



Northern Ireland Teachers' Council

Pay Award 2024

Dear Member,

After weeks of challenging negotiations, a proposed Teachers' Pay Agreement 2021-2023 has been reached between the Northern Ireland Teachers' Council (NITC), and the Department of Education.

As members you will now have an opportunity to consider all the elements of the award and share your opinion in a series of surveys to be carried out by each individual union. Details of these arrangements will follow and the survey will be open from 14 March to 20 March for teachers to have their voices heard.

KEY POINTS

The headline pay agreement is based on an increase of:

- 1% in September 2021.
- 5% in September 2022.
- 4.1% in September 2023, plus £1,000 consolidated.
- An additional increase has been applied to the bottom of the Main Pay scale to bring the starting salary to £30,000.
- Teachers on Main Pay Scale M1 at September 2022 will be assimilated on to the Main Pay Scale point M2 of the 2023 Main Pay Scale.
- Teachers on Main Pay Scale M2 or above at September 2022 will follow normal pay progression arrangements.

What were we looking for?

Going into the negotiations the union side had a clear set of priorities agreed by the Northern Ireland Teachers' Council:

1. That the pay offer would address the rising cost of living and disparity of teachers' pay, especially for our beginning teachers.
2. That teachers would receive backpay for 2021, 2022 and 2023, and that an increase would also be applied to SEN and Teaching Allowances.
3. That the agreement contains a framework that will address the recommendations contained in the 8 completed Workforce Reviews, and that it will include measures to address school leader workload, that can be progressed.

WHAT ARE THE NEXT STEPS?

• Information Webinars

- **Wednesday 13th March @7pm**

Links will be issued on social media and union websites

• Member Survey

- issued **Thursday 14th March @9am**

- Survey will remain open until **Wednesday 20th March @5pm.**

Check that your email details are up to date and you have been receiving communications from your union.



HOW WILL THIS AFFECT MY PAY?

Impact on Main and Upper Pay Scales						
Spinal Point	Sept 2020	Sept 2021 +1%	Sept 2022 +5%	Sept 2023 +4.1% + £1,000	% increase 2020-2023	Uplift
M1	£24,137	£24,378	£25,597	£27,261		
M2	£26,045	£26,305	£27,621	£30,000	15.2%	£3,995
M3	£28,139	£28,420	£29,841	£32,065	14.0%	£3,926
M4	£30,305	£30,608	£32,138	£34,456	13.7%	£4,151
M5	£32,693	£33,020	£34,671	£37,092	13.5%	£4,402
M6	£35,277	£35,630	£37,411	£39,945	13.2%	£4,668
UPS1	£38,216	£38,598	£40,528	£43,190	13.0%	£4,974
UPS2	£39,630	£40,026	£42,028	£44,751	12.9%	£5,121
UPS3	£41,094	£41,505	£43,580	£46,367	12.8%	£5,273

The starting salary for a teacher has been raised by 24.3% from 1 September 2023 to £30,000, equal to teachers in England.

4.1% increase and the £1,000 for 2023/24 will have the effect of giving those on the lowest salary a higher percentage increase.

A teacher currently on UPS3 will receive £5,973 in back pay (subject to deductions) to 31 March 2024.

Impact on Allowances					
Allowance	Sept 2020	Sept 2021 + 1%	Sept 2022 + 5%	Sept 2023 + 4.1%	Uplift
Teaching Allowance 1	£2,066	£2,087	£2,191	£2,281	£215
Teaching Allowance 2	£4,174	£4,216	£4,427	£4,608	£434
Teaching Allowance 3	£7,166	£7,238	£7,600	£7,911	£745
Teaching Allowance 4	£9,869	£9,968	£10,466	£10,895	£1,026
Teaching Allowance 5	£13,318	£13,451	£14,124	£14,703	£1,385
Recruitment & Retention 1	£1,341	£1,354	£1,422	£1,480	£139
Recruitment & Retention 2	£2,632	£2,658	£2,791	£2,906	£274
Special Needs 1	£2,240	£2,262	£2,376	£2,473	£233
Special Needs 2	£4,424	£4,468	£4,692	£4,884	£460

In September 2021 1%, September 2022 5% and September 2023 4.1% is to be applied to all additional allowances.

This is a cumulative total of 10.4%.

“Stronger Together”

HOW DOES THIS PAY AWARD IMPACT SCHOOL LEADERS?

Impact on Leadership Pay Scale				
Spine Point	Salary Scale			
	Sep-20	Sep-21	Sep-22	Sep-23
L1	£41,884	£42,303	£44,418	£47,239
L2	£42,933	£43,362	£45,530	£48,397
L3	£44,004	£44,444	£46,666	£49,580
L4	£45,100	£45,551	£47,829	£50,790
L5	£46,223	£46,685	£49,019	£52,029
L6	£47,381	£47,855	£50,248	£53,308
L7	£48,657	£49,144	£51,601	£54,716
L8	£49,781	£50,279	£52,793	£55,957
L9	£51,022	£51,532	£54,109	£57,327
L10	£52,333	£52,856	£55,499	£58,775
L11	£53,691	£54,228	£56,939	£60,274
L12	£54,929	£55,478	£58,252	£61,641
L13	£56,303	£56,866	£59,709	£63,157
L14	£57,705	£58,282	£61,196	£64,705
L15	£59,142	£59,733	£62,720	£66,292
L16	£60,714	£61,321	£64,387	£68,027
L17	£62,108	£62,729	£65,866	£69,566
L18	£63,670	£64,307	£67,522	£71,290
L19	£65,249	£65,901	£69,197	£73,034
L20	£66,868	£67,537	£70,914	£74,821
L21	£68,521	£69,206	£72,667	£76,646
L22	£70,223	£70,925	£74,471	£78,525
L23	£71,964	£72,684	£76,318	£80,447
L24	£73,746	£74,483	£78,208	£82,414
L25	£75,579	£76,335	£80,152	£84,438
L26	£77,449	£78,223	£82,135	£86,502
L27	£79,368	£80,162	£84,170	£88,621
L28	£81,337	£82,150	£86,258	£90,794
L29	£83,352	£84,186	£88,395	£93,019
L30	£85,425	£86,279	£90,593	£95,308
L31	£87,537	£88,412	£92,833	£97,639
L32	£89,713	£90,610	£95,141	£100,041
L33	£91,941	£92,860	£97,503	£102,501
L34	£94,215	£95,157	£99,915	£105,012
L35	£96,557	£97,523	£102,399	£107,597
L36	£98,947	£99,936	£104,933	£110,236
L37	£101,407	£102,421	£107,542	£112,951
L38	£103,915	£104,954	£110,202	£115,720
L39	£106,449	£107,513	£112,889	£118,518
L40	£109,106	£110,197	£115,707	£121,451
L41	£111,830	£112,948	£118,596	£124,458
L42	£114,631	£115,777	£121,566	£127,550
L43	£117,497	£118,672	£124,606	£130,714



All points on the Leadership Pay Scale will be increased by 1% in September 2021, 5% in September 2022, and 4.1% plus a consolidated £1,000 in September 2023.



The cumulative increase to pay points on the Leadership Pay Scale over the period of the agreement ranges from 11.2% to 12.8%.



The annual pay award also includes incremental progression, which has already been paid to eligible staff on the Leadership Scale.



Also included in this pay offer is an agreement for a framework to address the recommendations contained within the 8 completed Workforce Reviews to be agreed by 31 May 2024.



The framework will include a timetable for implementation of those areas which can be progressed, both immediately and over a short or medium term.



This will include the implementation of the revised TNC Workload Agreement from 1 August 2024 and measures to address school leader workload which can be progressed.

This entire offer is made on the basis that from the date of ratification by the TNC, all industrial action will cease.



FAQS

How much will teachers' salaries increase as a result of this proposed agreement?

Salaries for a teacher on UPS 3 will increase by 12.8%, those who earn more will have a slightly lower percentage increase.

Moving the starting salary to £30,000 will put an additional £488.58 (gross) per month into the lowest paid teachers' salary.

What are the terms of the agreement?

The headline agreement is based on an increase of 1% in September 2021, 5% in September 2022 and a increase of 4.1% plus consolidated £1,000 in September 2023.

The £1000 is not separate from your pay but forms part of the formula to set your new pay scale.

However, an additional increase has been applied to the bottom of the Main Pay Scale to bring the starting salary to £30,000.

Teachers on Main Pay Scale M1 at September 2022 will be assimilated on to the Main Pay Scale point M2 of the 2023 Main Pay Scale.

Teachers on Main Pay Scale M2 or above at September 2022 will follow normal pay progression arrangements.

Do the pay improvements apply to allowances?

The increases will apply to all pensionable allowances.

What about part-time workers, job sharers, etc?

If the proposed agreement is accepted, pay adjustments will be delivered through revised pay scales. Part-time workers and others who don't work full time hours will get pro-rata adjustments based on the number of hours they work.

Why is there only 1% for 2021?

The award of 1% for 2021/22 is in line with the public sector pay policy at that time.

Can I expect a further pay award for 2024/25?

The NITC will submit a pay claim on behalf of members for 2024/25 immediately after the offer for 2021, 2022, 2023 is concluded.

This would be the normal practice for NITC each year.

When will we know if the proposed agreement will be implemented?

On 26 March 2024, the Survey outcome from each union will be reported to a meeting of the TNC.

All five member unions of the NITC need to accept this award to ensure implementation.

Results will be communicated on each member union website.

When will I receive my revised salary and arrears?

Once all industrial action has ceased, it is expected that the pay award, including arrears, will be paid to teachers in all schools within 2-3 months.

Payments will need to be made in two parts due to the changeover earlier this year to the new EA One payroll system..

I'm a supply teacher, will I receive arrears?

Yes, the pay award applies to all teaching staff, including supply teachers. You will receive arrears for all periods of supply teaching from 1 September 2021.

I retired from teaching. Will I receive any arrears and will there be any impact on my pension?

Yes, teaching staff who have retired during the period covered by this agreement will receive their arrears of salary.

Your pension and lump sum will be recalculated on the basis of your revised salary points and you will receive payment of these arrears also.

I left the teaching profession. Will I receive any arrears?

Yes, teaching staff (including supply teachers) who have left the profession during the period of time covered by this agreement will receive payment of arrears.