

**Subject:**

**DE Circular Number    2024/04**

**Issued:                    9 April 2024**

**TEACHERS' PAY AND ALLOWANCES  
FROM 1 SEPTEMBER 2021**

**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;
- Governing Bodies Association (Grammar Schools);
- Controlled Schools Support Council (CSSC);
- Teachers' Unions;
- General Teaching Council for Northern Ireland;
- EOTAS Centres.

**Summary of Contents:**

The Determination gives effect in law to an increase of 1% in salary rates from 1 September 2021.

**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	2016/23
	2016/24
	2020/03
	2020/04
	2021/10
	2021/11

**Superseded Documents:**  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, following negotiations with Teachers' Unions, 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 (£) From 1 September 2021</b>
L1	42,303
L2	43,363
L3	44,445
L4	45,551
L5	46,686
L6	47,855
L7	49,144
L8	50,279
L9	51,533
L10	52,857
L11	54,228
L12	55,479
L13	56,867
L14	58,283
L15	59,734
L16	61,322
L17	62,730
L18	64,307
L19	65,902
L20	67,537
L21	69,207
L22	70,926
L23	72,684
L24	74,484
L25	76,335
L26	78,224
L27	80,162
L28	82,151
L29	84,186
L30	86,280
L31	88,413
L32	90,611
L33	92,861
L34	95,158
L35	97,523
L36	99,937
L37	102,422
L38	104,955
L39	107,514
L40	110,198
L41	112,949
L42	115,778
L43	118,672

## 2. Pay Ranges for Principals

Group	Range of Spine Points	Salary Range from 1 September 2021 £
1	L 6 - L18	47,855 - 64,307
2	L 8 - L21	50,279 - 69,207
3	L11 - L24	54,228 - 74,484
4	L14 - L27	58,283 - 80,162
5	L18 - L31	64,307 - 88,413
6	L21 - L35	69,207 - 97,523
7	L24 - L39	74,484 - 107,514
8	L28 - L43	82,151 - 118,672

## 3. Pay Scales for Classroom Teachers

3.1 The pay scale for teachers is:

### Main Pay Scale

Scale Point	Annual Salary from 1 September 2021 £
M1	24,379
M2	26,306
M3	28,421
M4	30,609
M5	33,020
M6	35,630

3.2 The pay scale for post-threshold teachers is:

### Upper Pay Scale (UPS)

Scale Point	Annual Salary from 1 September 2021 £
UPS 1	38,599
UPS 2	40,027
UPS 3	41,505

#### **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 2021</b>
	<b>£</b>
1	2,087
2	4,216
3	7,238
4	9,968
5	13,452

##### **Recruitment and Retention Allowances**

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

	<b>Annual Allowance from 1 September 2021</b>
	<b>£</b>
Recruitment and Retention 1	1,355
Recruitment and Retention 2	2,659

##### **Special Needs Allowances**

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

	<b>Annual Allowance from 1 September 2021</b>
	<b>£</b>
Special Needs 1	2,263
Special Needs 2	4,469

5.0	Teachers employed in 'Homework Centres' Regulation 15(5)	<b>Hourly rate</b> 21.61
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