

Dear member,

Today, Management Side have made a new pay offer to teachers. **The offer is for 5.5%**. It is important that members read the full offer which can be found here. The consultation survey will open on Monday 24 March at 9am and close on Thursday 27 March at 12 noon. An email with the link to the survey will be sent out on Monday.

There will be a Town Hall Event tomorrow, Thursday, 20th March from 4-5pm via Teams. This will be an information session where members can ask questions about the pay offer. Please note that registration is required for this event, and the link will be shared only with those who sign up. The registration link is below.

<https://ti.to/into-events/into-town-hall-event-for-members>

### Frequently Asked Questions

**1. Will acceptance of this offer affect the right of teachers to take industrial action in future?**

While unions and management side are committed to a period of industrial peace, paragraph 5 of the offer clearly states: "This in no way negates or dilutes the rights of any trade union to take lawful, legitimate industrial action". Should management fail to deliver on their commitments in the Annex, unions reserve the right to ballot their members for industrial action.

**2. What happens if members don't accept the offer?**

If the majority of members vote no, the offer will be rejected and there will not be a pay increase; action short of strike action will remain in place with possible escalation to strike action as voted for in the postal ballot. Due to how the Northern Ireland Executive's finances work it is unlikely that there will be a similar offer for some time. To make an offer after the 31 March, the Department would have to undertake a new process to bid for the money from the Executive.

**3. Management Side state that this is an enhanced offer, what does that mean?**

While financially the offer is not enhanced, the tone and language used around

industrial peace is different. At the request of union side, the list of measures to address workload in the Annexe has been expanded and clarified.

**4. The last offer (January 2025) referred to specific clauses in the Jordanstown Agreement which weren't helpful. What has happened to them?**

The INTO still do not believe that it is helpful to repeat this clause, but in this offer Management Side have now recognised the importance of addressing workload in the context of the Jordanstown Agreement and the Workload Agreement TNC 2024/2. They have clarified that while the teachers' contract remains at a maximum of 1265 directed hours, plus time needed to prepare and mark lessons, they have explicitly stated that it is a matter of professional judgement as to how teachers meet that demand. In other words, a teacher cannot be instructed on the extent, format or timing of their preparation and marking of lessons outside of directed hours.

**5. Paragraph 15 of this offer refers to Management Side building awareness of the existing capacity for working patterns to be managed flexibly. What does this mean in practice?**

This means that schools have the option to allow PPA to be done at a time and place of the teacher's choosing. It also means that where schools need to vary directed time for controlled assessment or coursework marking that this will be accounted for in the time budget. Members are advised to continue to log the time taken for marking of controlled assessments.

**6. What will be the timeframe for next year's pay offer?**

The current projection is that next year's pay offer will be made no later than 31 January 2026. This position is unsatisfactory but is outside Management Side's control. The Northern Ireland Executive is currently operating from an interim fiscal framework from Westminster while a new fiscal framework continues to be negotiated. The INTO maintains the position that pay awards across the public sector should be paid at an earlier date.

**7. What will the new pay scales look like?**

The pay scales will be revised as in the sample table below. The gross back pay is based on receiving back pay at the end of May.

Main Pay Scale	Current Salary	Plus 5.5%	New Salary	Approximate Gross Backdated Pay
M2	£30,000	£1,650	£31,650	£1,237.50
M3	£32,067	£1,764	£33,831	£1,323.00
M4	£34,458	£1,895	£36,353	£1,421.25
M5	£37,093	£2,040	£39,133	£1,530.00
M6	£39,948	£2,202	£42,145	£1,651.50

Upper Pay Scale	Current Salary	Plus 5.5%	New Salary	Approximate Gross Backdated Pay
UPS1	£43,191	£2,376	£45,567	£1,782.00
UPS2	£44,753	£2,432	£47,215	£1,824.00
UPS3	£46,368	£2,550	£48,918	£1,912.50

Leadership Point	Current Salary	Plus 5.5%	New Salary	Approximate Gross Backdated Pay
L10	£58,776	£3,233	£62,009	£2,424.75
L17	£69,568	£3,826	£73,394	£2,869.50
L24	£82,416	£4,533	£86,949	£3,399.75

Teaching Allowance	Current Salary	Plus 5.5%	New Salary	Approximate Gross Backdated Pay
TA1	£2,282	£126	£2,408	£94.50
TA2	£4,609	£253	£4,862	£189.75
TA3	£7,192	£435	£8,347	£326.25
TA4	£10,897	£599	£11,496	£449.25
TA5	£14,705	£809	£15,514	£606.75

SEN Points	Current Salary	Plus 5.5%	New Salary	Approximate Gross Backdated Pay
Special Needs 1	£2,475	£136	£2,611	£102.00
Special Needs 2	£4,886	£269	£5,155	£201.75

**8. Will supply teachers' pay increase?**

Yes, supply teachers' pay will also increase by 5.5%. The daily rate can be worked out by dividing the new salary point by 195.

**9. Have there been any changes made to the agreed measures in the annex to the offer?**

While the annex wasn't shared during the previous offer (January 2025), they are being shared with this offer. Following consultation with unions the list of agreed measures has been expanded to reflect the issues raised by members.

**10. How will the INTO decide on whether to accept or reject this offer?**

The final decision of the INTO in relation to whether to accept or reject the offer will be dictated by the results of the survey.