,474	31,236	31,464
	<b>U3</b>	31,602	32,391	32,628

#### 4.1 Additional Allowances

	Annual Allowance from 1 April 2004	Annual Allowance from 1 April 2005	Annual Allowance from 1 September 2005
<b>Management</b>			
Management 1	1,638		
Management 2	3,312	<b>Frozen pending new arrangements</b>	<b>Frozen pending new arrangements</b>
Management 3	5,688		
Management 4	7,833		
Management 5	10,572		
<b>Recruitment and Retention</b>			
Recruitment and Retention 1	1,027	1,053	1,060
Recruitment and Retention 2	2,020	2,071	2,086
<b>Special Needs</b>			
Special Needs 1	1,716	1,758	1,773
Special Needs 2	3,396	3,480	3,507

4.2 With effect from 15 November 2004 a Management Allowance may only be awarded for a fixed period not exceeding one year to a classroom teacher who undertakes significant specified management responsibilities beyond those common to the majority of classroom teachers.

4.3 Any classroom teacher who was awarded a management allowance prior to 15 November 2004 shall be paid the allowance for the period determined when the award was made, whether for a fixed period of time or while the classroom teacher remains in the same post.

4.4 Where the relevant body determines that a classroom teacher who holds a management allowance while he remains in the same post should be awarded a higher management allowance under paragraph 4.2, that teacher shall, on the expiry of the fixed period, retain his original management allowance under paragraph 4.3 while he remains in the same post.

#### 5. Salary Rate for Unqualified Teachers

Annual Salary from 1 April 2004	Annual Salary from 1 April 2005	Annual Salary from 1 September 2005
£11,808	£12,103	£12,192

**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 April 2004</b>	<b>Hourly Rate from 1 April 2005</b>	<b>Hourly Rate from 1 September 2005</b>
Unqualified Teacher - Regulation 15(1)(b)	12.71	13.03	13.12
Teacher treated by the Department as Qualified for the purposes of Regulation 15(2)	16.39	16.80	16.92
Teachers employed in 'Homework Centres' Regulation 15(5)	16.39	16.80	16.92

**7.1 Leadership Group Pay Arrangements**

7.2 The statutory Determination that issued with the Department’s Circular 1997/1 requires relevant bodies to agree performance criteria with their Principals and Vice-Principals. It also determines that there can be no movement up the pay spine unless there has first been a review of performance in light of previously agreed criteria.

7.3 With effect from 1 September 2003 up to 2 points may be awarded to Principals and Vice-Principals in the course of a single annual pay review subject to the review arrangements set out in the Determination that issued with DE Circular 1997/1, and the restrictions set out in the Determination that issued with DE Circulars 1999/22 and 2003/05.

7.4 Accordingly, with effect from 1 September 2003, 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 individual school range/Vice-Principal Pay Range, a Principal’s or Vice-Principal’s salary shall not be increased by more than two points in the course of a single pay review.