



## Statistical Bulletin 6/2018

### Teacher vacancies, sickness absence and substitution statistics in grant-aided schools in Northern Ireland, 2017/18.

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The purpose of this statistical bulletin is to provide analysis of the latest annual data collections relating to teacher vacancies, teacher sickness absence (excluding voluntary grammar) and teacher substitution (excluding voluntary grammar) in grant-aided schools in 2017/18.

**Key points:**

- There were fewer vacancies in November 2017, than in the previous year, with **1,154 teacher vacancies** at the end of the academic year 2016/17, **855 (74.1%) of which had been filled** by November 2017.
- The **average number of days lost per teacher due to sickness in all schools was 9.3**. This represents a decrease of 0.2 days from the previous year.
- **Teacher substitution costs** decreased from £73.6 million to **£69.0 million**.
- The number of **substitution days worked by Prematurely Retired Teachers** has fallen to **6,305 days** in 2017/18. This represents **1.3% of the total days worked**, compared to 14.4% in 2008/09.



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## Section 1: Introduction

The purpose of this statistical bulletin is to provide analysis of the latest annual data collections relating to teacher vacancies, teacher sickness absence (excluding voluntary grammar) and teacher substitution (excluding voluntary grammar) in grant-aided schools in 2017/18. This information is analysed by school type and management type.

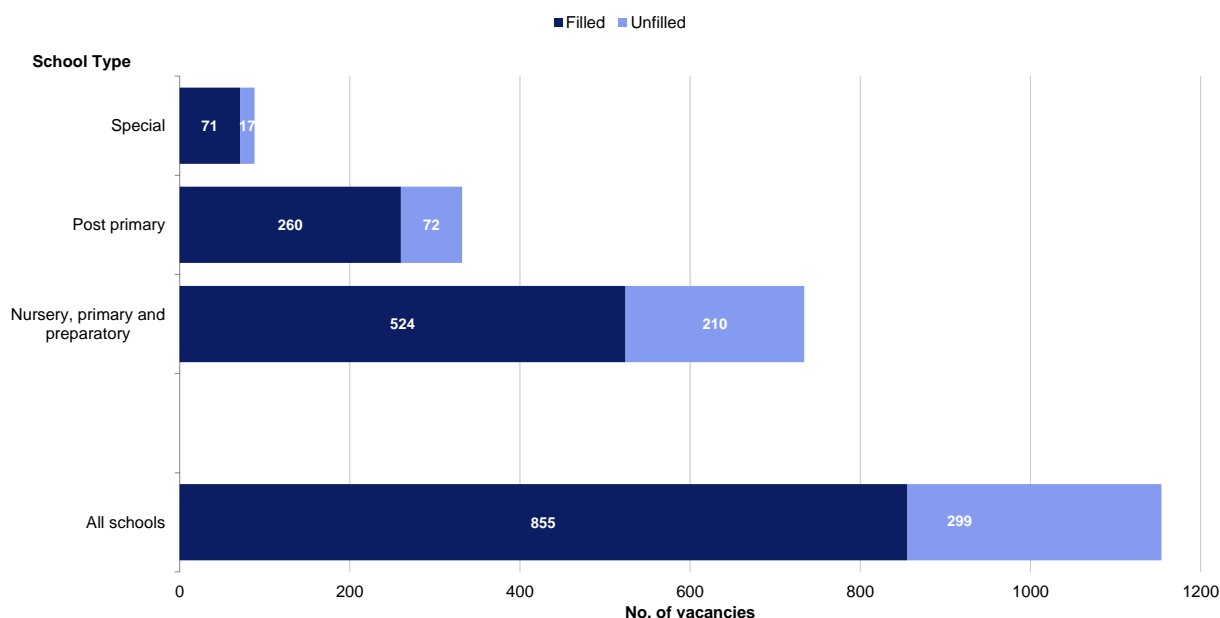
The information collected throughout this process is used by policy branches within the Department of Education to inform education workforce policy. The data are also used to respond to Assembly questions.

All **figures** referred to are included in the main body of the text. All **tables** are included as annexes.

## Section 2: Teacher Vacancies

- Figure 1** shows the total number of teacher vacancies at the end of 2016/17 and the proportions which were filled or unfilled by November 2017. There were 1,154 teacher vacancies at the end of the academic year 2016/17, 855 (74.1%) of which had been filled by November 2017. This compares with 988 of 1,381 (71.5%) vacancies filled the year previous. There was a larger proportion of unfilled vacancies in nursery, primary and preparatory departments of grammar schools than in post-primary schools. Notably the proportion of unfilled vacancies in special schools was lower than both nursery, primary and preparatory departments of grammar schools and post-primary schools. **Tables 1** and **2** outline the teacher vacancies data in more detail.

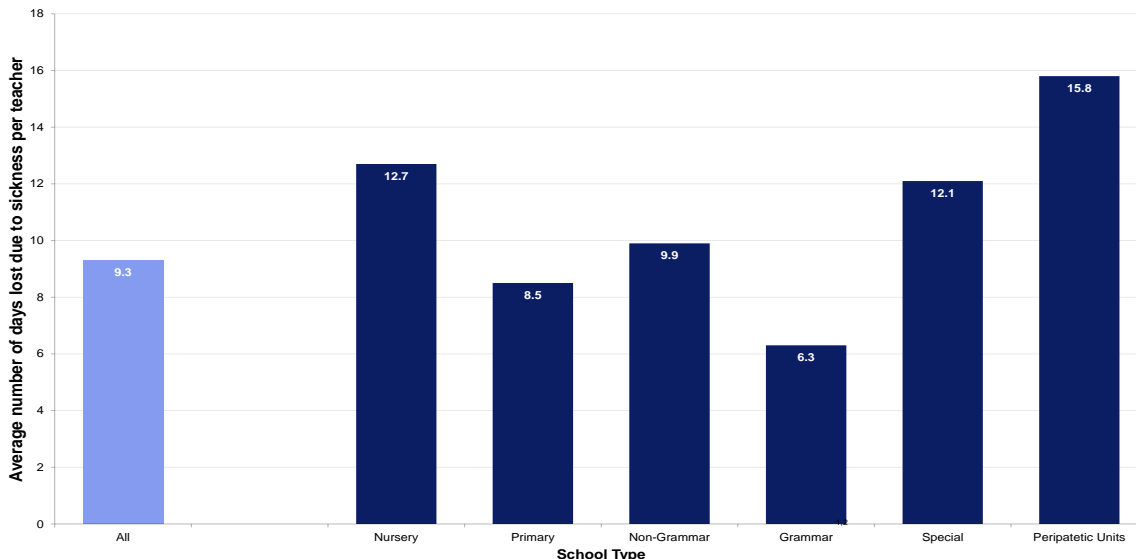
**Figure 1: Filled and unfilled vacancies by school type, November 2017**



## Section 3: Teacher Sickness Absence

- Figure 2** shows the average number of days lost due to sickness per teacher in all schools was 9.3. The largest average number of days lost due to sickness was in peripatetic units at 15.8 and the lowest average number of days lost due to sickness was in grammar schools (excluding voluntary grammar) with an average 6.3 days (**Tables 3 and 5**).

**Figure 2: Average number of days lost due to sickness per teacher, 2017/18**

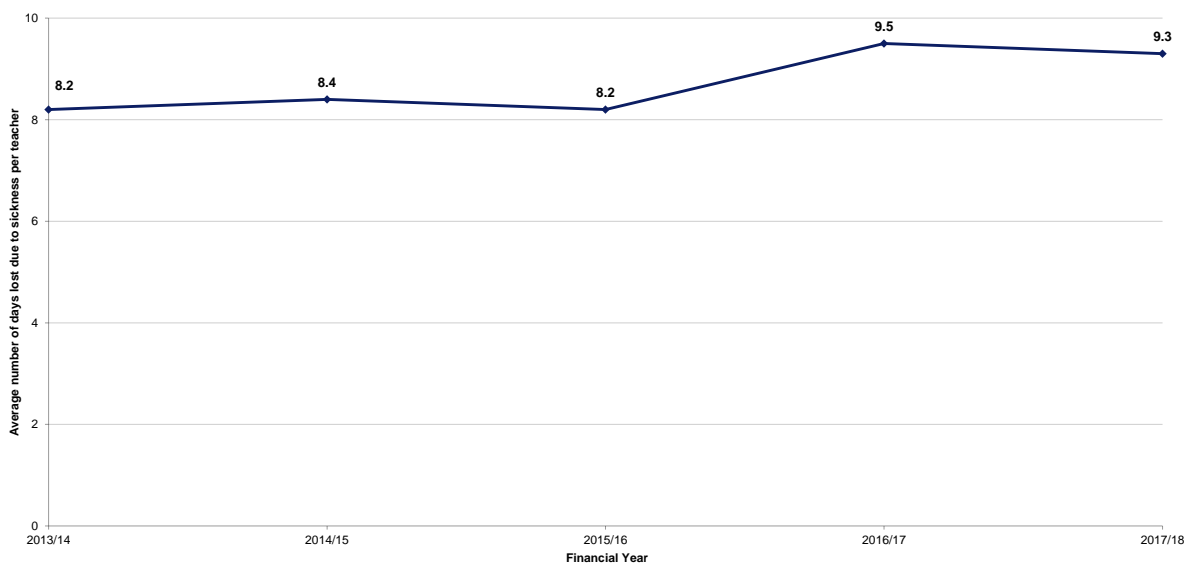


<sup>1</sup> Excludes voluntary grammar schools

<sup>2</sup> Grammar includes preparatory departments of grammar schools

- Figure 3** shows the trend in sickness absence since 2013/14. There had been an increasing trend in the number of working days lost per teacher in this time period with all schools seeing higher levels of absence in 2017/18 than in 2013/14. As such the overall number of working days lost per teacher has risen from 8.2 in 2013/14 to 9.3 in 2017/18 (**Tables 3 and 5**).

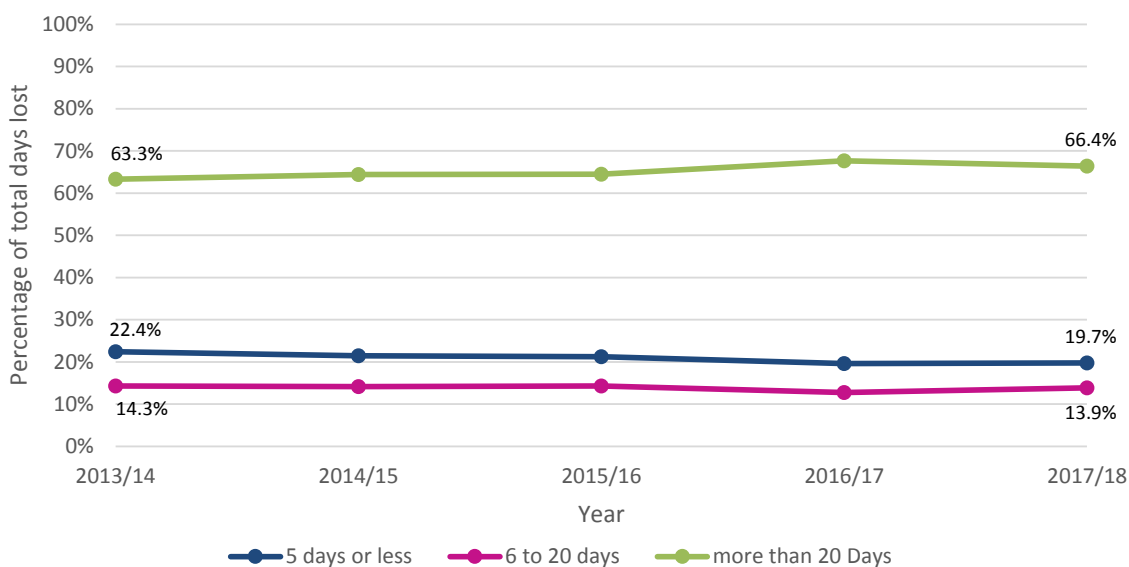
**Figure 3: Average number of days lost due to sickness per teacher<sup>1</sup>, 2013/14 - 2017/18**



<sup>1</sup> Excludes voluntary grammar schools.

- Figure 4** shows the percentage of days lost due to short and long term sickness from 2013/14 to 2017/18. The percentage of days lost due to short term sickness (5 days or less and 6 to 20 days) has decreased from 22.4% and 14.3% in 2013/14 to 19.7% and 13.9% respectively in 2017/18. In contrast, the number of days lost due to long term sickness (more than 20 days) has increased from 63.3% in 2013/14 to 66.4% in 2017/18 (**Table 3**).

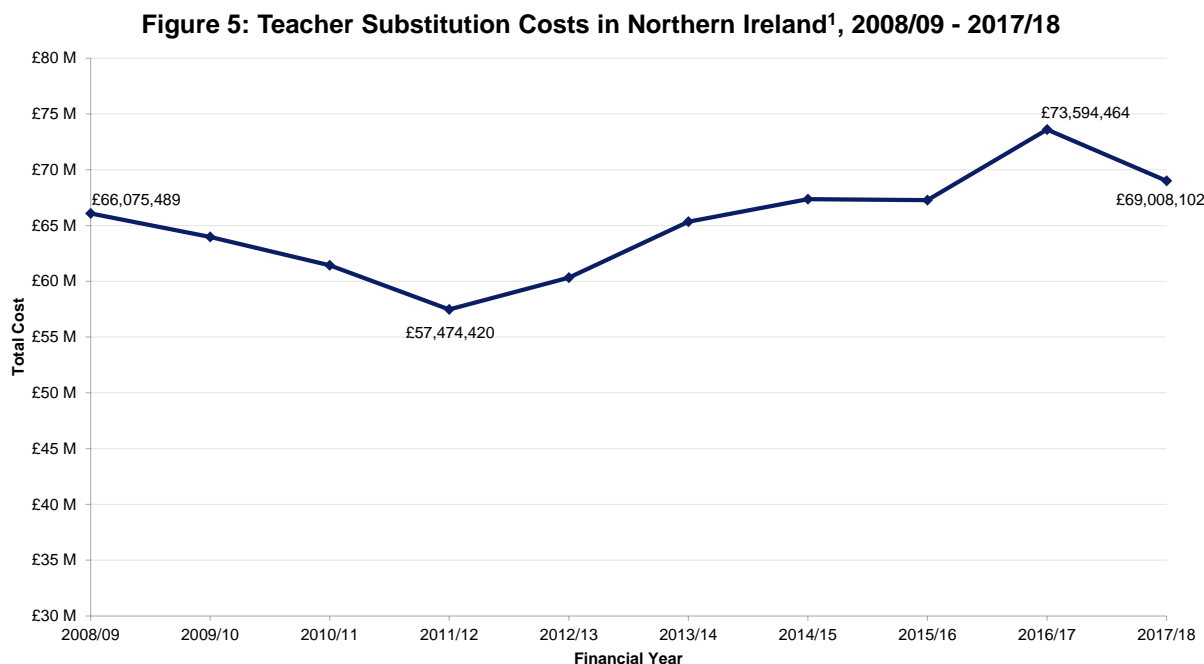
**Figure 4: Percentage of days lost due to sickness absence by duration**



<sup>1</sup> Excludes voluntary grammar schools

## Section 4: Teacher Substitution Costs

- Figure 5** shows the teacher substitution costs for each year from 2008/09 to 2017/18. Overall, teacher substitution costs increased from 2011/12 to 2016/17, with a small decrease in 2015/16. However in 2017/18 there has been a decrease of £4.6 million from the previous year. This information is given in **Tables 6** and **7** and a breakdown by school type is given in **Table 8**.



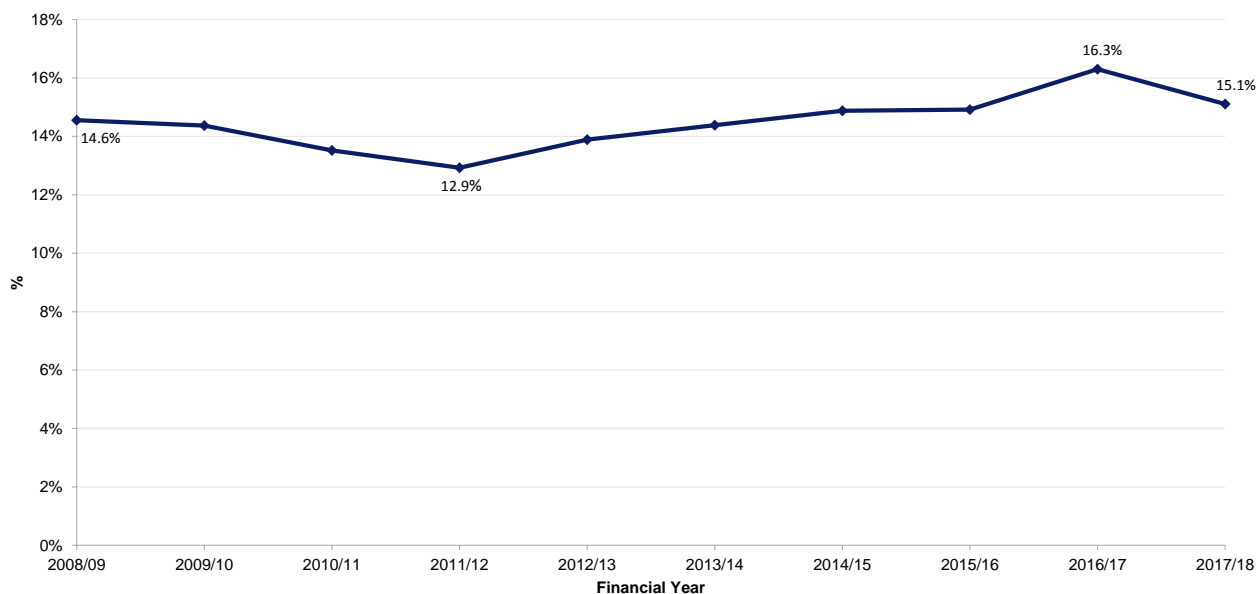
<sup>1</sup> Excludes voluntary grammar schools.

<sup>2</sup> Substitution costs constitutes gross daily/hourly rates paid excluding employers national insurance and superannuation costs.

- Table 9** gives a breakdown of the cost of substitution cover by reason. The cost of teacher substitution for sickness has fallen this year by 4.6% to £14.6 million. Since 2013/14 the cost of substitution cover for sickness has gone up by almost £1.7 million. While substitution costs for maternity, paternity and adoption have risen by approximately £211,000 to £13.9 million since 2013/14. The cost of substitution for vacant posts has decreased by just over £1.1 million between 2016/17 and 2017/18, from £14.8 million to £13.6 million. This represents a 7.8% decrease, with the cost of substitution cover for vacant posts having increased by near 31.4% since 2013/14.

- Figure 6** shows the number of substitution days as a proportion of total teaching days for each year from 2008/09 to 2017/18. From 2011/12 to 2016/17 the number of substitution days was rising, with a slight drop in 2015/16. However, in 2017/18 the number of substitution days decreased from 505,597 to 472,019. Meaning the number of substitution days as a proportion of total teaching days has decreased from 16.3% in 2016/17 to 15.1% in 2017/18 (**Table 10**).

**Figure 6: Substitution Days as a Proportion of Total Teaching Days<sup>1</sup>, 2008/09 - 2017/18**

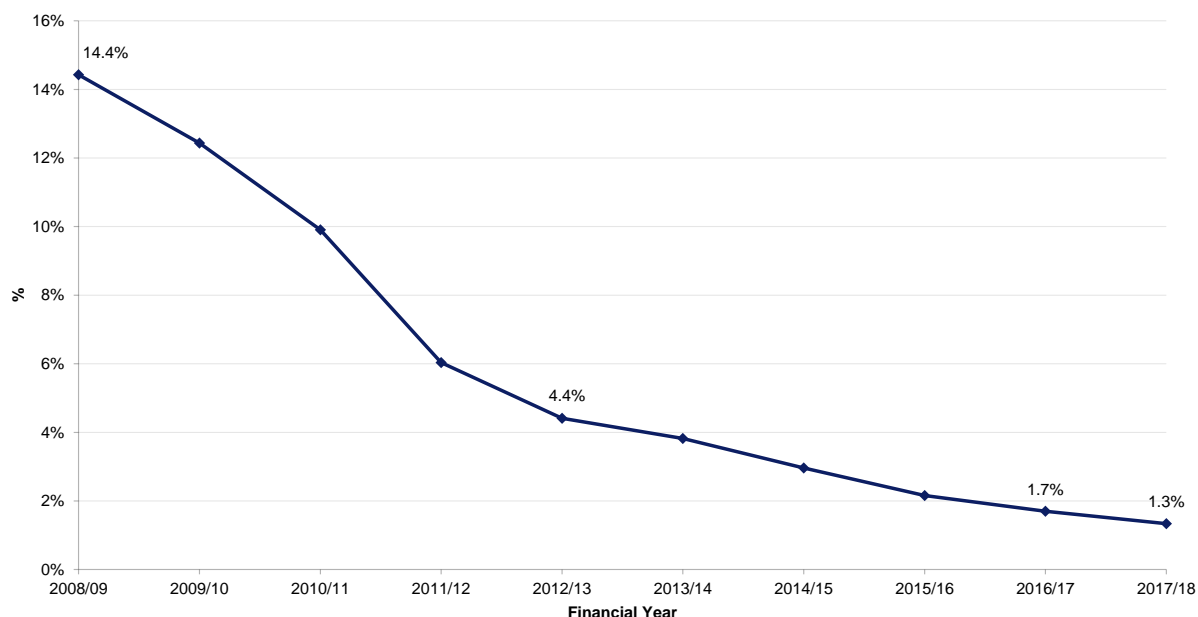


<sup>1</sup> Excludes voluntary grammar schools

- Figure 7** shows the proportion of substitution days worked by Prematurely Retired Teachers for each year from 2008/09 to 2017/18. The number of substitution days worked by prematurely retired teachers has fallen from 67,927 days in 2008/09 to 6,305 in 2017/18, which represents 1.3% of the total days worked, compared to 14.4% in 2008/09. This information is presented in **Table 11** and **12**.



**Figure 7: Proportion of Substitution Cover Provided by Prematurely Retired Teachers<sup>1</sup>, 2008/09 - 2017/18**



<sup>1</sup>Excludes voluntary grammar schools

- The reduction in substitute cover provided by prematurely retired teachers may be due to changes in pay for substitute teachers. In 2011, the Department issued guidance to schools on rates of pay for prematurely retired teachers. The link below gives the circular issued to schools detailing the new rate of pay effective from 1 September 2011 for prematurely retired teachers who are re-employed.

<https://www.education-ni.gov.uk/sites/default/files/publications/de/2011-17-rate-of-pay-for-prematurely-retired-teachers.pdf>

- **Table 13** shows the average daily and hourly substitute cover rates. The daily cost for controlled and maintained schools has increased by 6.8 and 4.4 from 141.7 and 138.8 in 2013/14 to 148.5 and 143.2 in 2017/18 from 2013/14. The daily cost for special controlled and maintained schools has also increased, by 7.2 and 9.6 from 154.3 and 156.9 in 2013/14 to 161.5 and 166.5 in 2017/18.

## Section 5: Notes to readers

### **Official Statistics**

1. This is an Official Statistics publication. Official statistics are produced to high professional standards set out in the Code of Practice for Official Statistics. They undergo regular quality assurance reviews to ensure that they meet customer needs. They are produced free from any political interference.
2. For general enquiries about the Code of Practice for Official Statistics, contact the National Statistics Public Enquiry Service on 0845 601 3034  
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E-mail: [info@statistics.gov.uk](mailto:info@statistics.gov.uk)  
Fax: 01633 652747  
Letters: Customer Contact Centre, Room 1.015, Office for National Statistics, Cardiff Road, Newport, NP10 8XG
3. You can also find Official Statistics on the Internet: [www.statistics.gov.uk](http://www.statistics.gov.uk)

### **Teacher Vacancy Survey**

4. The figures for teacher vacancies are derived from the Teacher Vacancies Survey. This data collection covers all grant-aided schools in Northern Ireland, and was carried out by NISRA Central Survey Unit on behalf of DE Analytical Services Unit in the autumn term of 2017/18. All figures refer to the position of schools on 6 November 2017.

### **Teacher Sickness Absence**

5. The Department committed to publish key figures on the Management of Substitution Cover for Teachers on an annual basis by 30 June each year, beginning in 2012. This commitment was given in DFP's Memorandum on the 2<sup>nd</sup> Report from the Public Accounts Committee Session 2010/11 – The Management of Substitution Cover for Teachers: Follow up Report 25 Jan 2011.  
[http://archive.niassembly.gov.uk/public/2007mandate/reports/2010/report\\_20\\_10\\_11r.htm](http://archive.niassembly.gov.uk/public/2007mandate/reports/2010/report_20_10_11r.htm)
6. The teacher sickness absence data is extracted from the computerised teachers' payroll system.
7. Teacher sickness absences are given for the financial year 1 April 2017 to 31 March 2018.
8. The number of all permanent teachers used is an average number of teachers who have worked in schools from 1 April 2017 to 31 March 2018.
9. The following types of teacher are included in the teacher sickness absence:
  - full-time permanent teachers;
  - part-time permanent teachers; and
  - peripatetic teachers.(all above include teachers paid on 1/365<sup>th</sup> basis)
10. Excluded from all figures are teachers at voluntary grammar schools and their preparatory departments as this information is not available from the teachers' payroll system. Teachers in the preparatory departments of controlled grammar schools are included in the grammar figures.
11. The numbers are based on a headcount, not full-time equivalent.

### ***Teacher Substitution Data***

12. Teacher substitution data is extracted from the computerised teachers' payroll system. Substitution costs are calculated on the teachers' payroll system from service processed through the Northern Ireland Substitute Teachers' Register (NISTR).
13. Figures are based on financial years i.e. 1 April 2017 – 31 March 2018.
14. Figures include peripatetic teachers.
15. All permanent and temporary payroll (substitution) costs exclude employers' national insurance and superannuation costs.
16. All substitution costs relate to temporary payroll only.
17. Total teaching days are calculated as the average headcount of teachers multiplied by the total number of teaching days in a year, 195.

### ***Revisions Policy***

18. The figures included in this release may be subject to minor revision and these will be notified in accordance with our revisions policy. This can be accessed at <https://www.education-ni.gov.uk/sites/default/files/publications/de/Statistical%20Revisions.pdf>

### ***Definition of management types***

19. Definitions of school management types are as follows:
  - **Controlled** schools are owned and managed by the Education Authority through boards of governors. Primary and secondary school Boards of Governors consist of representatives of transferors (mainly the Protestant Churches) along with representatives of parents, teachers and the Education Authority. Controlled nursery, grammar and special school boards of governors consist only of representatives of the latter 3 categories. Within the controlled school sector there are a number of integrated schools and a small but growing number of Irish-medium schools.
  - **Catholic maintained** schools are voluntary schools owned by trustees (appointed by the Roman Catholic Church) and managed by CCMS through boards of governors. Board of governors consist of members nominated by the trustees along with representatives of parents, teachers and the Education Authority. Within the Catholic maintained sector there are a small number of Irish-medium schools.
  - **Other maintained** schools are voluntary schools owned by trustees and managed by boards of governors which consist of members nominated by trustees along with representatives of parents, teachers and the Education Authority. This sector includes a number of Irish Medium schools.
  - **Voluntary grammar** schools are owned by trustees and managed by boards of governors which consist of members nominated by trustees along with representatives of parents, teachers, the Department and, in most cases, the Education Authority. (Voluntary grammar schools vary in the rates of capital grant to which they are entitled depending on the management structure they have adopted, with the vast majority entitled to capital grants of 100%.)

- **Grant-maintained integrated schools** are owned and managed by their boards of governors, which consist of foundation governors along with representatives of parents, teachers and the Department.
- All of the above are types of grant-aided school. **Independent Schools** do not receive any funding from the Education Authority or the Department of Education.

### **General**

20. The following symbols are used in the tables in this Statistical Bulletin:

\* = Relates to fewer than 5 cases

# = Number (5 or more) suppressed to prevent disclosure of small numbers elsewhere

- = Indicates no schools in this category

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**Table 1. Teacher vacancies in grant-aided schools in Northern Ireland, 2017**

| School type                                     | Grade of teacher    | Permanent positions |            |              | Temporary positions |           |              | All positions |            |              |
|---|---------------------|---------------------|------------|--------------|---------------------|-----------|--------------|---------------|------------|--------------|
|   |                     | Filled              | Unfilled   | % filled     | Filled              | Unfilled  | % filled     | Filled        | Unfilled   | % filled     |
| <b>Nursery, primary and preparatory schools</b> | Principal           | 37                  | 15         | 71.2%        | 4                   | 0         | 100.0%       | 41            | 15         | 73.2%        |
|   | Vice-principal      | 15                  | 17         | 46.9%        | 2                   | 0         | -            | 17            | 17         | 50.0%        |
|   | Classroom teacher   | 191                 | 119        | 61.6%        | 275                 | 59        | 82.3%        | 466           | 178        | 72.4%        |
|   | <b>All teachers</b> | <b>243</b>          | <b>151</b> | <b>61.7%</b> | <b>281</b>          | <b>59</b> | <b>82.6%</b> | <b>524</b>    | <b>210</b> | <b>71.4%</b> |
| <b>Post-primary schools</b>                     | Principal           | 4                   | 2          | 66.7%        | 0                   | 0         | -            | 4             | 2          | 66.7%        |
|   | Vice-principal      | 4                   | 1          | 80.0%        | 1                   | 0         | -            | 5             | 1          | 83.3%        |
|   | Classroom teacher   | 104                 | 38         | 73.2%        | 147                 | 31        | 82.6%        | 251           | 69         | 78.4%        |
|   | <b>All teachers</b> | <b>112</b>          | <b>41</b>  | <b>73.2%</b> | <b>148</b>          | <b>31</b> | <b>82.7%</b> | <b>260</b>    | <b>72</b>  | <b>78.3%</b> |
| <b>Special schools</b>                          | Principal           | 2                   | 0          | -            | 0                   | 0         | -            | 2             | 0          | -            |
|   | Vice-principal      | 0                   | 0          | -            | 0                   | 0         | #DIV/0!      | 0             | 0          | #DIV/0!      |
|   | Classroom teacher   | 23                  | 11         | 67.6%        | 46                  | 6         | 88.5%        | 69            | 17         | 80.2%        |
|   | <b>All teachers</b> | <b>25</b>           | <b>11</b>  | <b>69.4%</b> | <b>46</b>           | <b>6</b>  | <b>88.5%</b> | <b>71</b>     | <b>17</b>  | <b>80.7%</b> |
| <b>All grant-aided schools</b>                  | Principal           | 43                  | 17         | 71.7%        | 4                   | 0         | 100.0%       | 47            | 17         | 73.4%        |
|   | Vice-principal      | 19                  | 18         | 51.4%        | 3                   | 0         | 100.0%       | 22            | 18         | 55.0%        |
|   | Classroom teacher   | 318                 | 168        | 65.4%        | 468                 | 96        | 83.0%        | 786           | 264        | 74.9%        |
|   | <b>All teachers</b> | <b>380</b>          | <b>203</b> | <b>65.2%</b> | <b>475</b>          | <b>96</b> | <b>83.2%</b> | <b>855</b>    | <b>299</b> | <b>74.1%</b> |

Table 2. Teacher vacancies in grant-aided schools in Northern Ireland, 2013 - 2017

| School type                              | Grade of teacher    | 2013       |            |              | 2014       |            |              | 2015       |            |              | 2016       |            |              | 2017       |            |              |
|--|---------------------|------------|------------|--------------|------------|------------|--------------|------------|------------|--------------|------------|------------|--------------|------------|------------|--------------|
|  |                     | Filled     | Unfilled   | % filled     | Filled     | Unfilled   | % filled     | Filled     | Unfilled   | % filled     | Filled     | Unfilled   | % filled     | Filled     | Unfilled   | % filled     |
| Nursery, primary and preparatory schools | Principal           | 33         | 9          | 78.6%        | 24         | 9          | 72.7%        | 36         | 18         | 66.7%        | 42         | 23         | 64.6%        | 41         | 15         | 73.2%        |
|  | Vice-principal      | 18         | 7          | 72.0%        | 11         | 9          | 55.0%        | 13         | 16         | 44.8%        | 16         | 13         | 55.2%        | 17         | 17         | 50.0%        |
|  | Classroom teacher   | 482        | 100        | 82.8%        | 326        | 117        | 73.6%        | 460        | 137        | 77.1%        | 533        | 226        | 70.2%        | 466        | 178        | 72.4%        |
|  | <b>All teachers</b> | <b>533</b> | <b>116</b> | <b>82.1%</b> | <b>361</b> | <b>135</b> | <b>72.8%</b> | <b>509</b> | <b>171</b> | <b>74.9%</b> | <b>591</b> | <b>262</b> | <b>69.3%</b> | <b>524</b> | <b>210</b> | <b>71.4%</b> |
| Post-primary schools                     | Principal           | 7          | 2          | 77.8%        | 2          | 1          | 66.7%        | 14         | 2          | 87.5%        | 7          | 0          | 100.0%       | 4          | 2          | 66.7%        |
|  | Vice-principal      | 8          | 2          | 80.0%        | 1          | 5          | 16.7%        | 8          | 5          | 61.5%        | 6          | 5          | 54.5%        | 5          | 1          | 83.3%        |
|  | Classroom teacher   | 317        | 49         | 86.6%        | 256        | 57         | 81.8%        | 331        | 67         | 83.2%        | 322        | 74         | 81.3%        | 251        | 69         | 78.4%        |
|  | <b>All teachers</b> | <b>332</b> | <b>53</b>  | <b>86.2%</b> | <b>259</b> | <b>63</b>  | <b>80.4%</b> | <b>353</b> | <b>74</b>  | <b>82.7%</b> | <b>335</b> | <b>79</b>  | <b>80.9%</b> | <b>260</b> | <b>72</b>  | <b>78.3%</b> |
| Special schools                          | Principal           | 0          | 1          | 0.0%         | 1          | 0          | 100.0%       | 0          | 0          | -            | 0          | 1          | -            | 2          | 0          | -            |
|  | Vice-principal      | 1          | 4          | 20.0%        | 0          | 0          | -            | 0          | 1          | 0.0%         | 2          | 1          | 66.7%        | 0          | 0          | #DIV/0!      |
|  | Classroom teacher   | 41         | 26         | 61.2%        | 31         | 28         | 52.5%        | 57         | 16         | 78.1%        | 60         | 50         | 54.5%        | 69         | 17         | 80.2%        |
|  | <b>All teachers</b> | <b>42</b>  | <b>31</b>  | <b>57.5%</b> | <b>32</b>  | <b>28</b>  | <b>53.3%</b> | <b>57</b>  | <b>17</b>  | <b>77.0%</b> | <b>62</b>  | <b>52</b>  | <b>54.4%</b> | <b>71</b>  | <b>17</b>  | <b>80.7%</b> |
| All grant-aided schools                  | Principal           | 40         | 12         | 76.9%        | 27         | 10         | 73.0%        | 50         | 20         | 71.4%        | 49         | 24         | 67.1%        | 47         | 17         | 73.4%        |
|  | Vice-principal      | 27         | 13         | 67.5%        | 12         | 14         | 46.2%        | 21         | 22         | 48.8%        | 24         | 19         | 55.8%        | 22         | 18         | 55.0%        |
|  | Classroom teacher   | 840        | 175        | 82.8%        | 613        | 202        | 75.2%        | 848        | 220        | 79.4%        | 915        | 350        | 72.3%        | 786        | 264        | 74.9%        |
|  | <b>All teachers</b> | <b>907</b> | <b>200</b> | <b>81.9%</b> | <b>652</b> | <b>226</b> | <b>74.3%</b> | <b>919</b> | <b>262</b> | <b>77.8%</b> | <b>988</b> | <b>393</b> | <b>71.5%</b> | <b>855</b> | <b>299</b> | <b>74.1%</b> |

Table 3. Sickness absence of all permanent teachers in Northern Ireland by school type<sup>1</sup>: 1 April 2017 to 31 March 2018

|  | Nursery      | Primary       | Non Grammar   | Grammar      | Special       | Peripatetic<br>Units | Total          |
|--|--------------|---------------|---------------|--------------|---------------|----------------------|----------------|
| Number of teachers taking a period of sickness absence               | 113          | 4,508         | 3,742         | 511          | 687           | 196                  | 9,757          |
| Percentage of teacher taking a period of sickness absence            | 57.4%        | 53.7%         | 68.0%         | 57.0%        | 75.2%         | 71.9%                | 60.3%          |
| Number of full-time teachers taking a period of sickness absence     | 93           | 3,664         | 3,103         | 414          | 568           | 133                  | 7,975          |
| Percentage of full-time teachers taking a period of sickness absence | 57.6%        | 54.2%         | 67.1%         | 57.3%        | 76.0%         | 72.5%                | 60.4%          |
| Number of part-time teachers taking a period of sickness absence     | 20           | 844           | 639           | 97           | 119           | 63                   | 1,782          |
| Percentage of part-time teachers taking a period of sickness absence | 56.3%        | 51.5%         | 73.0%         | 55.9%        | 71.8%         | 70.8%                | 59.9%          |
| <b>Average number of days lost due to sickness:</b>                  |              |               |               |              |               |                      |                |
| per teacher taking a period of sick leave                            | 22.1         | 15.9          | 14.6          | 11.1         | 16.1          | 22.0                 | 15.4           |
| per teacher (all teachers)   | 12.7         | 8.5           | 9.9           | 6.3          | 12.1          | 15.8                 | 9.3            |
| <b>Average number of days lost due to sickness:</b>                  |              |               |               |              |               |                      |                |
| per full-time teacher taking a period of sick leave                  | 15.9         | 15.8          | 14.8          | 11.4         | 16.6          | 23.5                 | 15.4           |
| per teacher (all full-time teachers)                                 | 9.1          | 8.6           | 9.9           | 6.5          | 12.6          | 17.0                 | 9.3            |
| <b>Average number of days lost due to sickness:</b>                  |              |               |               |              |               |                      |                |
| per part-time teacher taking a period of sick leave                  | 51.2         | 16.3          | 13.6          | 9.6          | 13.8          | 18.7                 | 15.3           |
| per teacher (all part-time teachers)                                 | 28.8         | 8.4           | 10.0          | 5.4          | 9.9           | 13.2                 | 9.2            |
| <b>Sickness absences by duration (in days):</b>                      |              |               |               |              |               |                      |                |
| 5 days or less   | 293          | 12,186        | 12,143        | 1,402        | 2,752         | 775                  | 29,551         |
| % 5 days or less   | 11.7%        | 17.0%         | 22.2%         | 24.8%        | 24.9%         | 18.0%                | 19.7%          |
| 6 to 20 days   | 264          | 9,968         | 7,242         | 814          | 1,956         | 520                  | 20,764         |
| % 6 to 20 days   | 10.6%        | 13.9%         | 13.2%         | 14.4%        | 17.7%         | 12.1%                | 13.9%          |
| more than 20 days  | 1,943        | 49,435        | 35,334        | 3,438        | 6,356         | 3,008                | 99,514         |
| % more than 20 Days  | 77.7%        | 69.1%         | 64.6%         | 60.8%        | 57.4%         | 69.9%                | 66.4%          |
| <b>Total</b>   | <b>2,500</b> | <b>71,589</b> | <b>54,719</b> | <b>5,654</b> | <b>11,064</b> | <b>4,303</b>         | <b>149,829</b> |
| % total  | 100.0%       | 100.0%        | 100.0%        | 100.0%       | 100.0%        | 100.0%               | 100.0%         |
| <b>Sickness absences by duration (in days) (full-time teachers):</b> |              |               |               |              |               |                      |                |
| 5 days or less   | 237          | 10,204        | 10,317        | 1,147        | 2,376         | 531                  | 24,812         |
| % 5 days or less   | 16.0%        | 17.6%         | 22.4%         | 24.3%        | 25.2%         | 17.0%                | 20.2%          |
| 6 to 20 days   | 214          | 8,412         | 6,134         | 664          | 1,721         | 363                  | 17,508         |
| % 6 to 20 days   | 14.5%        | 14.5%         | 13.3%         | 14.1%        | 18.3%         | 11.6%                | 14.3%          |
| more than 20 days  | 1,026        | 39,220        | 29,548        | 2,909        | 5,330         | 2,231                | 80,264         |
| % more than 20 Days  | 69.5%        | 67.8%         | 64.2%         | 61.6%        | 56.5%         | 71.4%                | 65.5%          |
| <b>Total</b>   | <b>1,477</b> | <b>57,836</b> | <b>45,999</b> | <b>4,720</b> | <b>9,427</b>  | <b>3,125</b>         | <b>122,584</b> |
| % total  | 100.0%       | 100.0%        | 100.0%        | 100.0%       | 100.0%        | 100.0%               | 100.0%         |
| <b>Sickness absences by duration (in days) (part-time teachers):</b> |              |               |               |              |               |                      |                |
| 5 days or less   | 56           | 1,982         | 1,826         | 255          | 376           | 244                  | 4,739          |
| % 5 days or less   | 5.5%         | 14.4%         | 20.9%         | 27.3%        | 23.0%         | 20.7%                | 17.4%          |
| 6 to 20 days   | 50           | 1,556         | 1,108         | 150          | 235           | 157                  | 3,256          |
| % 6 to 20 days   | 4.9%         | 11.3%         | 12.7%         | 16.1%        | 14.4%         | 13.3%                | 12.0%          |
| more than 20 days  | 917          | 10,215        | 5,786         | 529          | 1,026         | 777                  | 19,250         |
| % more than 20 Days  | 89.6%        | 74.3%         | 66.4%         | 56.6%        | 62.7%         | 66.0%                | 70.7%          |
| <b>Total</b>   | <b>1,023</b> | <b>13,753</b> | <b>8,720</b>  | <b>934</b>   | <b>1,637</b>  | <b>1,178</b>         | <b>27,245</b>  |
| % total  | 100.0%       | 100.0%        | 100.0%        | 100.0%       | 100.0%        | 100.0%               | 100.0%         |

<sup>1</sup>: Figures exclude voluntary grammar schools.



**Table 4. Sickness absence of all permanent teachers by management type in Northern Ireland<sup>1</sup>: 1 April 2017 to 31 March 2018**

| <b>Management Type</b>      | <b>Days lost due to sickness</b> | <b>Permanent teachers in post</b> | <b>Working days lost per teacher in post</b> |
|-----------------------------|----------------------------------|-----------------------------------|--|
| Controlled                  | 57,638                           | 7,140.8                           | 8.1  |
| Controlled Integrated       | 3,732                            | 403.2                             | 9.3  |
| <b>Controlled Total</b>     | <b>61,370</b>                    | <b>7,544.0</b>                    | <b>8.1</b>                                   |
| Catholic Maintained         | 66,792                           | 6,482.2                           | 10.3   |
| Other Maintained            | 2,664                            | 261.3                             | 10.2   |
| <b>Maintained Total</b>     | <b>69,456</b>                    | <b>6,743.6</b>                    | <b>10.3</b>                                  |
| Special                     | 11,064                           | 913.1                             | 12.1   |
| Grant Maintained Integrated | 7,939                            | 980.3                             | 8.1  |
| <b>Total</b>                | <b>149,829</b>                   | <b>16,180.9</b>                   | <b>9.3</b>                                   |

<sup>1</sup> Figures exclude voluntary grammar schools.

**Table 5. Sickness absence of all permanent teachers by school type in Northern Ireland<sup>1</sup>: 2013/14 - 2017/18**

| Year           | Nursery                   |                                       | Primary                   |                                       | Non Grammar               |                                       | Grammar                   |                                       | Special                   |                                       | Peripatetic               |                                       | Total                     |                                       |
|----------------|---------------------------|---------------------------------------|---------------------------|---------------------------------------|---------------------------|---------------------------------------|---------------------------|---------------------------------------|---------------------------|---------------------------------------|---------------------------|---------------------------------------|---------------------------|---------------------------------------|
|                | Days lost due to sickness | Working days lost per teacher in post | Days lost due to sickness | Working days lost per teacher in post | Days lost due to sickness | Working days lost per teacher in post | Days lost due to sickness | Working days lost per teacher in post | Days lost due to sickness | Working days lost per teacher in post | Days lost due to sickness | Working days lost per teacher in post | Days lost due to sickness | Working days lost per teacher in post |
| <b>2013/14</b> | 1,952                     | 9.6                                   | 65,061                    | 8.1                                   | 46,919                    | 8.2                                   | 5,942                     | 6.2                                   | 9,277                     | 11.2                                  | 2,716                     | 9.3                                   | <b>131,867</b>            | <b>8.2</b>                            |
| <b>2014/15</b> | 2,140                     | 10.7                                  | 65,830                    | 8.0                                   | 47,924                    | 8.4                                   | 5,670                     | 5.6                                   | 10,997                    | 12.3                                  | 4,156                     | 14.3                                  | <b>136,717</b>            | <b>8.4</b>                            |
| <b>2015/16</b> | 2,102                     | 10.9                                  | 63,868                    | 7.8                                   | 46,392                    | 8.2                                   | 4,940                     | 5.0                                   | 11,705                    | 13.7                                  | 3,848                     | 13.2                                  | <b>132,855</b>            | <b>8.2</b>                            |
| <b>2016/17</b> | 2,562                     | 13.3                                  | 72,252                    | 8.7                                   | 55,399                    | 10.2                                  | 6,469                     | 6.8                                   | 11,500                    | 13.3                                  | 3,682                     | 13.2                                  | <b>151,864</b>            | <b>9.5</b>                            |
| <b>2017/18</b> | 2,500                     | 12.7                                  | 71,589                    | 8.5                                   | 54,719                    | 9.9                                   | 5,654                     | 6.3                                   | 11,064                    | 12.1                                  | 4,303                     | 15.8                                  | <b>149,829</b>            | <b>9.3</b>                            |

<sup>1</sup>. Figures exclude voluntary grammar schools.

**Table 6. Teacher substitution costs by management type in Northern**

| Management Type             | 2013/14 <sup>3, 4</sup> |  |  | 2014/15 <sup>4, 5</sup> |  |  | 2015/16 <sup>4, 7</sup> |  |  | 2016/17 <sup>4, 9</sup> |  |  | 2017/18 <sup>4, 10</sup> |  |  |
|-----------------------------|-------------------------|--|--|-------------------------|--|--|-------------------------|--|--|-------------------------|--|--|--------------------------|--|--|
|                             | Substitution Costs      | Total Perm Payroll Salary Costs <sup>6</sup> | Substitution costs as proportion of salary costs | Substitution Costs      | Total Perm Payroll Salary Costs <sup>6</sup> | Substitution costs as proportion of salary costs | Substitution Costs      | Total Perm Payroll Salary Costs <sup>6</sup> | Substitution costs as proportion of salary costs | Substitution Costs      | Total Perm Payroll Salary Costs <sup>6</sup> | Substitution costs as proportion of salary costs | Substitution Costs       | Total Perm Payroll Salary Costs <sup>6</sup> | Substitution costs as proportion of salary costs |
| Controlled <sup>8</sup>     | 35,697,334.73           | 303,305,165.08                               | 11.77  | 36,318,798.96           | 311,755,722.19                               | 11.65  | 35,983,544.58           | 310,275,847.35                               | 11.60  | 39,168,952.70           | 308,023,376.30                               | 12.72  | 36,304,772.24            | 313,086,583.53                               | 11.60  |
| Maintained <sup>8</sup>     | 26,692,563.30           | 256,167,131.38                               | 10.42  | 28,116,855.57           | 262,519,373.50                               | 10.71  | 28,569,238.24           | 261,602,721.77                               | 10.92  | 31,480,780.02           | 259,186,395.41                               | 12.15  | 30,179,666.46            | 261,136,024.16                               | 11.56  |
| Grant Maintained Integrated | 2,944,695.15            | 34,515,502.11                                | 8.53   | 2,919,184.11            | 35,861,201.40                                | 8.14   | 2,727,550.95            | 36,104,177.66                                | 7.55   | 2,944,731.37            | 35,882,418.34                                | 8.21   | 2,523,663.31             | 36,653,667.44                                | 6.89   |
| <b>Grand Total</b>          | <b>65,334,593.18</b>    | <b>593,987,798.57</b>                        | <b>11.00</b>                                     | <b>67,354,838.64</b>    | <b>610,136,297.09</b>                        | <b>11.04</b>                                     | <b>67,280,333.77</b>    | <b>607,982,746.78</b>                        | <b>11.07</b>                                     | <b>73,594,464.09</b>    | <b>603,092,190.05</b>                        | <b>12.20</b>                                     | <b>69,008,102.01</b>     | <b>610,876,275.13</b>                        | <b>11.30</b>                                     |

<sup>1</sup> Figures supplied are in financial years i.e. April - March

<sup>2</sup> Figures exclude voluntary grammar schools.

<sup>3</sup> Figures include the incremental progression for teachers but do not include the 1% pay increase from September 2013 onwards

<sup>4</sup> 2013/14 figures onwards also exclude the following misc. Payments - Termination Payments, Travel and Subsistence related payments, Programme/Project related payments, Lunchtime Supervision, Essential User Lump Sum.

<sup>5</sup> Figures include the incremental progression for teachers but do not include the pay increase from September 2014 onwards.

<sup>6</sup> Misc payments not included - Pay in Lieu, Honorarium, Redundancy, Misc Payment, NOF Allow, Mileage Allow, Home Centre, Study Centre, Health Awareness, Extended Schools

<sup>7</sup> Figures include the incremental progression for teachers but do not include the pay increase from September 2015 onwards.

<sup>8</sup> Special Schools included

<sup>9</sup> Figures include the incremental progression for teachers and the pay increase from September 2016 onwards.

<sup>10</sup> Figures include the incremental progression for teachers and the pay increase from September 2017 onwards.

**Table 7. Teacher substitution costs by management type in Northern Ireland<sup>1,2</sup>: 2008/09 - 2017/18**

| <b>Management Type</b>      | <b>2008/09</b>       | <b>2009/10</b>       | <b>2010/11</b>       | <b>2011/12</b>       | <b>2012/13</b>       | <b>2013/14<sup>4</sup></b> | <b>2014/15<sup>5</sup></b> | <b>2015/16<sup>6</sup></b> | <b>2016/17<sup>7</sup></b> | <b>2017/18<sup>8</sup></b> |
|-----------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Controlled <sup>3</sup>     | 34,946,575.33        | 32,887,296.28        | 32,372,281.21        | 30,574,323.53        | 32,358,452.66        | 35,697,334.73              | 36,318,798.96              | 35,983,544.58              | 39,168,952.70              | 36,304,772.24              |
| Maintained <sup>3</sup>     | 28,374,814.95        | 28,386,934.65        | 26,398,121.17        | 24,634,403.30        | 25,484,859.26        | 26,692,563.30              | 28,116,855.57              | 28,569,238.24              | 31,480,780.02              | 30,179,666.46              |
| Grant Maintained Integrated | 2,754,098.92         | 2,702,369.40         | 2,656,420.85         | 2,265,692.68         | 2,480,216.74         | 2,944,695.15               | 2,919,184.11               | 2,727,550.95               | 2,944,731.37               | 2,523,663.31               |
| <b>Grand Total</b>          | <b>66,075,489.20</b> | <b>63,976,600.33</b> | <b>61,426,823.23</b> | <b>57,474,419.51</b> | <b>60,323,528.66</b> | <b>65,334,593.18</b>       | <b>67,354,838.64</b>       | <b>67,280,333.77</b>       | <b>73,594,464.09</b>       | <b>69,008,102.01</b>       |

| <b>Special Schools Breakdown</b> |                     |                     |                     |                     |                     |                            |                            |                            |                            |                            |
|----------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| <b>Category</b>                  | <b>2008/09</b>      | <b>2009/10</b>      | <b>2010/11</b>      | <b>2011/12</b>      | <b>2012/13</b>      | <b>2013/14<sup>4</sup></b> | <b>2014/15<sup>5</sup></b> | <b>2015/16<sup>6</sup></b> | <b>2016/17<sup>7</sup></b> | <b>2017/18<sup>8</sup></b> |
| Special Schools Controlled       | 3,934,759.32        | 4,086,134.18        | 4,215,369.04        | 4,087,518.86        | 4,537,306.63        | 4,489,520.73               | 4,504,849.69               | 4,493,178.28               | 5,983,857.74               | 5,321,522.74               |
| Special Schools Maintained       | 276,833.48          | 162,195.45          | 171,718.87          | 102,351.25          | 238,233.97          | 252,062.34                 | 293,002.21                 | 344,150.37                 | 471,962.51                 | 345,654.91                 |
| <b>Special Schools Total</b>     | <b>4,211,592.80</b> | <b>4,248,329.63</b> | <b>4,387,087.91</b> | <b>4,189,870.11</b> | <b>4,775,540.60</b> | <b>4,741,583.07</b>        | <b>4,797,851.90</b>        | <b>4,837,328.65</b>        | <b>6,455,820.25</b>        | <b>5,667,177.65</b>        |

<sup>1</sup> Figures supplied are in financial years i.e. April - March

<sup>2</sup> Figures exclude voluntary grammar schools.

<sup>3</sup> Special Schools included

<sup>4</sup> Figures include the incremental progression for teachers but do not include the 1% pay increase from September 2013 onwards

<sup>5</sup> Figures include the incremental progression for teachers but do not include the pay increase from September 2014 onwards.

<sup>6</sup> Figures include the incremental progression for teachers but do not include the pay increase from September 2015 onwards.

<sup>7</sup> Figures include the incremental progression for teachers and the pay increase from September 2016 onwards.

<sup>8</sup> Figures include the incremental progression for teachers and the pay increase from September 2017 onwards.

**Table 8. Teacher substitution costs by school type in Northern Ireland<sup>1,2</sup>: 2008/09 - 2017/18**

| School Type                                 | 2008/09              | 2009/10              | 2010/11              | 2011/12              | 2012/13              | 2013/14 <sup>3</sup> | 2014/15 <sup>4</sup> | 2015/16 <sup>5</sup> | 2016/17 <sup>6</sup> | 2017/18 <sup>7</sup> |
|---|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Nursery                                     | 963,855.77           | 847,044.80           | 779,349.84           | 809,492.17           | 851,463.23           | 1,063,824.28         | 1,005,772.23         | 1,092,175.53         | 1,159,649.45         | 1,090,768.69         |
| Primary                                     | 35,650,241.90        | 34,639,898.23        | 32,598,668.88        | 31,033,438.14        | 32,849,694.72        | 36,255,673.46        | 37,473,933.33        | 37,604,462.94        | 39,331,999.07        | 36,418,113.14        |
| Non Grammar                                 | 18,225,940.64        | 17,614,977.13        | 17,107,807.99        | 15,598,695.69        | 15,791,779.81        | 16,475,035.33        | 16,752,517.57        | 17,178,563.21        | 19,131,143.40        | 18,805,884.64        |
| Grammar                                     | 2,365,841.27         | 2,218,186.12         | 2,116,982.44         | 1,874,109.83         | 1,858,082.53         | 2,195,070.61         | 2,637,801.48         | 2,669,910.04         | 2,772,336.73         | 2,612,256.31         |
| Special                                     | 4,211,592.80         | 4,214,247.48         | 4,387,087.91         | 4,189,870.11         | 4,775,540.60         | 4,741,583.07         | 4,797,851.90         | 4,837,328.65         | 6,455,820.25         | 5,667,177.65         |
| Peripatetic                                 | 1,903,917.90         | 1,739,877.17         | 1,780,505.32         | 1,703,120.89         | 1,716,751.03         | 1,658,711.28         | 1,767,778.02         | 1,170,342.45         | 1,798,783.82         | 1,890,238.27         |
| Grant Maintained<br>Integrated Primary      | 928,083.67           | 977,804.15           | 959,911.21           | 880,717.60           | 771,337.33           | 849,817.14           | 1,003,982.26         | 1,004,811.79         | 1,208,230.62         | 957,429.27           |
| Grant Maintained<br>Integrated Secondary    | 1,826,015.25         | 1,724,565.25         | 1,696,509.64         | 1,384,975.08         | 1,708,879.41         | 2,094,878.01         | 1,915,201.85         | 1,722,739.16         | 1,736,500.75         | 1,566,234.04         |
| <b>Grand Total</b>                          | <b>66,075,489.20</b> | <b>63,976,600.33</b> | <b>61,426,823.23</b> | <b>57,474,419.51</b> | <b>60,323,528.66</b> | <b>65,334,593.18</b> | <b>67,354,838.64</b> | <b>67,280,333.77</b> | <b>73,594,464.09</b> | <b>69,008,102.01</b> |
| <b>Year on year<br/>increases/decreases</b> | <b>11.7</b>          | <b>-3.2</b>          | <b>-4.0</b>          | <b>-6.4</b>          | <b>5.0</b>           | <b>8.3</b>           | <b>3.1</b>           | <b>-0.1</b>          | <b>9.4</b>           | <b>-6.2</b>          |

1. Figures supplied are in financial years i.e. April - March

2. Figures exclude voluntary grammar schools.

3. Figures include the incremental progression for teachers but do not include the 1% pay increase from September 2013 onwards

4. Figures include the incremental progression for teachers but do not include the pay increase from September 2014 onwards.

5. Figures include the incremental progression for teachers but do not include the pay increase from September 2015 onwards.

6. Figures include the incremental progression for teachers and the pay increase from September 2016 onwards.

7. Figures include the incremental progression for teachers and the pay increase from September 2017 onwards.

**Table 9. Cost of substitution cover by reason<sup>1,2</sup>: 2013/14 - 2017/18**

| Categories for substitution analysis                      | 2013/14 <sup>3</sup> | 2014/15 <sup>4</sup> | 2015/16 <sup>5</sup> | 2016/17 <sup>6</sup> | 2017/18 <sup>7</sup> | Percentage change  |                    |
|---|----------------------|----------------------|----------------------|----------------------|----------------------|--------------------|--------------------|
|   |                      |                      |                      |                      |                      | 2013/14 to 2017/18 | 2016/17 to 2017/18 |
| Sickness  | 12,936,918.31        | 12,783,341.22        | 13,119,669.74        | 15,327,442.28        | 14,619,280.15        | 13.0               | -4.6               |
| Maternity/Adoption/Paternity                              | 13,653,950.66        | 13,273,217.62        | 14,005,701.23        | 14,827,593.22        | 13,864,678.46        | 1.5                | -6.5               |
| Training/Curriculum/Literacy/Numeracy                     | 5,746,715.93         | 6,261,683.23         | 5,172,431.43         | 5,251,479.36         | 4,649,400.02         | -19.1              | -11.5              |
| Special Education   | 3,018,843.75         | 3,222,155.76         | 2,925,692.79         | 3,308,614.04         | 2,821,657.37         | -6.5               | -14.7              |
| Relief for Teaching Principals                            | 3,977,884.19         | 3,726,096.43         | 3,510,345.78         | 3,406,128.48         | 2,764,612.71         | -30.5              | -18.8              |
| Union Business  | 84,543.16            | 82,360.44            | 76,457.82            | 84,608.29            | 136,450.85           | 61.4               | 61.3               |
| Personal Business   | 874,770.47           | 872,173.63           | 1,021,725.33         | 1,183,225.83         | 1,054,723.77         | 20.6               | -10.9              |
| Vacant Posts  | 10,385,463.45        | 11,685,063.81        | 13,697,530.58        | 14,790,837.67        | 13,641,937.31        | 31.4               | -7.8               |
| Career Break/Secondment                                   | 4,771,216.24         | 5,465,033.94         | 5,244,187.41         | 4,982,520.38         | 4,374,035.92         | -8.3               | -12.2              |
| Initiatives   | 7,971,753.56         | 8,276,722.08         | 7,113,260.15         | 8,781,555.05         | 9,376,425.07         | 17.6               | 6.8                |
| Public Representation/Consultation                        | 89,108.30            | 67,066.89            | 58,529.49            | 239,783.35           | 41,168.04            | -53.8              | -82.8              |
| Suspension  | 259,454.10           | 371,056.62           | 252,493.48           | 66,544.18            | 376,748.49           | 45.2               | 466.2              |
| Educational Visits/School Trips                           | 572,577.74           | 467,574.36           | 453,138.66           | 482,417.17           | 472,729.05           | -17.4              | -2.0               |
| CCEA - Qualifications Development and Conduct             | 264,993.47           | 301,208.91           | 328,002.58           | 375,509.03           | 365,615.38           | 38.0               | -2.6               |
| CCEA - Curriculum and Assessment Development and Training | 462,596.56           | 290,326.01           | 149,600.67           | 226,532.06           | 203,774.02           | -55.9              | -10.0              |
| CCEA - Statutory Assessment Operations                    | 258,015.71           | 205,855.75           | 151,204.95           | 258,682.01           | 244,390.21           | -5.3               | -5.5               |
| CCEA - Accreditation and Regulation of Qualifications     | 5,787.58             | 3,901.94             | 361.68               | 991.69               | 475.19               | -91.8              | -52.1              |
| <b>Yearly totals</b>                                      | <b>65,334,593.18</b> | <b>67,354,838.64</b> | <b>67,280,333.77</b> | <b>73,594,464.09</b> | <b>69,008,102.01</b> | <b>5.6</b>         | <b>-6.2</b>        |

<sup>1</sup> Figures supplied are in financial years i.e. April - March

<sup>2</sup> Figures exclude voluntary grammar schools.

<sup>3</sup> Figures include the incremental progression for teachers but do not include the 1% pay increase from September 2013 onwards

<sup>4</sup> Figures include the incremental progression for teachers but do not include the pay increase from September 2014 onwards.

<sup>5</sup> Figures include the incremental progression for teachers but do not include the pay increase from September 2015 onwards.

<sup>6</sup> Figures include the incremental progression for teachers and the pay increase from September 2016 onwards.

<sup>7</sup> Figures include the incremental progression for teachers and the pay increase from September 2017 onwards.

**Table 10. Number of substitution days as a proportion of total teaching days in Northern Ireland<sup>1,2,3</sup>: 2008/09 - 2017/18**

|                            | <b>2008/09</b> | <b>2009/10</b> | <b>2010/11</b> | <b>2011/12</b> | <b>2012/13</b> | <b>2013/14</b> | <b>2014/15</b> | <b>2015/16</b> | <b>2016/17</b> | <b>2017/18</b> |
|----------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Total Teaching Days        | 3,235,440      | 3,196,050      | 3,222,765      | 3,191,175      | 3,123,315      | 3,112,149      | 3,164,682      | 3,127,921      | 3,107,325      | 3,123,705      |
| Substitution Days          | 470,860        | 459,237        | 435,716        | 412,467        | 433,853        | 447,687        | 470,856        | 466,724        | 505,597        | 472,019        |
| <b>% Substitution Days</b> | <b>14.6</b>    | <b>14.4</b>    | <b>13.5</b>    | <b>12.9</b>    | <b>13.9</b>    | <b>14.4</b>    | <b>14.9</b>    | <b>14.9</b>    | <b>16.3</b>    | <b>15.1</b>    |

1. Figures supplied are in financial years i.e. April - March
2. Figures exclude voluntary grammar schools.
3. Includes part-time hours converted to days

**Table 11. Proportion of substitution cover provided by prematurely retired teachers in Northern Ireland<sup>1,2,3</sup>: 2008/09 - 2017/18**

|   | <b>2008/09</b> | <b>2009/10</b> | <b>2010/11</b> | <b>2011/12</b> | <b>2012/13</b> | <b>2013/14</b> | <b>2014/15</b> | <b>2015/16</b> | <b>2016/17</b> | <b>2017/18</b> |
|---|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Total days worked by prematurely retired teachers | 67,927         | 57,116         | 43,169         | 24,896         | 19,129         | 17,121         | 13,946         | 10,080         | 8,557          | 6,305          |
| Total substitution days                           | 470,860        | 459,237        | 435,716        | 412,467        | 433,853        | 447,687        | 470,856        | 466,724        | 505,597        | 472,019        |
| <b>% prematurely retired</b>                      | <b>14.4</b>    | <b>12.4</b>    | <b>9.9</b>     | <b>6.0</b>     | <b>4.4</b>     | <b>3.8</b>     | <b>3.0</b>     | <b>2.2</b>     | <b>1.7</b>     | <b>1.3</b>     |

<sup>1</sup>. Figures supplied are in financial years i.e. April - March

<sup>2</sup>. Figures exclude voluntary grammar schools.

<sup>3</sup>. Includes part-time hours converted to days



**Table 12. Number of days worked by retired teachers providing substitute cover in Northern Ireland<sup>1,2,3</sup>: 2008/09 - 2017/18**

| <b>Basis</b>               | <b>2008/09</b> | <b>2009/10</b> | <b>2010/11</b> | <b>2011/12</b> | <b>2012/13</b> | <b>2013/14</b> | <b>2014/15</b> | <b>2015/16</b> | <b>2016/17</b> | <b>2017/18</b> |
|----------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Efficient Discharge        | 2,497          | 1,728          | 1,322          | 650            | 549            | 570            | 571            | 482            | 396            | 389            |
| Redundancy                 | 65,430         | 55,388         | 41,847         | 24,246         | 18,580         | 16,551         | 13,375         | 9,598          | 8,161          | 5,916          |
| <b>Premature Sub Total</b> | <b>67,927</b>  | <b>57,116</b>  | <b>43,169</b>  | <b>24,896</b>  | <b>19,129</b>  | <b>17,121</b>  | <b>13,946</b>  | <b>10,080</b>  | <b>8,557</b>   | <b>6,305</b>   |
| Age                        | 10,652         | 8,551          | 7,365          | 4,949          | 5,088          | 6,097          | 6,282          | 4,857          | 5,354          | 5,112          |
| Infirmity                  | 0              | 100            | 0              | 1              | 0              | 0              | 0              | 0              | 0              | 0              |
| Actuarially Reduced        | 1,037          | 1,531          | 2,282          | 2,347          | 2,614          | 4,551          | 6,081          | 6,057          | 6,567          | 6,547          |
| <b>Grant Total</b>         | <b>79,616</b>  | <b>67,299</b>  | <b>52,816</b>  | <b>32,193</b>  | <b>26,831</b>  | <b>27,769</b>  | <b>26,309</b>  | <b>20,994</b>  | <b>20,478</b>  | <b>17,964</b>  |

1. Figures supplied are in financial years i.e. April - March

2. Figures exclude voluntary grammar schools.

3. Includes part-time hours converted to days

Table 13. Average daily and hourly substitute cover rates by employing authority<sup>1,2</sup>: 2013/14 - 2017/18

| Category                     | 2013/14 <sup>4</sup>     |                        |                    | 2014/15 <sup>5</sup>     |                        |                    | 2015/16 <sup>6</sup>     |                        |                    | 2016/17 <sup>7</sup>     |                        |                    | 2017/18 <sup>8</sup>     |                        |                    |
|------------------------------|--------------------------|------------------------|--------------------|--------------------------|------------------------|--------------------|--------------------------|------------------------|--------------------|--------------------------|------------------------|--------------------|--------------------------|------------------------|--------------------|
|                              | Total Daily Cost         | Number of Days         | Daily cost         | Total Daily Cost         | Number of Days         | Daily cost         | Total Daily Cost         | Number of Days         | Daily cost         | Total Daily Cost         | Number of Days         | Daily cost         | Total Daily Cost         | Number of Days         | Daily cost         |
| Controlled <sup>3</sup>      | 33,863,095.01            | 238,963.50             | 141.71             | 34,538,453.86            | 238,246.50             | 144.97             | 34,521,789.12            | 236,329.00             | 146.08             | 37,590,292.41            | 253,759.00             | 148.13             | 35,079,010.04            | 236,236.00             | 148.49             |
| Maintained <sup>3</sup>      | 26,199,974.72            | 188,761.50             | 138.80             | 27,680,238.14            | 196,874.50             | 140.60             | 28,234,874.70            | 199,349.00             | 141.64             | 31,090,673.29            | 218,422.00             | 142.34             | 32,336,048.66            | 225,771.50             | 143.22             |
| <b>Category</b>              | <b>Total Hourly Cost</b> | <b>Number of Hours</b> | <b>Hourly cost</b> | <b>Total Hourly Cost</b> | <b>Number of Hours</b> | <b>Hourly cost</b> | <b>Total Hourly Cost</b> | <b>Number of Hours</b> | <b>Hourly cost</b> | <b>Total Hourly Cost</b> | <b>Number of Hours</b> | <b>Hourly cost</b> | <b>Total Hourly Cost</b> | <b>Number of Hours</b> | <b>Hourly cost</b> |
| Controlled <sup>3</sup>      | 1,834,239.72             | 79,100.81              | 23.19              | 1,780,345.10             | 74,910.60              | 23.77              | 1,461,755.46             | 60,337.55              | 24.23              | 1,578,660.29             | 64,720.89              | 24.39              | 1,225,762.20             | 49,918.92              | 24.56              |
| Maintained <sup>3</sup>      | 492,588.58               | 21,636.47              | 22.77              | 436,617.43               | 18,902.67              | 23.10              | 334,363.54               | 13,750.06              | 24.32              | 390,106.73               | 15,359.29              | 25.40              | 367,281.11               | 14,950.10              | 24.57              |
| <b>Category</b>              | <b>Total Daily Cost</b>  | <b>Number of Days</b>  | <b>Daily cost</b>  | <b>Total Daily Cost</b>  | <b>Number of Days</b>  | <b>Daily cost</b>  | <b>Total Daily Cost</b>  | <b>Number of Days</b>  | <b>Daily cost</b>  | <b>Total Daily Cost</b>  | <b>Number of Days</b>  | <b>Daily cost</b>  | <b>Total Daily Cost</b>  | <b>Number of Days</b>  | <b>Daily cost</b>  |
| Special Schools Controlled   | 4,457,094.47             | 28,885.50              | 154.30             | 4,482,025.06             | 28,521.50              | 157.15             | 4,478,776.48             | 28,423.50              | 157.57             | 5,936,531.11             | 37,268.00              | 159.29             | 5,282,619.60             | 32,710.50              | 161.50             |
| Special Schools Maintained   | 216,149.79               | 1,377.00               | 156.97             | 265,406.73               | 1,789.50               | 148.31             | 323,854.66               | 2,107.00               | 153.70             | 424,648.34               | 2,536.00               | 167.45             | 314,265.87               | 1,887.50               | 166.50             |
| <b>Special Schools Total</b> | <b>4,673,244.26</b>      | <b>30,262.50</b>       | <b>154.42</b>      | <b>4,747,431.79</b>      | <b>30,311.00</b>       | <b>156.62</b>      | <b>4,802,631.14</b>      | <b>30,530.50</b>       | <b>157.31</b>      | <b>6,361,179.45</b>      | <b>39,804.00</b>       | <b>159.81</b>      | <b>5,596,885.47</b>      | <b>34,598.00</b>       | <b>161.77</b>      |
| <b>Category</b>              | <b>Total Hourly Cost</b> | <b>Number of Hours</b> | <b>Hourly cost</b> | <b>Total Hourly Cost</b> | <b>Number of Hours</b> | <b>Hourly cost</b> | <b>Total Hourly Cost</b> | <b>Number of Hours</b> | <b>Hourly cost</b> | <b>Total Hourly Cost</b> | <b>Number of Hours</b> | <b>Hourly cost</b> | <b>Total Hourly Cost</b> | <b>Number of Hours</b> | <b>Hourly cost</b> |
| Special Schools Controlled   | 32,426.26                | 1,294.54               | 25.05              | 22,824.63                | 887.60                 | 25.71              | 14,401.80                | 583.75                 | 24.67              | 47,326.63                | 1,662.98               | 28.46              | 38,903.14                | 1,601.08               | 24.30              |
| Special Schools Maintained   | 35,912.55                | 1,265.25               | 28.38              | 27,595.48                | 965.50                 | 28.58              | 20,295.71                | 697.00                 | 29.12              | 47,314.17                | 1,564.50               | 30.24              | 31,389.04                | 1,020.00               | 30.77              |
| <b>Special Schools Total</b> | <b>68,338.81</b>         | <b>2,559.79</b>        | <b>26.70</b>       | <b>50,420.11</b>         | <b>1,853.10</b>        | <b>27.21</b>       | <b>34,697.51</b>         | <b>1,280.75</b>        | <b>27.09</b>       | <b>94,640.80</b>         | <b>3,227.48</b>        | <b>29.32</b>       | <b>70,292.18</b>         | <b>2,621.08</b>        | <b>26.82</b>       |

<sup>1</sup> Figures supplied are in financial years i.e. April - March

<sup>2</sup> Figures exclude voluntary grammar and grant-maintained integrated schools.

<sup>3</sup> Special Schools included

<sup>4</sup> Figures include the incremental progression for teachers but do not include the 1% pay increase from September 2013 onwards

<sup>5</sup> Figures include the incremental progression for teachers but do not include the pay increase from September 2014 onwards.

<sup>6</sup> Figures include the incremental progression for teachers but do not include the pay increase from September 2015 onwards.

<sup>7</sup> Figures include the incremental progression for teachers and the pay increase from September 2016 onwards.

<sup>8</sup> Figures include the incremental progression for teachers and the pay increase from September 2017 onwards.