

Subject:

DE Circular Number 2024/05

Issued: 9 April 2024

**TEACHERS' PAY AND ALLOWANCES
FROM 1 SEPTEMBER 2022**

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 5% in salary rates from 1 September 2022.

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Superseded Documents: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

Spine Point	Annual Salary (£) From 1 September 2022
L1	44,419
L2	45,532
L3	46,668
L4	47,829
L5	49,021
L6	50,248
L7	51,602
L8	52,793
L9	54,110
L10	55,500
L11	56,940
L12	58,253
L13	59,711
L14	61,198
L15	62,721
L16	64,389
L17	65,867
L18	67,523
L19	69,198
L20	70,914
L21	72,668
L22	74,473
L23	76,319
L24	78,209
L25	80,152
L26	82,136
L27	84,171
L28	86,259
L29	88,396
L30	90,594
L31	92,834
L32	95,142
L33	97,505
L34	99,916
L35	102,400
L36	104,934
L37	107,544
L38	110,203
L39	112,890
L40	115,708
L41	118,597
L42	121,567
L43	124,606

2. Pay Ranges for Principals

Group	Range of Spine Points	Salary Range from 1 September 2022 £
1	L 6 - L18	50,248 - 67,523
2	L 8 - L21	52,793 - 72,668
3	L11 - L24	56,940 - 78,209
4	L14 - L27	61,198 - 84,171
5	L18 - L31	67,523 - 92,834
6	L21 - L35	72,668 - 102,400
7	L24 - L39	78,209 - 112,890
8	L28 - L43	86,259 - 124,606

3. Pay Scales for Classroom Teachers

3.1 The pay scale for teachers is:

Main Pay Scale

Scale Point	Annual Salary from 1 September 2022 £
M1	25,598
M2	27,622
M3	29,843
M4	32,140
M5	34,671
M6	37,412

3.2 The pay scale for post-threshold teachers is:

Upper Pay Scale (UPS)

Scale Point	Annual Salary from 1 September 2022 £
UPS 1	40,529
UPS 2	42,029
UPS 3	43,581

4. Additional Allowances

Teaching Allowances

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

Level of Teaching Allowance	Annual Allowance from 1 September 2022
	£
1	2,192
2	4,427
3	7,600
4	10,467
5	14,125

Recruitment and Retention Allowances

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

	Annual Allowance from 1 September 2022
	£
Recruitment and Retention 1	1,423
Recruitment and Retention 2	2,792

Special Needs Allowances

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

	Annual Allowance from 1 September 2022
	£
Special Needs 1	2,377
Special Needs 2	4,693
5.0 Teachers employed in 'Homework Centres' Regulation 15(5)	Hourly rate 22.70