



Department of
Education

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Oideachais

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Subject:

**TEACHERS' PAY AND ALLOWANCES
FROM 1 SEPTEMBER 2006 AND 1 SEPTEMBER 2007**

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:

Increase in Salary Rates

The attached Determination gives effect in law to an increase of 2.5% in salary rates from 1 September 2006, and a further 2.5% increase from 1 September 2007.

Management Allowances

With effect from 1 September 2006, Management Allowances are replaced by Teaching Allowances. Existing Management Allowances assimilate to the Teaching Allowance of the corresponding value. Teaching Allowances can be awarded on a permanent basis, or on a temporary basis where the associated responsibilities are for a fixed period only.

The Determination also requires governors to review existing Management Allowances awarded on a fixed term basis under the terms of DE Circular 2004/19.

Salary Sacrifice

The Determination also provides, with effect from 1 April 2007, for teachers to make a salary sacrifice in order to avail of certain benefit-in-kind schemes where provided by their employer.

Enquiries:

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

**Circular Number 2006/27
Date of Issue 20/12/06**

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

Superseded Documents:
DE Circular 2004/19

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

| Spine Point | Annual Salary (£) | |
|--------------------|--------------------------------|--------------------------------|
| | w.e.f. 1 September 2006 | w.e.f. 1 September 2007 |
| L1 | 34,083 | 34,938 |
| L2 | 34,938 | 35,814 |
| L3 | 35,811 | 36,708 |
| L4 | 36,705 | 37,623 |
| L5 | 37,617 | 38,559 |
| L6 | 38,559 | 39,525 |
| L7 | 39,600 | 40,590 |
| L8 | 40,512 | 41,526 |
| L9 | 41,523 | 42,564 |
| L10 | 42,591 | 43,656 |
| L11 | 43,695 | 44,790 |
| L12 | 44,703 | 45,822 |
| L13 | 45,822 | 46,968 |
| L14 | 46,962 | 48,138 |
| L15 | 48,132 | 49,338 |
| L16 | 49,413 | 50,649 |
| L17 | 50,547 | 51,813 |
| L18 | 51,819 | 53,115 |
| L19 | 53,103 | 54,432 |
| L20 | 54,420 | 55,782 |
| L21 | 55,767 | 57,162 |
| L22 | 57,150 | 58,581 |
| L23 | 58,566 | 60,033 |
| L24 | 60,018 | 61,521 |
| L25 | 61,512 | 63,051 |
| L26 | 63,033 | 64,611 |
| L27 | 64,593 | 66,210 |
| L28 | 66,198 | 67,854 |
| L29 | 67,836 | 69,534 |
| L30 | 69,525 | 71,265 |
| L31 | 71,244 | 73,026 |
| L32 | 73,014 | 74,841 |
| L33 | 74,829 | 76,701 |
| L34 | 76,680 | 78,597 |
| L35 | 78,585 | 80,550 |
| L36 | 80,529 | 82,545 |
| L37 | 82,533 | 84,597 |
| L38 | 84,576 | 86,691 |
| L39 | 86,637 | 88,803 |
| L40 | 88,800 | 91,020 |
| L41 | 91,017 | 93,294 |
| L42 | 93,297 | 95,631 |
| L43 | 95,631 | 98,022 |

2. Pay Ranges for Principals

| Group | Range of Spine Points | Salary Range from 1 September 2006 £ | Salary Range from 1 September 2007 £ |
|-------|-----------------------|---|---|
| 1 | L 6-L18 | 38,559 - 51,819 | 39,525 - 53,115 |
| 2 | L 8-L21 | 40,512 - 55,767 | 41,526 - 57,162 |
| 3 | L11-L24 | 43,695 - 60,018 | 44,790 - 61,521 |
| 4 | L14-L27 | 46,962 - 64,593 | 48,138 - 66,210 |
| 5 | L18-L31 | 51,819 - 71,244 | 53,115 - 73,026 |
| 6 | L21-L35 | 55,767 - 78,585 | 57,162 - 80,550 |
| 7 | L24-L39 | 60,018 - 86,637 | 61,521 - 88,803 |
| 8 | L28-L43 | 66,198 - 95,631 | 67,854 - 98,022 |

3. Pay Scales for Qualified Teachers

3.1 The pay scale for teachers is:

Main Pay Scale

| Scale Point | Annual Salary from 1 September 2006 £ | Annual Salary from 1 September 2007 £ |
|-------------|--|--|
| M1 | 19,641 | 20,133 |
| M2 | 21,195 | 21,726 |
| M3 | 22,899 | 23,472 |
| M4 | 24,660 | 25,278 |
| M5 | 26,604 | 27,270 |
| M6 | 28,707 | 29,427 |

3.2 The pay scale for post-threshold teachers is:

Upper Pay Scale (UPS)

| Scale Point | Annual Salary from 1 September 2006 £ | Annual Salary from 1 September 2007 £ |
|-------------|--|--|
| UPS 1 | 31,098 | 31,878 |
| UPS 2 | 32,253 | 33,060 |
| UPS 3 | 33,444 | 34,281 |

4. Additional Allowances

Teaching Allowances

4.1 With effect from 1 September 2006 relevant bodies may award only one of five Teaching Allowances to a teacher undertaking sustained additional responsibilities primarily focussed on teaching and learning. The relevant body shall determine when making an award whether the allowance should be retained while the classroom teacher remains in the same post or that it is to be awarded for a fixed period of time.

4.2 A relevant body may determine that a teacher who holds a Teaching Allowance should, while he remains in the same post, be awarded in its place a higher Teaching Allowance for a fixed period. In such cases, while he remains in the same post, that teacher shall retain his original Teaching Allowance if the higher Teaching Allowance is subsequently withdrawn following the expiry of the fixed period.

4.3 With effect from 1 September 2006 the annual value of a Teaching Allowance shall be as determined in accordance with the table below, and all existing Management Allowances will assimilate to the corresponding level of Teaching Allowance.

| Level of Teaching Allowance | Annual Allowance from 1 September 2006 £ | Annual Allowance from 1 September 2007 £ |
|------------------------------------|---|---|
| 1 | 1,680 | 1,722 |
| 2 | 3,396 | 3,480 |
| 3 | 5,832 | 5,976 |
| 4 | 8,031 | 8,232 |
| 5 | 10,836 | 11,109 |

4.4 Governors should now review Management Allowances awarded on a fixed term basis under the terms of DE Circular 2004/19, and determine that such allowances shall assimilate to the corresponding level of Teaching Allowance with effect from 1 September 2006 and either:

- a) cease at the end of the agreed fixed term;
- b) be made permanent; or
- c) be renewed on a fixed term basis for responsibilities of a temporary nature.

Recruitment And Retention Allowances

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

| | Annual Allowance from 1 September 2006 £ | Annual Allowance from 1 September 2007 £ |
|-----------------------------|---|---|
| Recruitment and Retention 1 | 1,089 | 1,116 |
| Recruitment and Retention 2 | 2,139 | 2,193 |

Special Needs Allowances

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

| | Annual Allowance from 1 September 2006 £ | Annual Allowance from 1 September 2007 £ |
|-----------------|---|---|
| Special Needs 1 | 1,818 | 1,866 |
| Special Needs 2 | 3,597 | 3,687 |

5. Rates of Pay for Unqualified Teachers

5.1 The salary rate for unqualified teachers is:

| Annual Salary from 1 September 2006 £ | Annual Salary from 1 September 2007 £ |
|--|--|
| 12,497 | 12,809 |

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 2006 £ | Hourly Rate from 1 September 2007 £ |
|--|--|--|
| Unqualified Teacher - Regulation 15(1)(b) | 13.45 | 13.78 |
| Teacher treated by the Department as Qualified for the purposes of Regulation 15(2) | 17.34 | 17.78 |
| Teachers employed in 'Homework Centres' Regulation 15(5) | 17.34 | 17.78 |

6. Salary sacrifice arrangements

6.1 For the purposes of this paragraph, the term “salary sacrifice arrangement” means any arrangement under which the teacher gives up the right to receive part of his gross salary in return for the employer’s agreement to provide him with a benefit-in-kind that is exempt from income tax under any of the following schemes:

- (a) a child care voucher or other child care benefit scheme;
- (b) a cycle or cyclist’s safety equipment scheme; or
- (c) a mobile telephone scheme.

6.2 With effect from 1 April 2007 a teacher may participate in a salary sacrifice arrangement, where operated by his employer, and his gross salary may be reduced accordingly for the duration of his participation in it. In these circumstances, the amount of salary sacrificed counts as contributable salary for the purposes of the Northern Ireland Teachers’ Superannuation Scheme.¹

6.3 Participation in any salary sacrifice arrangement shall have no effect upon the determination of any reorganisation allowance/safeguarded sum to which the teacher may be entitled.

¹ In accordance with *The Teachers’ Pensions Regulations (Northern Ireland) 1998 (as amended)*.