

**Subject:**

**DE Circular Number 2024/06**

**TEACHERS' PAY AND ALLOWANCES  
FROM 1 SEPTEMBER 2023**

**Issued:**

**9 April 2024**

**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 4.1% in salary rates, plus a consolidated £1,000 payment from 1 September 2023.

**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**Superseded Documents:**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:**

N/A

**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 2023</b>
L1	47,241
L2	48,399
L3	49,582
L4	50,790
L5	52,031
L6	53,309
L7	54,718
L8	55,958
L9	57,329
L10	58,776
L11	60,275
L12	61,642
L13	63,160
L14	64,708
L15	66,293
L16	68,029
L17	69,568
L18	71,292
L19	73,036
L20	74,822
L21	76,648
L22	78,527
L23	80,449
L24	82,416
L25	84,439
L26	86,504
L27	88,623
L28	90,796
L29	93,021
L30	95,309
L31	97,641
L32	100,043
L33	102,503
L34	105,013
L35	107,599
L36	110,237
L37	112,954
L38	115,722
L39	118,519
L40	121,453
L41	124,460
L42	127,552
L43	130,715

## 2. Pay Ranges for Principals

Group	Range of Spine Points	Salary Range from 1 September 2023 £
1	L 6 - L18	53,309 - 71,292
2	L 8 - L21	55,958 - 76,648
3	L11 - L24	60,275 - 82,416
4	L14 - L27	64,708 - 88,623
5	L18 - L31	71,292 - 97,641
6	L21 - L35	76,648 - 107,599
7	L24 - L39	82,416 - 118,519
8	L28 - L43	90,796 - 130,715

## 3. Pay Scales for Classroom Teachers

3.1 The pay scale for teachers is:

### Main Pay Scale

Scale Point	Annual Salary from 1 September 2023 £
M2	30,000
M3	32,067
M4	34,458
M5	37,093
M6	39,946

3.2 The pay scale for post-threshold teachers is:

### Upper Pay Scale (UPS)

Scale Point	Annual Salary from 1 September 2023 £
UPS 1	43,191
UPS 2	44,753
UPS 3	46,368

#### 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 2023</b>
	<b>£</b>
1	2,282
2	4,609
3	7,912
4	10,897
5	14,705

##### Recruitment and Retention Allowances

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

	<b>Annual Allowance from 1 September 2023</b>
	<b>£</b>
Recruitment and Retention 1	1,482
Recruitment and Retention 2	2,907

##### Special Needs Allowances

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

	<b>Annual Allowance from 1 September 2023</b>
	<b>£</b>
Special Needs 1	2,475
Special Needs 2	4,886

5.0 Teachers employed in 'Homework Centres' Regulation 15(5) **Hourly rate**  
23.64