

Pay Award 2025

Dear Member,

After weeks of challenging negotiations, a proposed Teachers' Pay Agreement 2024-2025 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 24 March to 27 March for teachers to have their voices heard.

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. 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.
2. 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.
3. A commitment to timelines for future pay negotiations and pay offers.

KEY POINTS

In addition to the incremental progression within salary scales which is payable by contractual entitlement, teacher salary scale points will be revalorised as follows:

- A 5.5% cost of living award for all teachers will be paid from 1 September 2024
- Teaching allowances will be increased by 5.5% paid from 1 September 2024.
- The pay award and allowance increases will cost £48.5m in 2024/25 with £83m annual recurring cost thereafter.

WHAT ARE THE NEXT STEPS?

- **Member Survey**
 - issued **Monday 24th March @9am**
 - Survey will remain open until **Thursday 27th March @12pm.**

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



HOW WILL THIS AFFECT MY PAY?

| Scale Point | September 2023 | Plus 5.5% | September 2024 | Approximate Gross Back dated pay |
|---------------------------|----------------|-----------|----------------|----------------------------------|
| M2 | £30,000 | £1,650 | £31,650 | £1237.50 |
| M3 | £32,067 | £1,764 | £33,831 | £1323 |
| M4 | £34,458 | £1,895 | £36,353 | £1421.75 |
| M5 | £37,093 | £2,040 | £39,133 | £1530 |
| M6 | £39,948 | £2,202 | £42,145 | £1647.75 |
| UPS1 | £43,191 | £2,376 | £45,567 | £1782 |
| UPS2 | £44,753 | £2,432 | £47,215 | £1846 |
| UPS3 | £46,368 | £2,550 | £48,918 | £1912.50 |
| Leadership Point | | | | |
| L10 | £58,776 | £3,233 | £62,009 | £2425.25 |
| L17 | £69,568 | £3,826 | £73,394 | £2869.50 |
| L24 | £82,416 | £4,533 | £86,949 | £3399.75 |
| Teaching Allowance | | | | |
| 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 | | | | |
| Special Needs 1 | £2,475 | £136 | £2,611 | £102 |
| Special needs 2 | £4,886 | £269 | £5155 | £201.75 |

These calculations are based on gross pay.

In September 2024 5.5% is to be applied to all points on the salary scale for teachers and school leaders and on all additional allowances.

What is the potential impact of this pay offer on pensions?
It is a given that acceptance will increase the value of individual teachers' pensions.

As all teachers are now paying into a career average pension (CARE) any uplift in salary now will have a lifelong positive impact.

When will we receive payment into our salary?

The net salary back pay will be paid as soon as is possible and is anticipated at the earliest in the end of May salary for permanent full-time teachers and in June for substitute teachers. There may also be some delays for staff who have a complex working pattern or have been subject to other flexible working or maternity/paternity/adoptive leave arrangements.

“Stronger Together”

HOW DOES THIS DEAL IMPACT ON WORKLOAD?



Management side/DE have acknowledged that workload is an issue and have taken onboard concerns raised during the recent consultations and produced a document called Heads of agreement. The document outlines 26 areas to be addressed with projected timeframes which all unions will hold them accountable to.



The unions would highlight to members that the additional points in this document were the workload issues raised by members during the 8 in person consultations.



Point 1 - New Initiatives- A proforma will have to be completed for introduction of a New Initiative, the first question will ask what is being taken out.



Point 16 - Flexibility to complete Directed Time e.g. before or after school, on the school premises or at home. Additionally, teachers cannot be directed to complete work at home and working above and beyond the 1265 hours is entirely optional. PPA time – 10% of 1265 hours - is an inherent part of Directed Time.



Management side agree for the first time ever that no teacher can be directed to complete anything at home. Anything done outside of the 1265 hours is optional but should not be expected or requested of any teacher by a principal.



Point 21 – Controlled Assessment Workload will be addressed – either adjusted timetables to reflect the level of marking or Time Off In Lieu (TOIL).



Point 24 – A review of the impact of workload and effectiveness of internal school assessment and tracking will be completed with engagement from MS and NITC Officials.



Point 26 – A consistent approach to planning. This will be developed with DE, NITC and school practioners across all phases. It will also take account of the observation records within Nursery & FS.

POINTS TO REMEMBER:



5.5% with in-built back pay to September 2024 is the first above inflation offer we have had since the noughties.

A 'Yes' majority will result in a graduated de-escalation of ASOS, over a period of a few weeks. Schools will need a period of readjustment, which will be conveyed to ETI.

A 'No' majority will result in Strike Action. We will be isolated from the rest of the Public Sector, many of whom have accepted lower offers, and little or no back pay.



The consultation survey is now open. Members should check email accounts for the link. Survey closes 12 noon 27 March.

This entire offer is made on the basis that it must be accepted by all 5 member unions of the NITC.



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FAQS

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

No, paragraph 5 of the offer is clear that “This in no way negates or dilutes the rights of any trade union to take lawful, legitimate industrial action”.

What happens if members don't accept the offer?

If members vote no, there will not be a pay increase for the 2024-25 academic year. Due to how Northern Executive finances work it is unlikely that there will be as significant an offer for some time.

The last offer made reference to specific clauses in the Jordanstown Agreement which weren't helpful. What has happened to them?

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 teachers' contract remains at a maximum of 1265 directed hours and a teacher cannot be directed to do anything outside of directed time.

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 will be reminded that they have the opportunity to exercise flexibility in relation to the time and place for PPA.

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.

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 January. INTO acknowledges that 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. Once this is resolved it would be our expectation that pay awards across the public sector will be paid at an earlier date.

What happens if the unions don't all agree?

If any of the five member unions within NITC do not accept the offer, then Management Side will remove all parts of the offer.

When will we receive payment into our salary?

The net salary back pay will be paid as soon as is possible and is anticipated at the earliest in the end of May salary for permanent full-time teachers and in June for substitute teachers. There may also be some delays for staff who have a complex working pattern or have been subject to other flexible working or maternity/paternity/adoptive leave arrangements.

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, 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.

FAQS

When does ASoS end?

INTO would expect a gradual de-escalation of ASoS. Schools will already have in place arrangements to take members up to the end of the spring term. The ASoS will therefore be finished by the Easter break. Working patterns taking account of the 'Heads of Agreement' agreed measures will be in effect from the beginning of the third term of this academic year.

I have responsibility points and require time to fulfil these roles. In this agreement must I do it outside the 1265 hours?

No. You are being directed to fulfil these roles so must have adequate time allocated in your agreed time budget. The Principal in directing you to undertake these activities/duties should determine with your agreement the amount of time which you will spend on these roles.

Other information is on each union website.

What is in the Heads of Agreement (Annex 1) document?

The 'Heads of Agreement' document outlines the areas of agreed work in relation to workload for Management side to complete in consultation with the trade unions. Uniquely each identified area has an agreed timeline for the completion of this work. This is a new time bound approach to progressing areas of workload issues that have been identified by members.

What is the collective grievance procedure for DTBs?

The 'Heads of Agreement' document outlines at point 18 that MS along with trade unions will work on the development of a collective grievance procedure to deal with outstanding DTBs. This would allow for multiple teachers within a school to seek to challenge school leaders to have DTBs put in place as outlined under the Workload Agreement TNC 2024/2.

What power do we have to hold MS to account if timelines are missed?

If Management Side do not uphold their responsibility relating to these agreed timelines, then the normal dispute resolution mechanisms available to Trade Unions can and will be used. Such measures will be in line with the Labour Relations Agency Code of Practice relevant to these matters alongside the existing democratic decision-making mechanisms of the INTO.

What more can we do to get our DTBs put in place?

The 'Heads of Agreement' document outlines at point 19 that where an issue around DTBs 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.

If you have any other queries please contact your local area reps and /or your trade union office.



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