

# TEACHERS' SALARIES AND CONDITIONS OF SERVICE COMMITTEE - (SCHOOLS) MANAGEMENT SIDE

## Revised, Formal 2024/25 Pay Offer (18 March 2025)

### Introduction

1. Management Side wants to ensure teaching staff receive a fair pay award that reflects the valuable contribution they make.
2. It is also important for teachers and the children and young people that we serve that there is industrial peace and sustained stability in industrial relations. In order to achieve this, it is crucial that the NITC and Management Side work together to deliver further progress on workload, as well as resolve the current dispute on pay. Likewise, the capacity to make such progress is dependent on stable industrial relations.
3. This revised offer, that is enhanced from the offer made on 31 January 2025, seeks to deliver these outcomes. Whilst we are not suggesting that all the concerns expressed by teachers can be resolved in a year, we do believe that significant progress is achievable and that this offer is a positive step forward.
4. The offer comprises:
  - a. [A comprehensive offer on pay for 2024/25](#) that is affordable in the current financial year and is reflective of agreements reached in other jurisdictions.
  - b. [A suite of measures to address workload](#) that have been jointly identified, and would be delivered, in collaboration with the NITC subject to an agreement on pay (see [Annex 1](#)).
  - c. [A commitment to timelines for future pay negotiations and pay offers](#).
5. The offer is underpinned by a mutual desire to 'reset' the industrial relations climate and Management Side believe that this offer, and its component parts, should create a positive environment for ongoing industrial relations, resulting in a period of sustained stability in which industrial action is not necessary. This in no way negates or dilutes the rights of any trade union to take lawful, legitimate industrial action.
6. Details of Management Side's formal and revised offer are set out below. Teachers are asked to read this in conjunction with [Annex 1](#).
7. This revised offer is made within the context of the 2024/25 financial year and therefore can only remain valid until 31 March 2025.

### Teachers' Pay 2024-25

8. In addition to the incremental progression within salary scales which is payable by contractual entitlement, teacher salary scale points will be revalorised as follows:
  - i. A 5.5% cost of living award for all teachers will be paid from 1 September 2024

- ii. Teaching and Special Needs Allowances will be increased by 5.5% paid from 1 September 2024.
9. It is estimated the pay award and allowance increases will cost £48.5m in 2024/25 and would have an annual recurring cost of £83m thereafter. Revised pay scales are outlined in [Annex 2](#).

## Workforce Reviews & Workload

10. The previous Workforce Reviews included recommendations on workload and a range of these have already been implemented. This offer includes a suite of further measures that would be progressed in conjunction with the NITC over the next 12 months, subject to an agreement on pay, across the following themes that emerged from the reviews:
  - o [New Initiatives](#)
  - o [Working Hours](#)
  - o [Consultation](#)
  - o [School Leaders](#)
  - o [Accessibility to Teachers' Terms & Conditions](#)
11. Additionally, measures relating to the following areas, that were identified during formal negotiations on pay, have been incorporated:
  - o [Workload Agreement TNC 2024/2 & Directed Time Budgets](#)
  - o [Assessment](#)
  - o [Planning & Observation](#)
12. These measures, as well as progress on pay and workload to date, are captured in [Annex 1](#).
13. Management Side also recognises the importance of addressing workload in the context of the Jordanstown Agreement and the Workload Agreement TNC 2024/02.
14. These agreements outline the maximum teaching hours per week, working days per year, and that full-time teachers will spend 1265 hours per year on activities determined by the Principal (known as "directed time"). They also acknowledge that additional time needed to prepare and mark lessons is not included in directed time and to that extent is a matter of professional judgement for teachers in meeting the needs of their role. TNC 2024/2 meanwhile outlines that a portion of directed time (10%) is allowed for planning, preparation, and assessment (PPA).
15. The commitments within this offer are in keeping with these arrangements and will also seek to build awareness of the existing capacity for working patterns to be managed flexibly and in such a way so as to meet the needs of the school, [school] department and if appropriate, the individual teacher; taking cognisance of, for example, the varying levels of time/workload required for assessment in the school year.

## Pay Negotiation Timeframes

16. Management Side acknowledges the importance of teaching staff receiving a fair and timely pay award and is committed to continued transparency regarding timeframes for negotiations,

which must take account of available resources, budget arrangements and the broader climate of industrial relations.

17. In the context of the current financial climate and annual budget process, Management Side has given its commitment that it will consider a pay claim and work to secure the necessary funding required to make a formal offer as quickly as possible, and by no later than the end of January of the same financial year.

## Underpinning principles

18. As outlined, this offer is underpinned by a mutual desire to ‘reset’ the industrial relations climate with Management Side believing delivery of the commitments in the offer will create a positive environment for future relations.

19. Management Side therefore welcomes that the NITC had previously confirmed:

- Their commitment to work jointly with Management Side to implement this Offer - and resultant 2024/25 pay agreement - and to deliver the agreed programme of work within the context of the Jordanstown Agreement.
- That the offer would create the conditions for stability in industrial relations whereby industrial action would not be necessary, having been assured this no way negates the right to take lawful, legitimate action.
- Their commitment to the existing Code of Practice: Industrial Action Ballots and Notice to Employers, wherein industrial action is only taken as a last resort in any dispute.

20. This offer is predicated on the basis that these commitments remain.

21. Finally, it is important that progress on workload to date and against any agreed measures is communicated with the workforce. Management Side will seek wherever possible to communicate jointly with the NITC on progress. We will promote success, whilst being transparent about any challenges, and, where necessary, seek to counter inaccurate messaging that undermines our joint commitment to securing stability in industrial relations.

## ANNEX 1 – DELIVERING STABILITY IN INDUSTRIAL RELATIONS

1. This Annex details the workload areas and associated measures that would be progressed in conjunction with the NITC over the next 12 months, subject to an agreement on pay in 2024/25.
2. They have been jointly identified and prioritised having recognised that significant progress has been made in several areas to date. This includes:
  - ✓ **2021-24 Pay Agreement** - Resolution of Teachers' Pay, including a rise in the starting salary for teachers to £30,000 with 10.4% plus £1,000 consolidated increase applied to the other teachers' and leadership pay scales at a cost of c.£190m with c.£170m annual recurring cost thereafter.
  - ✓ **Revised Inspection Model** – Over the past three years, through a process of codesign between the Education and Training Inspectorate (ETI), NITC and the wider education system, a new model of inspection has been developed, piloted and implemented. The revised approach reduces workload for Teachers and School Leaders and offers greater ongoing professional support, focusing on supporting school improvement.
  - ✓ **Workload Agreement** – The Workload Agreement was jointly reviewed and the revised Workload Agreement TNC 2024/2 was issued.
  - ✓ **Directed Time Budgets** - training has been revised and a comprehensive online resource hub made available to all Teachers, School Leaders and School Governors.
  - ✓ **NISTR** – Following consultation the system was updated to address concerns raised by School Leaders and Teachers. The successful implementation of the revised booking system for teachers has introduced significant improvements to the system.
  - ✓ **ICT** – a pilot in schools as part of the EA's EdIS programme, indicates ICT and AI offer significant potential to reduce workload and administration for teachers and school leaders. Further pilots are planned and will be evaluated with a view to developing a Business Case for investment in further roll out and training.

### AGREED MEASURES

NEW INITIATIVES
1. A workload impact assessment for new initiatives will be developed at a system and school level.
WORKING HOURS
2. Schools will be reminded to ensure their operational hours and contact methods have been communicated to parents; including that staff are not expected to respond outside of operational hours unless in a critical incident. Governors will be reminded of the Working Time Regulations and the Department and employing authorities will be mindful of these arrangements when issuing communications.
3. The Department will remind employing authorities and Boards of Governors that the provision in DE 2008/17 for two days per week release time from teaching for eligible school leaders must be protected from all other obligations so that they may concentrate on their leadership, management and administrative duties.

<b>CONSULTATION</b>	
4.	A report on the Joint Consultative Committee Pilot will be completed for consideration by TNC, subject to which consideration will be given to making a JCC Protocol available to all schools.
5.	EA will complete a survey of schools on the support it provides.
6.	Staff Consultation Guidance for Schools, that has been jointly developed, will be agreed and issued. Principals will be advised of the importance of consultation best practice.
<b>SCHOOL LEADERS</b>	
7.	Following Ministerial approval of a revised School Development Plan process, and having engaged with NITC, DE will establish a small working group that includes school leaders to co-design the future guidance.
8.	TNC 2013/4 (Procedure for Supporting Effective Teaching in Schools) & TNC 2013/3 (Procedure for Supporting Effective Leadership by School Principals) will be amended (removing the reference to 'unsatisfactory') in line with recommendation from ETI.
9.	Preventing Violence at Work guidance will be agreed and issued to schools.
10.	Consistent and standardised expectations for PRSD review of school principals will be communicated.
11.	Following engagement with NITC, School Leaders will have the opportunity to input into Governor training through a consultative group established by EA.
12.	EA will issue system-level emails to schools in line with relevant school phase where required.
13.	EA will pilot in-person events aimed at providing support and guidance on critical administrative procedures.
<b>ACCESSIBILITY TO TEACHERS' TERMS &amp; CONDITIONS</b>	
14.	A central, accessible online resource will be created for DE/TNC documents relating to teachers' terms and conditions. Subsequent to which TNC will issue a communication to Boards of Governors to raise awareness of, and highlight the importance of adherence to, TNC procedures
15.	TNC policies, procedures and guidelines will be reviewed to ensure that they are up to date, fit for purpose and compliant with legislation and, as appropriate, reflect the position for temporary and supply teachers.
<b>WORKLOAD AGREEMENT TNC 2024/2 AND DIRECTED TIME BUDGETS</b>	
16.	Management Side will seek to build awareness of the existing capacity for working patterns to be managed flexibly and in such a way so as to meet the needs of the school, [school] department and if appropriate, the individual teacher; taking cognisance of, for example, the varying levels of time/workload required for assessment in the school year.
17.	The Workload Agreement TNC 2024/2 will be reviewed by TNC following a full and uninterrupted academic year in operation.
18.	A draft collective grievance procedure for teachers will be progressed in line with the review of the Workload Agreement.
19.	Where an issue cannot be resolved at school level, it will be raised with the relevant trade union office who will bring these to the attention of the school improvement professional and/or the Chair of the Board of Governors as applicable.
20.	ETI will work with NITC and Management Side to understand concerns about the operation of Directed Time Budgets (DTB) where they are identified at school level and to facilitate agreement on how this might be best addressed moving forward.

<b>ASSESSMENT</b>	
21.	NITC and Management Side will jointly engage with CCEA to progress a resolution in respect of workload associated with controlled assessments.
22.	A longer-term review of statutory assessment arrangements has commenced, and the Minister has agreed proposals for the interim operation for 2025/26 to 2027/28 that continue to minimise workload for teachers and school leaders. Arrangements for 2024/25, as set out in the DE letter to Principals of 16 October 2024, will also ensure minimum workload by focussing only on reading and numeracy, with support materials provided by CCEA.
23.	Management Side and NITC recognise the benefit of, and encourage continued participation in, the International Large-Scale Assessments (ILSAs), such as PISA, TIMSS and PIRLS, to showcase performance, provide a robust time series of educational attainment and a wealth of other data.
24.	Management Side, further to engagement with NITC, will jointly engage with practitioners and officials to consider workload associated with, and effectiveness of approaches to, internal assessment/tracking at school level.
<b>PLANNING &amp; OBSERVATION</b>	
25.	TNC Joint Communication on Inspection will be issued to all teachers.
26.	Management Side, further to engagement with NITC, will jointly engage with practitioners and officials to consider the workload associated with, and effectiveness of approaches to, short, medium & long-term planning; as well as evaluation through pupil observation in Early Years & Special Schools.

## ANNEX 2 – PROPOSED TEACHERS’ PAY SCALES 2024/25

Teachers' salary pay scales based on this offer are outlined below.

If the increases are implemented, a full-time teacher on Point M2 would receive £1,237.50 in back pay (before statutory deductions) for the period from 1 September 2024 to the 31 May 2025.

If the above increases are implemented, a full-time teacher on Upper Pay Scale Point 3 would receive £1,913.25 in back pay (before statutory deductions) for the period from 1 September 2024 to the 31 May 2025.

### Main and Upper Pay Scales

Spine Point	Salary Scale	
	Sep-23	Sep-24
M2	£30,000	£31,650
M3	£32,067	£33,831
M4	£34,458	£36,354
M5	£37,093	£39,134
M6	£39,946	£42,144
UPS1	£43,191	£45,567
UPS2	£44,753	£47,215
UPS3	£46,368	£48,919