



Department of
Education

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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Superseded Documents: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:
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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)*.