



Department of
Education

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AN ROINN
Oideachais

MINISTRE O
Lear

Rathgael House
43 Balloo Road
Bangor
BT19 7PR

Circular Number 2008/20

Date of Issue: 30 September 2008

Subject:

**TEACHERS' PAY AND ALLOWANCES
FROM 1 SEPTEMBER 2008**

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;
- Comhairle na Gaelscolaíochta;
- Northern Ireland Council for Integrated Education;
- Association of Governing Bodies of Grammar Schools; and
- Teachers' Unions

Summary of Contents:

Increase in Salary Rates

The attached Determination gives effect in law to an increase of 2.45% in salary rates from 1 September 2008.

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 2003/5
2006/17
2006/27

Superseded Documents:
None

Expiry Date:
Not applicable

DENI Website:
<http://www.deni.gov.uk>



INVESTOR IN PEOPLE

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

Spine Point	Annual Salary (£) wef 1 September 2008
L1	35,794
L2	36,692
L3	37,608
L4	38,545
L5	39,504
L6	40,494
L7	41,585
L8	42,544
L9	43,607
L10	44,726
L11	45,888
L12	46,945
L13	48,119
L14	49,318
L15	50,547
L16	51,890
L17	53,083
L18	54,417
L19	55,766
L20	57,149
L21	58,563
L22	60,017
L23	61,504
L24	63,029
L25	64,596
L26	66,194
L27	67,833
L28	69,517
L29	71,238
L30	73,011
L31	74,816
L32	76,675
L33	78,581
L34	80,523
L35	82,524
L36	84,568
L37	86,670
L38	88,815
L39	90,979
L40	93,250
L41	95,580
L42	97,974
L43	100,424

2. Pay Ranges for Principals

Group	Range of Spine Points	Salary Range from 1 September 2008 £
1	L 6-L18	40,494 – 54,417
2	L 8-L21	42,544 – 58,563
3	L11-L24	45,888 – 63,029
4	L14-L27	49,318 – 67,833
5	L18-L31	54,417 – 74,816
6	L21-L35	58,563 – 82,524
7	L24-L39	63,029 – 90,979
8	L28-L43	69,517 – 100,424

3. Pay Scales for Qualified Teachers

3.1 The pay scale for teachers is:

Main Pay Scale

Scale Point	Annual Salary from 1 September 2008 £
M1	20,627
M2	22,259
M3	24,048
M4	25,898
M5	27,939
M6	30,148

3.2 The pay scale for post-threshold teachers is:

Upper Pay Scale (UPS)

Scale Point	Annual Salary from 1 September 2008 £
UPS 1	32,660
UPS 2	33,870
UPS 3	35,121

4. Additional Allowances

Teaching Allowances

4.1 The values of Teaching Allowances are as set out below:

Level of Teaching Allowance	Annual Allowance from 1 September 2008 £
1	1,764
2	3,565
3	6,122
4	8,434
5	11,381

Recruitment and Retention Allowances

4.2 The values of Recruitment and Retention Allowances are as set out below:

	Annual Allowance from 1 September 2008 £
Recruitment and Retention 1	1,143
Recruitment and Retention 2	2,247

Special Needs Allowances

4.3 The values of Special Education Needs Allowances are as set out below:

	Annual Allowance from 1 September 2008 £
Special Needs 1	1,912
Special Needs 2	3,778

5. Rates of Pay for Unqualified Teachers

5.1 The salary rate for unqualified teachers is:

**Annual Salary from
1 September 2008**

£

13,123

5.2 The Hourly Rates for Unqualified Part-time Teachers (Paid in accordance with the Teachers' Salaries Regulations (NI) 1993 No 318) are as follows:

Category of Teacher	Hourly Rate from 1 September 2008
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Unqualified Teacher - Regulation 15(1)(b)	14.12
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Teacher treated by the Department as Qualified for the purposes of Regulation 15(2)	18.22
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Teachers employed in 'Homework Centres' Regulation 15(5)	18.22
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