

**Subject:**

**Circular Number 2016/24**

**TEACHERS' PAY AND ALLOWANCES  
FROM 1 SEPTEMBER 2016**

**Date of Issue: 1 November 2016**

**Audience:**

- Principals, Vice-Principals and Teachers in Grant-aided Schools;
- Boards of Governors of Grant-aided Schools;
- Education Authority;
- Council for Catholic Maintained Schools;
- Comhairle na Gaelscolaíochta;
- Northern Ireland Council for Integrated Education;
- Association of Governing Bodies of Grammar Schools;
- Teachers' Unions; and
- General Teaching Council for Northern Ireland.

**Summary of Contents:**

The attached Determination gives effect in law to an increase of 1% in salary rates from 1 September 2016.

**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  
2008/20  
2009/13  
2010/19  
2014/13  
2015/18  
2016/23

**Superseded Documents:**

None

**Expiry Date:**

Not applicable

**DE Website:**

<http://www.education-ni.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 (£) wef 1 September 2016</b>
L1	38,597
L2	39,564
L3	40,552
L4	41,562
L5	42,596
L6	43,664
L7	44,840
L8	45,875
L9	47,020
L10	48,227
L11	49,479
L12	50,620
L13	51,886
L14	53,178
L15	54,503
L16	55,951
L17	57,237
L18	58,676
L19	60,131
L20	61,622
L21	63,146
L22	64,715
L23	66,318
L24	67,962
L25	69,651
L26	71,375
L27	73,143
L28	74,958
L29	76,814
L30	78,725
L31	80,671
L32	82,676
L33	84,730
L34	86,825
L35	88,983
L36	91,186
L37	93,453
L38	95,765
L39	98,099
L40	100,548
L41	103,060
L42	105,641
L43	108,282

## 2. Pay Ranges for Principals

Group	Range of Spine Points	Salary Range from 1 September 2016 £
1	L 6-L18	43,664 - 58,676
2	L 8-L21	45,875 - 63,146
3	L11-L24	49,479 - 67,962
4	L14-L27	53,178 - 73,143
5	L18-L31	58,676 - 80,671
6	L21-L35	63,146 - 88,983
7	L24-L39	67,962 - 98,099
8	L28-L43	74,958 - 108,282

## 3. Pay Scales for Qualified Teachers

3.1 The pay scale for teachers is:

### Main Pay Scale

Scale Point	Annual Salary from 1 September 2016 £
M1	22,243
M2	24,001
M3	25,931
M4	27,926
M5	30,127
M6	32,509

3.2 The pay scale for post-threshold teachers is:

### Upper Pay Scale (UPS)

Scale Point	Annual Salary from 1 September 2016 £
UPS 1	35,217
UPS 2	36,521
UPS 3	37,870

#### 4. Additional Allowances

##### Teaching Allowances

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

<b>Level of Teaching Allowance</b>	<b>Annual Allowance from 1 September 2016 £</b>
1	1,903
2	3,845
3	6,602
4	9,094
5	12,272

##### Recruitment and Retention Allowances

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

	<b>Annual Allowance from 1 September 2016 £</b>
Recruitment and Retention 1	1,234
Recruitment and Retention 2	2,424

##### Special Needs Allowances

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

	<b>Annual Allowance from 1 September 2016 £</b>
Special Needs 1	2,062
Special Needs 2	4,075

## 5. Rates of Pay for Unqualified Teachers

5.1 The salary rate for unqualified teachers is:

**Annual Salary from  
1 September 2016**

**£**

**14,151**

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:

<b>Category of Teacher</b>	<b>Hourly Rate from 1 September 2016</b>
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**£**

Unqualified Teacher - Regulation 15(1)(b)	<b>15.24</b>
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Teacher treated by the Department as Qualified for the purposes of Regulation 15(2)	<b>19.65</b>
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Teachers employed in 'Homework Centres' Regulation 15(5)	<b>19.65</b>
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