

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

2019-2020



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 2019/20.

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## Reader Information

<b>Purpose</b>	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 2019/20.
<b>Revision</b>	This bulletin was revised to include the analysis of teacher sickness absence and teacher substitution costs which were delayed due to current COVID-19 situation.
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<b>Frequency</b>	Annual
<b>Theme</b>	Children, Education and Skills

## Key Points

- There were less vacancies in November 2019, than in the previous year, with **1,104 teacher vacancies** at the end of the academic year 2018/19, **847 (76.7%)** of which had been filled by November 2019.
- **Post-primary schools** had the highest number of vacancies, with **526 teacher vacancies** at the end of the academic year 2018/19, **454 (86.3%)** of which had been filled by November 2019. This is followed by **nursery, primary and preparatory schools** with **490 teacher vacancies** of which **351 (71.6%)** had been filled by November 2019 and lastly **special schools** with **88 teacher vacancies** of which **46 (47.7%)** had been filled by November 2019.
- 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** increased from £69.2 million to **£72.2 million**.
- The number of **substitution days worked by Prematurely Retired Teachers** has **fallen to 3,781 days** in 2019/20. This represents **0.8% of the total days worked**, compared to 9.9% in 2010/11.

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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 2019/20. This information is analysed by school type and management type.

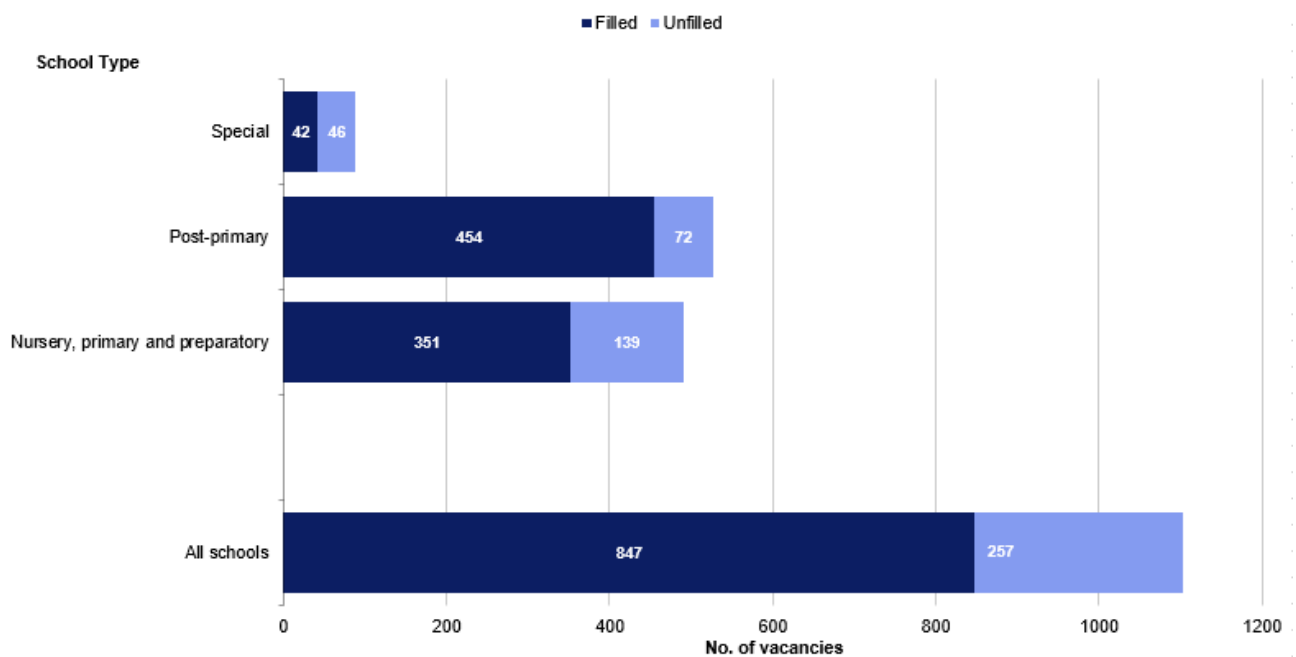
The information collected throughout this process is used by policy branches within the Department of Education to inform education workforce policy. The data are also used to respond to Assembly questions.

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

## Section 2: Teacher Vacancies

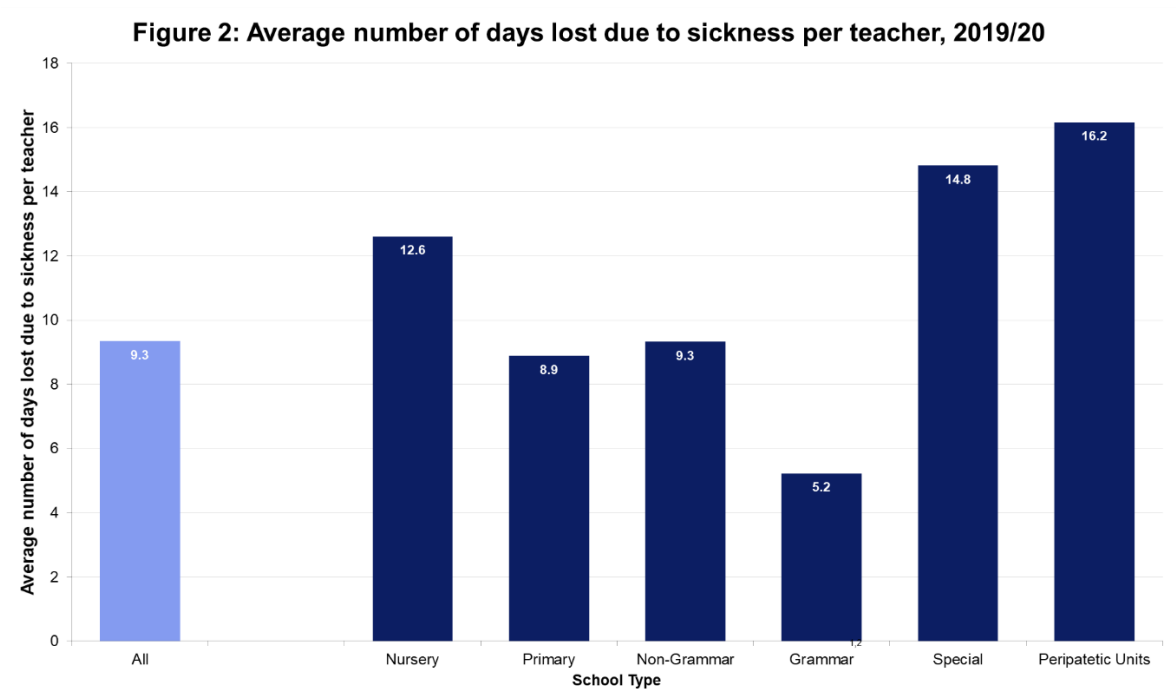
- Figure 1** shows the total number of teacher vacancies at the end of 2018/19 and the proportions which were filled or unfilled by November 2019. There were 1,104 teacher vacancies at the end of the academic year 2018/19, 847 (76.7%) of which had been filled by November 2019. This compares with 897 of 1,207 (74.3%) 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 higher 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 2019**



Section 3: Teacher Sickness Absence

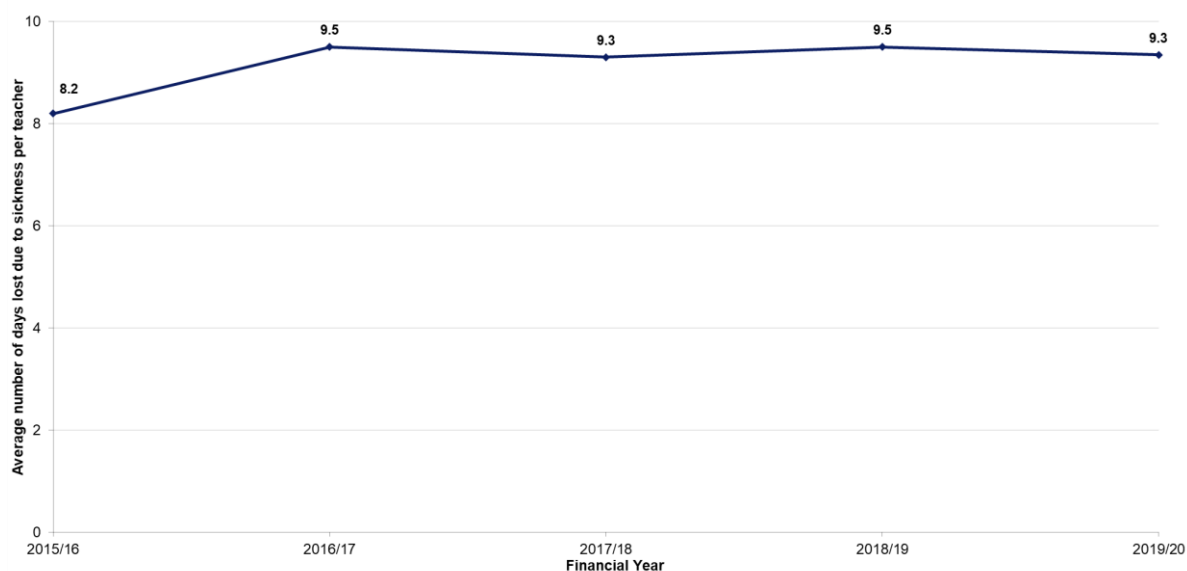
- **Figure 2** shows the average number of days lost due to sickness per teacher in all schools was 9.3. The largest average number of days lost due to sickness was in peripatetic units at 16.2 and the lowest average number of days lost due to sickness was in grammar schools (excluding voluntary grammar) with an average 5.2 days (Tables 3 and 5).



<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 2015/16. 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 2019/20 than in 2015/16. As such, the overall number of working days lost per teacher has risen from 8.2 in 2015/16 to 9.3 in 2019/20 (Tables 3 and 5).

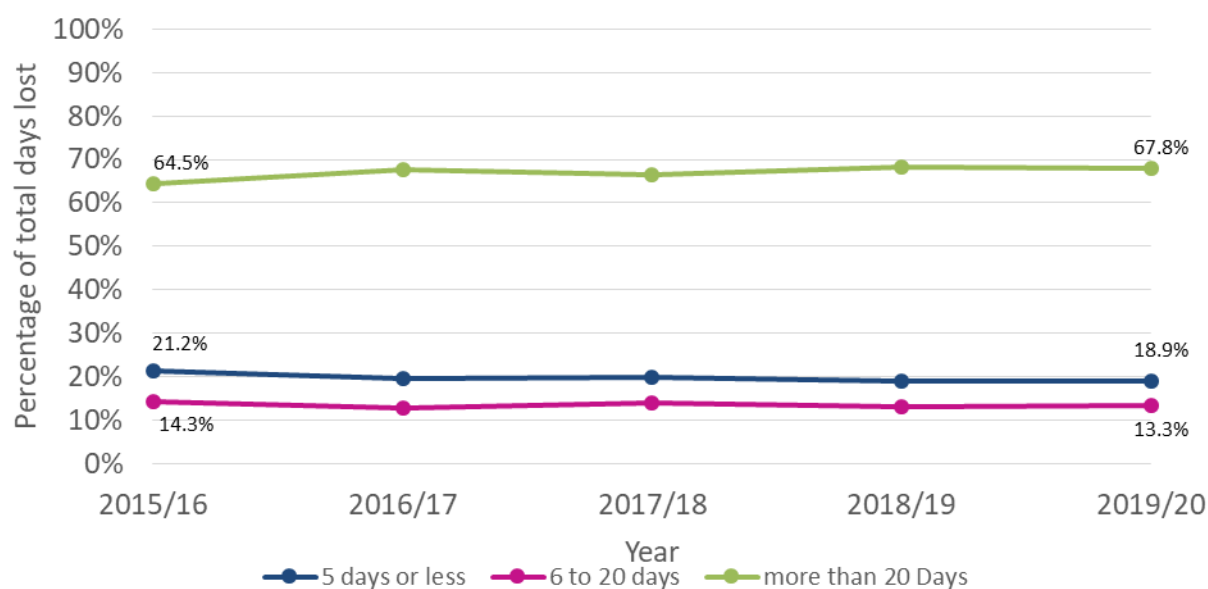
**Figure 3: Average number of days lost due to sickness per teacher<sup>1</sup>, 2015/16 - 2019/20**



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

- **Figure 4** shows the percentage of days lost due to short and long term sickness from 2015/16 to 2019/20. The percentage of days lost due to short term sickness (5 days or less and 6 to 20 days) has decreased from 21.2% and 14.3% in 2015/16 to 18.9% and 13.3% respectively in 2019/20. In contrast, the percentage of days lost due to long term sickness (more than 20 days) has increased from 64.5% in 2015/16 to 67.8% in 2019/20 (**Table 3**).

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

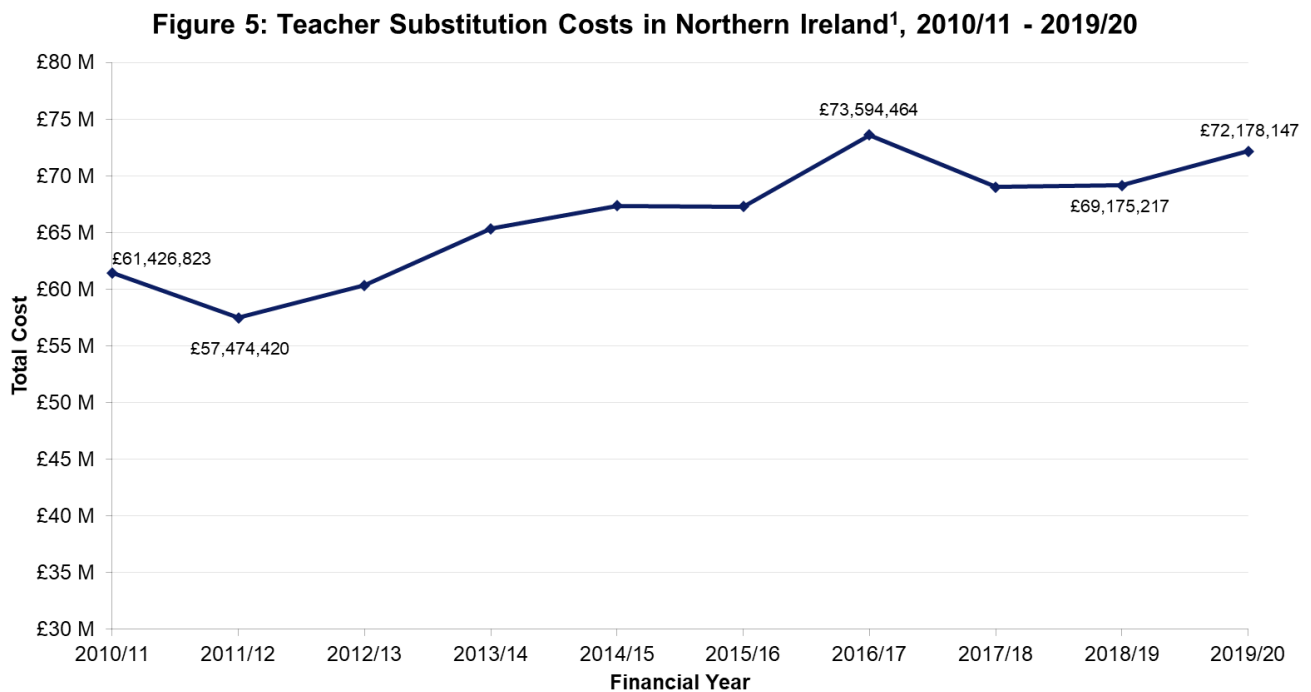


<sup>1</sup> Excludes voluntary grammar schools



## Section 4: Teacher Substitution Costs

- **Figure 5** shows the teacher substitution costs for each year from 2010/11 to 2019/20. Overall, teacher substitution costs increased from 2011/12 to 2019/20 from £57.5 million to £72.2 million. This information is given in **Tables 6** and **7** and a breakdown by school type is given in **Table 8**.



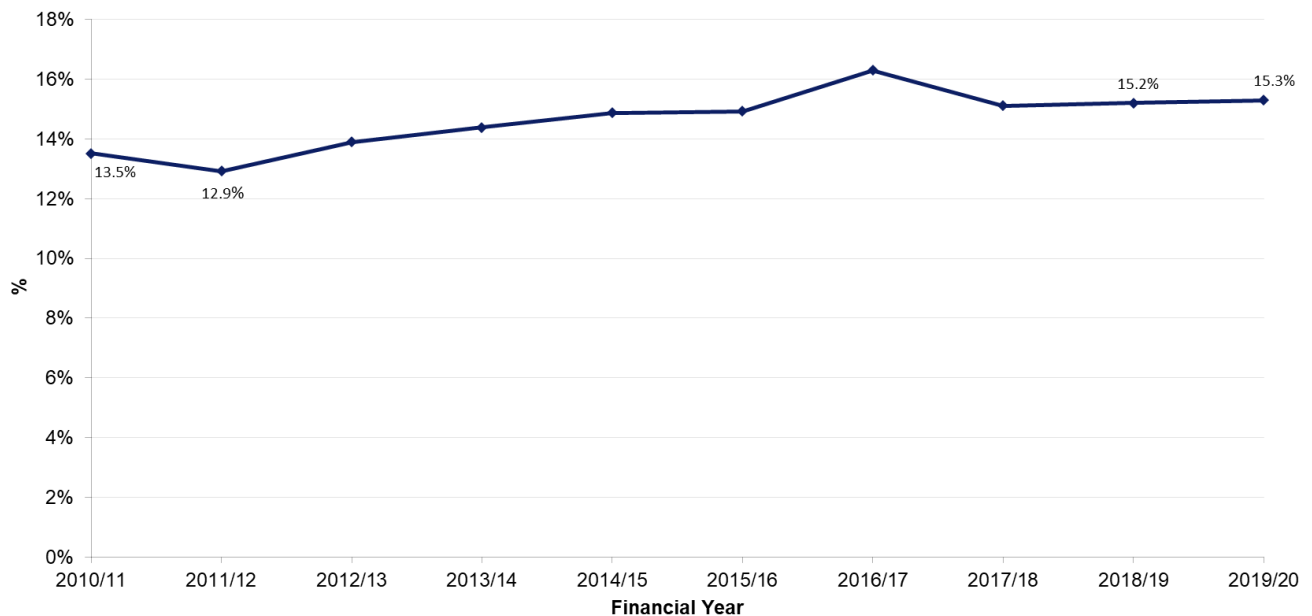
<sup>1</sup> Excludes voluntary grammar schools.

<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 decreased this year by 2.3% to £14.8 million. Since 2015/16 the cost of substitution cover for sickness has gone up over £1.7 million. While substitution costs for maternity, paternity and adoption have fallen by approximately £583,000 to £13.4 million since 2015/16. The cost of substitution for vacant posts has increased from £13.7 million in 2015/16 to £14.1 million in 2019/20, a 3.2% increase since 2015/16.

- **Figure 6** shows the number of substitution days as a proportion of total teaching days for each year from 2010/11 to 2019/20. From 2011/12 to 2019/20 the number of substitution days was rising from 412,467 to 488,398. Meaning the number of substitution days as a proportion of total teaching days has increased from 12.9% in 2011/12 to 15.3% in 2019/20 (**Table 10**).

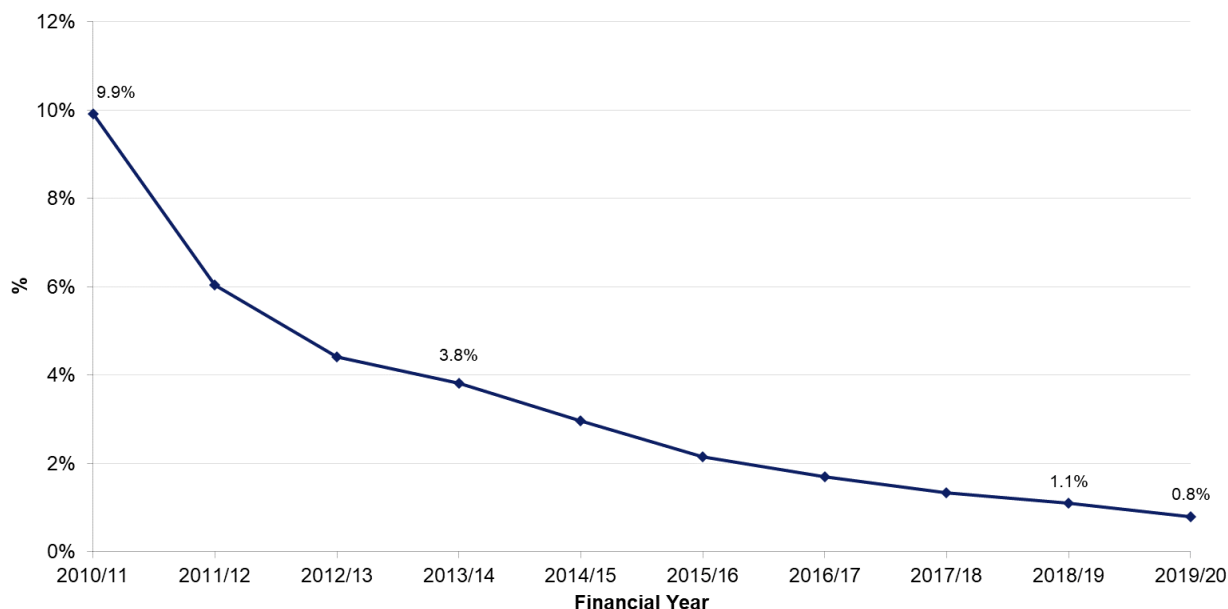
**Figure 6: Substitution Days as a Proportion of Total Teaching Days<sup>1</sup>, 2010/11 - 2019/20**



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

- **Figure 7** shows the proportion of substitution days worked by Prematurely Retired Teachers for each year from 2010/11 to 2019/20. The number of substitution days worked by prematurely retired teachers has fallen from 43,169 days in 2010/11 to 3,781 in 2019/20, which represents 0.8% of the total days worked, compared to 9.9% in 2010/11. This information is presented in **Table 11** and **12**.

**Figure 7: Proportion of Substitution Cover Provided by Prematurely Retired Teachers<sup>1</sup>, 2010/11 - 2019/20**



<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 £4.27 and £3.26 from £146.08 and £141.64 in 2015/16 to £150.35 and £144.90 in 2019/20. The daily cost for special controlled and maintained schools has also increased, by £4.65 and £21.68 from £157.57 and £153.70 in 2015/16 to £162.22 and £175.38 in 2019/20.

## Section 3: 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  
minicom: 01633 812399  
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.ons.gov.uk](http://www.ons.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 2019/20. All figures refer to the position of schools on 4 November 2019.

### **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 2019 to 31 March 2020.
8. The number of all permanent teachers used is an average number of teachers who have worked in schools from 1 April 2019 to 31 March 2020.
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 2019 – 31 March 2020.
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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DE Statistical Bulletins can be accessed at the DE Internet site – <https://www.education-ni.gov.uk/topics/statistics-and-research-1>

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**Table 1. Teacher vacancies in grant-aided schools in Northern Ireland, 2019**

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	19	10	65.5%	3	2	60.0%	22	12	64.7%
	Vice-principal	15	7	68.2%	1	0	100.0%	16	7	69.6%
	Classroom teacher	122	82	59.8%	191	38	83.4%	313	120	72.3%
	<b>All teachers</b>	<b>156</b>	<b>99</b>	<b>61.2%</b>	<b>195</b>	<b>40</b>	<b>83.0%</b>	<b>351</b>	<b>139</b>	<b>71.6%</b>
<b>Post-primary schools</b>	Principal	5	1	83.3%	0	0	-	5	1	83.3%
	Vice-principal	5	1	83.3%	1	0	100.0%	6	1	85.7%
	Classroom teacher	175	36	82.9%	268	34	88.7%	443	70	86.4%
	<b>All teachers</b>	<b>185</b>	<b>38</b>	<b>83.0%</b>	<b>269</b>	<b>34</b>	<b>88.8%</b>	<b>454</b>	<b>72</b>	<b>86.3%</b>
<b>Special schools</b>	Principal	1	0	100.0%	0	0	-	1	0	100.0%
	Vice-principal	1	0	100.0%	2	2	50.0%	3	2	60.0%
	Classroom teacher	12	19	38.7%	26	25	51.0%	38	44	46.3%
	<b>All teachers</b>	<b>14</b>	<b>19</b>	<b>42.4%</b>	<b>28</b>	<b>27</b>	<b>50.9%</b>	<b>42</b>	<b>46</b>	<b>47.7%</b>
<b>All grant-aided schools</b>	Principal	25	11	69.4%	3	2	60.0%	28	13	68.3%
	Vice-principal	21	8	72.4%	4	2	66.7%	25	10	71.4%
	Classroom teacher	309	137	69.3%	485	97	83.3%	794	234	77.2%
	<b>All teachers</b>	<b>355</b>	<b>156</b>	<b>69.5%</b>	<b>492</b>	<b>101</b>	<b>83.0%</b>	<b>847</b>	<b>257</b>	<b>76.7%</b>



Table 2. Teacher vacancies in grant-aided schools in Northern Ireland, 2015 - 2019

School type	Grade of teacher	2015			2016			2017			2018			2019		
		Filled	Unfilled	% filled	Filled	Unfilled	% filled	Filled	Unfilled	% filled	Filled	Unfilled	% filled	Filled	Unfilled	% filled
Nursery, primary and preparatory schools	Principal	36	18	66.7%	42	23	64.6%	41	15	73.2%	26	19	57.8%	22	12	64.7%
	Vice-principal	13	16	44.8%	16	13	55.2%	17	17	50.0%	8	9	47.1%	16	7	69.6%
	Classroom teacher	460	137	77.1%	533	226	70.2%	466	178	72.4%	438	171	71.9%	313	120	72.3%
	<b>All teachers</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>	<b>472</b>	<b>199</b>	<b>70.3%</b>	<b>351</b>	<b>139</b>	<b>71.6%</b>
Post-primary schools	Principal	14	2	87.5%	7	0	100.0%	4	2	66.7%	5	4	55.6%	5	1	83.3%
	Vice-principal	8	5	61.5%	6	5	54.5%	5	1	83.3%	4	1	80.0%	6	1	85.7%
	Classroom teacher	331	67	83.2%	322	74	81.3%	251	69	78.4%	364	77	82.5%	443	70	86.4%
	<b>All teachers</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>	<b>373</b>	<b>82</b>	<b>82.0%</b>	<b>454</b>	<b>72</b>	<b>86.3%</b>
Special schools	Principal	0	0	-	0	1	0.0%	2	0	100.0%	1	1	50.0%	1	0	100.0%
	Vice-principal	0	1	0.0%	2	1	66.7%	0	0	-	3	2	60.0%	3	2	60.0%
	Classroom teacher	57	16	78.1%	60	50	54.5%	69	17	80.2%	48	26	64.9%	38	44	46.3%
	<b>All teachers</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>	<b>52</b>	<b>29</b>	<b>64.2%</b>	<b>42</b>	<b>46</b>	<b>47.7%</b>
All grant-aided schools	Principal	50	20	71.4%	49	24	67.1%	47	17	73.4%	32	24	57.1%	28	13	68.3%
	Vice-principal	21	22	48.8%	24	19	55.8%	22	18	55.0%	15	12	55.6%	25	10	71.4%
	Classroom teacher	848	220	79.4%	915	350	72.3%	786	264	74.9%	850	274	75.6%	794	234	77.2%
	<b>All teachers</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>	<b>897</b>	<b>310</b>	<b>74.3%</b>	<b>847</b>	<b>257</b>	<b>76.7%</b>

Table 3. Sickness absence of all permanent teachers in Northern Ireland by school type<sup>1</sup>: 1 April 2019 to 31 March 2020

	Nursery	Primary	Non Grammar	Grammar	Special	Peripatetic Units	Total
Number of teachers taking a period of sickness absence	101	4,258	3,669	486	719	207	9,440
Percentage of teacher taking a period of sickness absence	49.4%	51.0%	67.8%	54.5%	76.0%	77.1%	58.7%
Number of full-time teachers taking a period of sickness absence	81	3,397	2,974	373	565	145	7,535
Percentage of full-time teachers taking a period of sickness absence	49.7%	51.9%	67.5%	53.3%	76.8%	76.1%	59.1%
Number of part-time teachers taking a period of sickness absence	20	861	695	113	154	62	1,905
Percentage of part-time teachers taking a period of sickness absence	48.2%	47.7%	69.0%	58.8%	73.2%	79.5%	57.1%
<b>Average number of days lost due to sickness:</b>							
per teacher taking a period of sick leave	25.5	17.4	13.8	9.6	19.5	21.0	15.9
per teacher (all teachers)	12.6	8.9	9.3	5.2	14.8	16.2	9.3
<b>Average number of days lost due to sickness:</b>							
per full-time teacher taking a period of sick leave	24.2	17.2	13.8	9.1	20.7	18.8	15.8
per teacher (all full-time teachers)	12.0	8.9	9.3	4.9	15.9	14.3	9.4
<b>Average number of days lost due to sickness:</b>							
per part-time teacher taking a period of sick leave	30.9	18.3	13.8	11.1	15.0	26.0	16.3
per teacher (all part-time teachers)	14.9	8.7	9.5	6.5	11.0	20.7	9.3
<b>Sickness absences by duration (in days):</b>							
5 days or less	261	11,173	11,966	1,429	2,951	634	28,414
% 5 days or less	10.1%	15.1%	23.7%	30.7%	21.1%	14.6%	18.9%
6 to 20 days	238	9,436	6,799	847	1,950	646	19,916
% 6 to 20 days	9.2%	12.7%	13.5%	18.2%	13.9%	14.9%	13.3%
more than 20 days	2,077	53,619	31,718	2,380	9,113	3,062	101,969
% more than 20 Days	80.6%	72.2%	62.8%	51.1%	65.0%	70.5%	67.8%
Total	2,576	74,228	50,483	4,656	14,014	4,342	150,299
% 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	227	9,306	9,894	1,124	2,294	481	23,326
% 5 days or less	11.6%	15.9%	24.2%	33.0%	19.6%	17.6%	19.6%
6 to 20 days	159	7,657	5,447	605	1,634	465	15,967
% 6 to 20 days	8.1%	13.1%	13.3%	17.8%	14.0%	17.0%	13.4%
more than 20 days	1,573	41,548	25,565	1,677	7,780	1,784	79,927
% more than 20 Days	80.3%	71.0%	62.5%	49.2%	66.5%	65.3%	67.0%
Total	1,959	58,511	40,906	3,406	11,708	2,730	119,220
% 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	34	1,867	2,072	305	657	153	5,088
% 5 days or less	5.5%	11.9%	21.6%	24.4%	28.5%	9.5%	16.4%
6 to 20 days	79	1,779	1,352	242	316	181	3,949
% 6 to 20 days	12.8%	11.3%	14.1%	19.4%	13.7%	11.2%	12.7%
more than 20 days	504	12,071	6,153	703	1,333	1,278	22,042
% more than 20 Days	81.7%	76.8%	64.2%	56.2%	57.8%	79.3%	70.9%
Total	617	15,717	9,577	1,250	2,306	1,612	31,079
% 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 2019 to 31 March 2020**

<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	53,636	7,168.0	7.5
Controlled Integrated	2,791	412.6	6.8
<b>Controlled Total</b>	<b>56,427</b>	<b>7,580.6</b>	<b>7.4</b>
Catholic Maintained	68,083	6,280.6	10.8
Other Maintained	2,263	272.4	8.3
<b>Maintained Total</b>	<b>70,346</b>	<b>6,553.0</b>	<b>10.7</b>
Special	14,014	945.9	14.8
Grant Maintained Integrated	9,512	997.5	9.5
<b>Total</b>	<b>150,299</b>	<b>16,077.0</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>: 2015/16 - 2019/20**

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>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>
<b>2018/19</b>	2,139	10.9	73,250	8.7	55,181	10.2	4,782	5.4	13,005	13.9	4,445	17.1	<b>152,802</b>	<b>9.5</b>
<b>2019/20</b>	2,576	12.6	74,228	8.9	50,483	9.3	4,656	5.2	14,014	14.8	4,342	16.2	<b>150,299</b>	<b>9.3</b>

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

Table 6. Teacher substitution costs by management type in Northern Ireland<sup>1,2</sup>: 2015/16 - 2019/20

Management Type	2015/16 <sup>4,7</sup>			2016/17 <sup>4</sup>			2017/18 <sup>4,9</sup>			2018/19 <sup>4,9</sup>			2019/20 <sup>4,9</sup>		
	Substitution Costs	Total Perm Payroll Salary Costs <sup>5</sup>	Substitution costs as proportion of salary costs	Substitution Costs	Total Perm Payroll Salary Costs <sup>5</sup>	Substitution costs as proportion of salary costs	Substitution Costs	Total Perm Payroll Salary Costs <sup>5</sup>	Substitution costs as proportion of salary costs	Substitution Costs	Total Perm Payroll Salary Costs <sup>5</sup>	Substitution costs as proportion of salary costs	Substitution Costs	Total Perm Payroll Salary Costs <sup>5</sup>	Substitution costs as proportion of salary costs
Controlled <sup>8</sup>	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	36,052,513.41	310,898,846.95	11.60	38,341,849.55	311,962,735.50	12.29
Maintained <sup>8</sup>	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	30,440,093.91	255,370,731.17	11.92	30,755,251.61	253,183,840.56	12.15
Grant Maintained Integrated	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	2,682,609.91	36,694,802.81	7.31	3,081,046.22	36,912,053.95	8.35
<b>Grand Total</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>	<b>69,175,217.23</b>	<b>602,964,380.93</b>	<b>11.47</b>	<b>72,178,147.38</b>	<b>602,058,630.01</b>	<b>11.99</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 but do not include the pay increase from September 2017 or September 2018 onwards.

**Table 7. Teacher substitution costs by management type in Northern Ireland<sup>1,2</sup>: 2010/11 - 2019/20**

<b>Management Type</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</b>	<b>2017/18 <sup>7</sup></b>	<b>2018/19 <sup>7</sup></b>	<b>2019/20 <sup>7</sup></b>
Controlled <sup>3</sup>	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	36,052,513.41	38,341,849.55
Maintained <sup>3</sup>	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	30,440,093.91	30,755,251.61
Grant Maintained Integrated	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	2,682,609.91	3,081,046.22
<b>Grand Total</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>69,175,217.23</b>	<b>72,178,147.38</b>
<b>Special Schools Breakdown</b>										
<b>Category</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</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>
Special Schools Controlled	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	4,356,882.07	6,448,859.90
Special Schools Maintained	171,718.87	102,351.25	238,233.97	252,062.34	293,002.21	344,150.37	471,962.51	345,654.91	225,967.49	277,936.31
<b>Special Schools Total</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>	<b>4,582,849.56</b>	<b>6,726,796.21</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 but do not include the pay increase from September 2017 or September 2018 onwards.

**Table 8. Teacher substitution costs by school type in Northern Ireland<sup>1,2</sup>: 2010/11 - 2019/20**

School Type	2010/11	2011/12	2012/13	2013/14 <sup>3</sup>	2014/15 <sup>4</sup>	2015/16 <sup>5</sup>	2016/17	2017/18 <sup>6</sup>	2018/19 <sup>6</sup>	2019/20 <sup>6</sup>
Nursery	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	1,131,410.66	930,463.93
Primary	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	35,988,765.11	36,416,589.60
Non Grammar	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	20,201,657.20	20,331,678.11
Grammar	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	2,642,639.26	2,194,384.37
Special	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	4,582,849.56	6,726,796.21
Peripatetic	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	1,945,285.53	2,497,188.94
Grant Maintained Integrated Primary	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	1,022,734.03	1,190,412.40
Grant Maintained Integrated Secondary	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	1,659,875.88	1,890,633.82
<b>Grand Total</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>69,175,217.23</b>	<b>72,178,147.38</b>
<b>Year on year increases/decreases</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>	<b>0.2</b>	<b>4.3</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> 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 but do not include the pay increase from September 2017 or September 2018 onwards.

**Table 9. Cost of substitution cover by reason<sup>1,2</sup>: 2015/16 - 2019/20**

Categories for substitution analysis	2015/16 <sup>5</sup>	2016/17	2017/18 <sup>6</sup>	2018/19 <sup>6</sup>	2019/20 <sup>6</sup>	Percentage change	
						2015/16 to 2019/20	2018/19 to 2019/20
Sickness	13,119,669.74	15,327,442.28	14,619,280.15	15,186,955.97	14,834,239.81	13.1	-2.3
Maternity/Adoption/Paternity	14,005,701.23	14,827,593.22	13,864,678.46	13,681,190.78	13,422,580.71	-4.2	-1.9
Training/Curriculum/Literacy/Numeracy	5,172,431.43	5,251,479.36	4,649,400.02	5,277,082.86	4,418,097.31	-14.6	-16.3
Special Education	2,925,692.79	3,308,614.04	2,821,657.37	2,250,458.21	5,512,105.00	88.4	144.9
Relief for Teaching Principals	3,510,345.78	3,406,128.48	2,764,612.71	2,737,274.22	2,666,961.98	-24.0	-2.6
Union Business	76,457.82	84,608.29	136,450.85	118,959.77	104,739.33	37.0	-12.0
Personal Business	1,021,725.33	1,183,225.83	1,054,723.77	1,040,089.23	1,103,827.07	8.0	6.1
Vacant Posts	13,697,530.58	14,790,837.67	13,641,937.31	13,523,650.31	14,139,241.76	3.2	4.6
Career Break/Secondment	5,244,187.41	4,982,520.38	4,374,035.92	4,817,690.07	5,249,935.85	0.1	9.0
Initiatives	7,113,260.15	8,781,555.05	9,376,425.07	8,996,632.90	9,203,504.30	29.4	2.3
Public Representation/Consultation	58,529.49	239,783.35	41,168.04	67,884.76	179,300.36	206.3	164.1
Suspension	252,493.48	66,544.18	376,748.49	354,557.69	243,075.68	-3.7	-31.4
Educational Visits/School Trips	453,138.66	482,417.17	472,729.05	455,813.06	483,836.23	6.8	6.1
CCEA - Qualifications Development and Conduct	328,002.58	375,509.03	365,615.38	339,683.37	339,155.18	3.4	-0.2
CCEA - Curriculum and Assessment Development and Training	149,600.67	226,532.06	203,774.02	104,811.39	65,896.67	-56.0	-37.1
CCEA - Statutory Assessment Operations	151,204.95	258,682.01	244,390.21	222,225.02	211,174.87	39.7	-5.0
CCEA - Accreditation and Regulation of Qualifications	361.68	991.69	475.19	257.62	475.27	31.4	84.5
<b>Yearly totals</b>	<b>67,280,333.77</b>	<b>73,594,464.09</b>	<b>69,008,102.01</b>	<b>69,175,217.23</b>	<b>72,178,147.38</b>	<b>7.3</b>	<b>4.3</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>. 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 but do not include the pay increase from September 2017 or September 2018 onwards.



**Table 10. Number of substitution days as a proportion of total teaching days in Northern Ireland<sup>1,2,3</sup>: 2010/11 - 2019/20**

	<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>	<b>2018/19</b>	<b>2019/20</b>
Total Teaching Days	3,222,765	3,191,175	3,123,315	3,112,149	3,164,682	3,127,921	3,107,325	3,123,705	3,116,685	3,188,445
Substitution Days	435,716	412,467	433,853	447,687	470,856	466,724	505,597	472,019	472,297	488,398
<b>% Substitution Days</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>	<b>15.2</b>	<b>15.3</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>: 2010/11 - 2019/20**

	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
Total days worked by prematurely retired teachers	43,169	24,896	19,129	17,121	13,946	10,080	8,557	6,305	5,184	3,781
Total substitution days	435,716	412,467	433,853	447,687	470,856	466,724	505,597	472,019	472,297	488,398
<b>% prematurely retired</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>	<b>1.1</b>	<b>0.8</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>: 2010/11 - 2019/20**

<b>Basis</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>	<b>2018/19</b>	<b>2019/20</b>
Efficient Discharge	1,322	650	549	570	571	482	396	389	266	138
Redundancy	41,847	24,246	18,580	16,551	13,375	9,598	8,161	5,916	4,918	3,643
<b>Premature Sub Total</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>	<b>5,184</b>	<b>3,781</b>
Age	7,365	4,949	5,088	6,097	6,282	4,857	5,354	5,112	4,865	5,592
Infirmity	0	1	0	0	0	0	0	0	0	0
Actuarially Reduced	2,282	2,347	2,614	4,551	6,081	6,057	6,567	6,547	7,341	8,078
<b>Grant Total</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>	<b>17,390</b>	<b>17,451</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>. 2015/16 - 2019/20

Category	2015/16 <sup>5</sup>			2016/17			2017/18 <sup>7</sup>			2018/19			2019/20		
	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>	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	35,023,626.16	236,488.50	148.10	37,469,872.92	249,209.50	150.35
Maintained <sup>3</sup>	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	32,806,791.90	227,424.50	144.25	30,548,086.58	210,822.00	144.90
Category	2015/16 <sup>5</sup>			2016/17			2017/18 <sup>7</sup>			2018/19			2019/20		
	Total Hourly Cost	Number of Hours	Hourly cost	Total Hourly Cost	Number of Hours	Hourly cost	Total Hourly Cost	Number of Hours	Hourly cost	Total Hourly Cost	Number of Hours	Hourly cost	Total Hourly Cost	Number of Hours	Hourly cost
Controlled <sup>3</sup>	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	1,028,887.25	41,901.12	24.56	871,976.63	36,301.12	24.02
Maintained <sup>3</sup>	334,363.54	13,750.06	24.32	390,106.73	15,359.29	25.40	367,281.11	14,950.10	24.57	315,911.92	12,427.09	25.42	207,165.03	8,350.61	24.81
Category	2015/16 <sup>5</sup>			2016/17			2017/18 <sup>7</sup>			2018/19			2019/20		
	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
Special Schools Controlled	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	4,316,387.34	23,942.00	180.29	6,370,806.05	39,273.00	162.22
Special Schools Maintained	323,854.66	2,107.00	153.70	424,648.34	2,536.00	167.45	314,265.87	1,887.50	166.50	212,295.27	1,240.00	171.21	275,787.43	1,572.50	175.38
<b>Special Schools Total</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>4,528,682.61</b>	<b>25,182.00</b>	<b>179.84</b>	<b>6,646,593.48</b>	<b>40,845.50</b>	<b>162.73</b>
Category	2015/16 <sup>5</sup>			2016/17			2017/18 <sup>7</sup>			2018/19			2019/20		
	Total Hourly Cost	Number of Hours	Hourly cost	Total Hourly Cost	Number of Hours	Hourly cost	Total Hourly Cost	Number of Hours	Hourly cost	Total Hourly Cost	Number of Hours	Hourly cost	Total Hourly Cost	Number of Hours	Hourly cost
Special Schools Controlled	14,401.80	583.75	24.67	47,326.63	1,662.98	28.46	38,903.14	1,601.08	24.30	40,494.73	1,684.50	24.04	78,053.85	3,282.35	23.78
Special Schools Maintained	20,295.71	697.00	29.12	47,314.17	1,564.50	30.24	31,389.04	1,020.00	30.77	13,672.22	440.16	31.06	2,148.88	68.00	31.60
<b>Special Schools Total</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>	<b>54,166.95</b>	<b>2,124.66</b>	<b>25.49</b>	<b>80,202.73</b>	<b>3,350.35</b>	<b>23.94</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 but do not include the pay increase from September 2017 onwards.<sup>8</sup> Figures include the incremental progression for teachers but do not include the pay increase from September 2017 or September 2018 onwards.