



Statistical Bulletin 7/2015

Teacher vacancies, sickness absence and substitution statistics in grant-aided schools in Northern Ireland, 2014/15.

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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 2014/15.

Key points:

- There were fewer vacancies in November 2014, than in the previous year, with 878 teacher vacancies at the end of the academic year 2013/14, 652 (74.3%) of which had been filled by November 2014.
- The average number of days lost per teacher due to sickness in all schools was 8.4. This is an increase from 8.2 in 2013/14.
- Teacher substitution costs rose again from £65 million in 2013/14 to £67 million in 2014/15.
- The number of substitution days worked by Prematurely Retired Teachers has fallen to approximately 14,000 days in 2014/15. This represents 3.0% of the total days worked, compared to 12.8% in 2005/06.

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Introduction

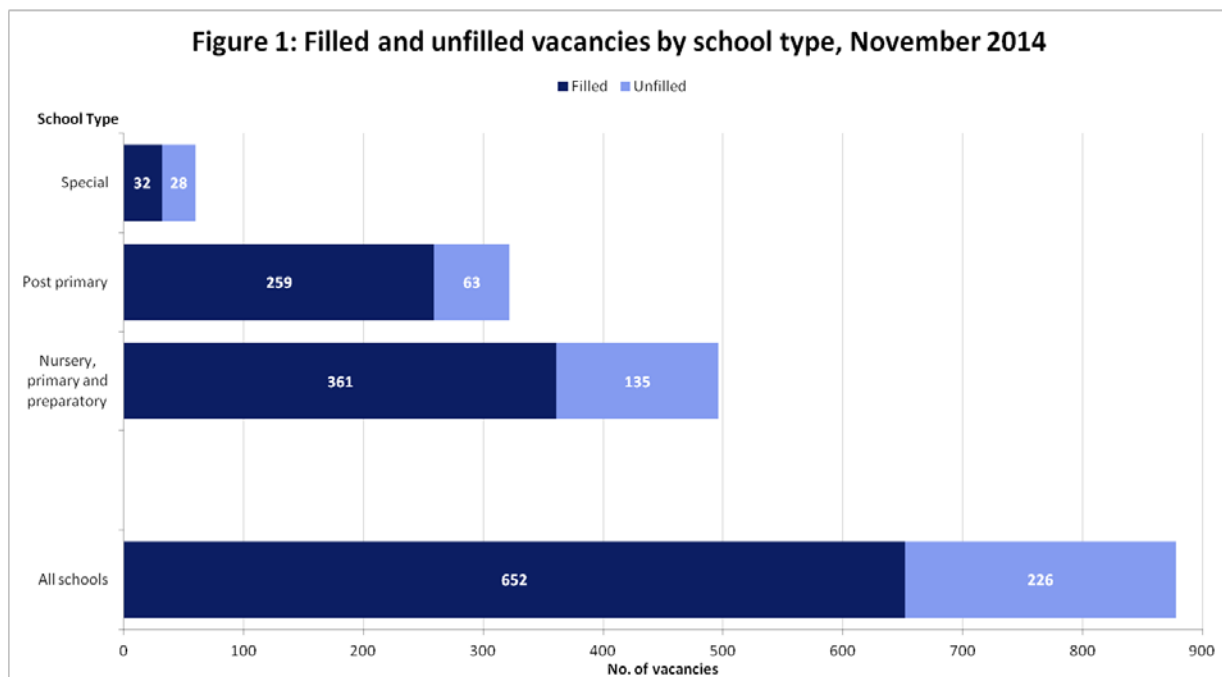
The purpose of this statistical bulletin is to provide analysis of the latest annual data collections relating to teacher vacancies, teacher sickness absence (excluding voluntary grammar) and teacher substitution (excluding voluntary grammar) in grant-aided schools in 2014/15. This information is analysed by former Education and Library Board areas, 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 1: Teacher Vacancies

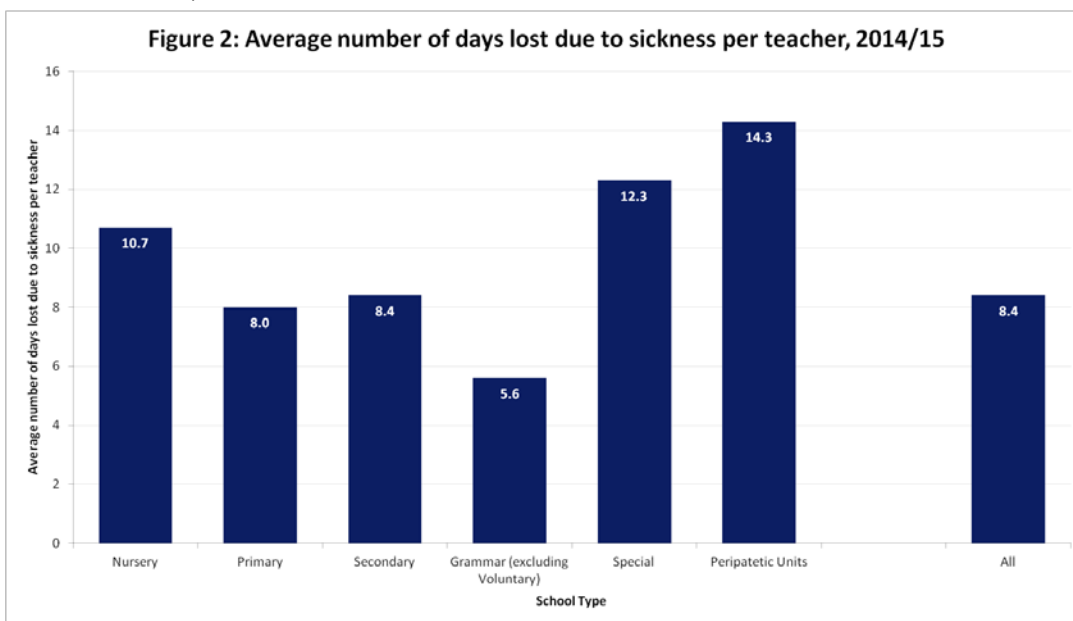
- Figure 1** shows the total number of teacher vacancies at the end of 2013/14 and the proportions which were filled or unfilled by November 2014. There were 878 teacher vacancies at the end of the academic year 2013/14, 652 (74.3%) of which had been filled by November 2014. This compares with 907 of 1,107 (81.9%) 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 46.7% of vacancies that arose in special schools were unfilled. **Table 1** outlines the teacher vacancies data in more detail.



Section 2: Teacher Sickness Absence

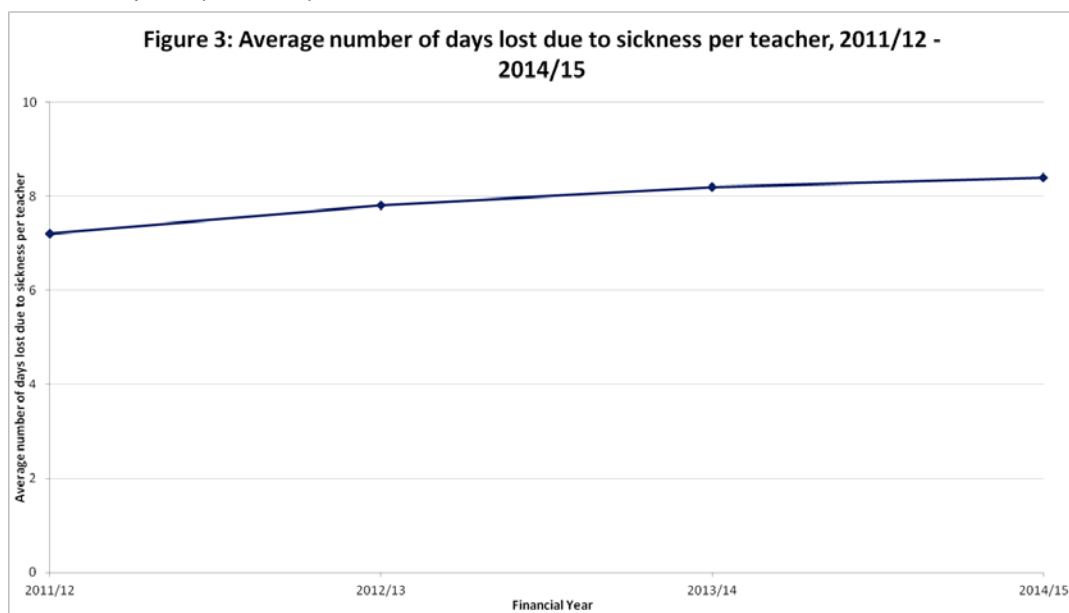
The Department committed to publish key figures on the Management of Substitution Cover for Teachers on an annual basis by 30 June each year, beginning in 2012. This commitment was given in DFP’s Memorandum on the 2nd Report from the Public Accounts Committee Session 2010/11 – The Management of Substitution Cover for Teachers: Follow up Report 25 Jan 2011.

- **Figure 2** shows the average number of days lost due to sickness per teacher in all schools was 8.4. The largest average number of days lost due to sickness was in peripatetic units at 14.3 and the lowest average number of days lost due to sickness was in grammar schools (excluding voluntary grammar) with an average 5.6 days (**Tables 2 and 3**).



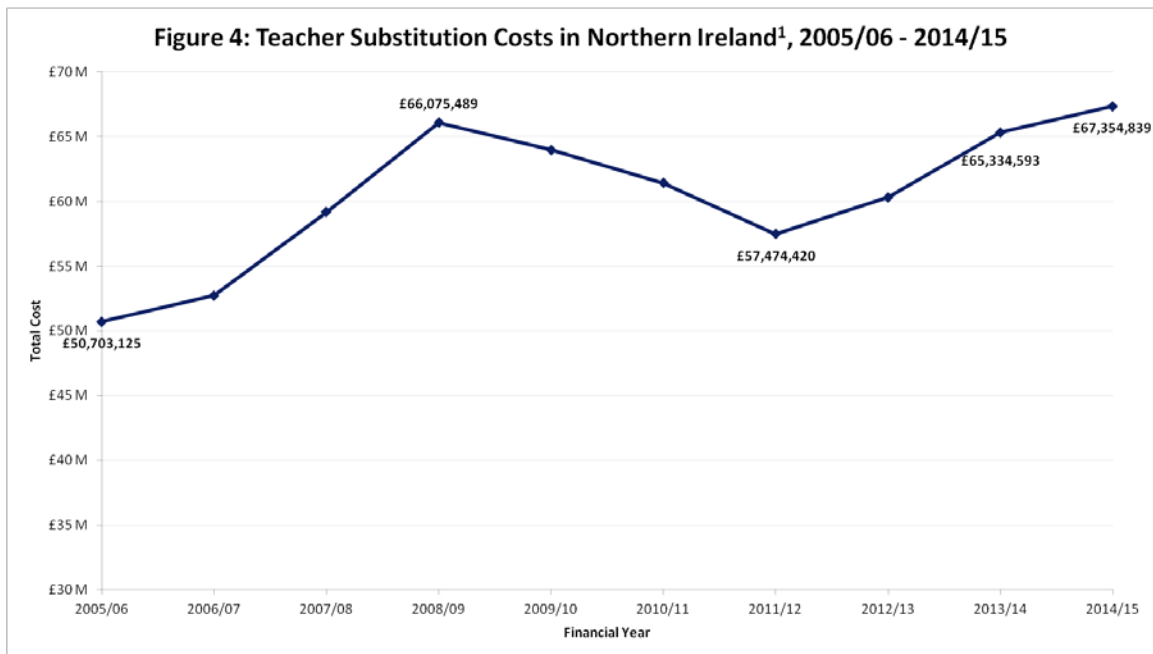
¹ Excludes voluntary grammar schools
² Grammar includes preparatory departments of grammar schools

- **Figure 3** shows the trend in sickness absence since 2011/12. There has been an increasing trend in the number of working days lost per teacher in this time period with all school types seeing higher levels of absence in 2014/15 than in 2011/12. As such the overall number of working days lost per teacher has risen from 7.2 in 2011/12 to 8.4 in 2014/15 (**Table 4**).



Section 3: Teacher Substitution Costs

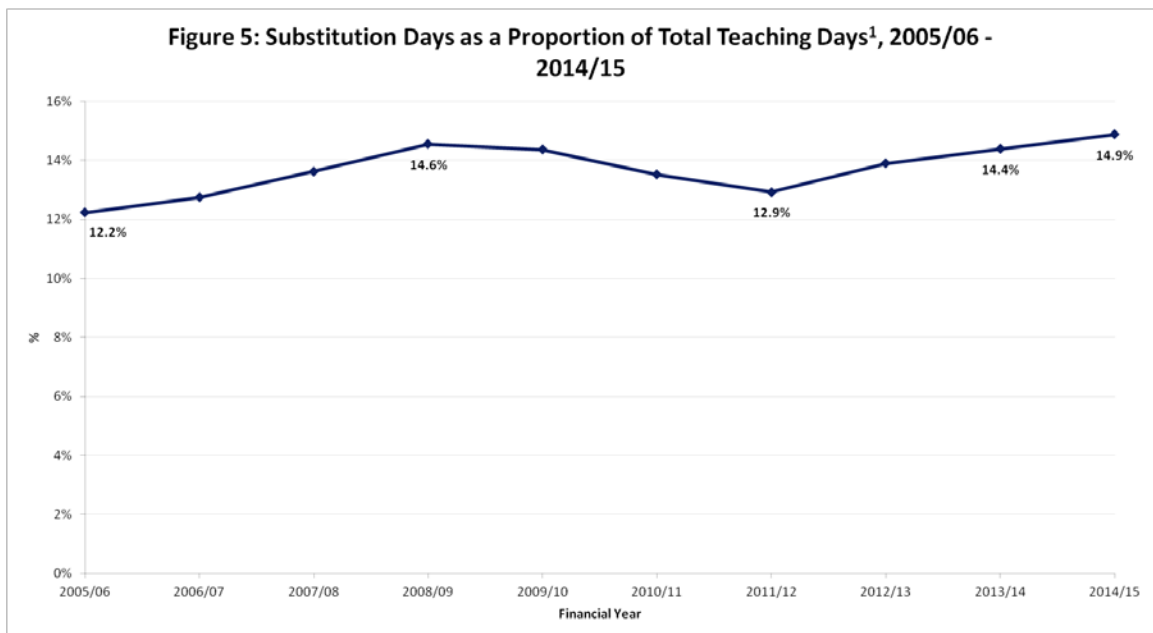
- Figure 4** shows the teacher substitution costs for each year from 2005/06 to 2014/15. While the teacher substitution costs were decreasing from 2008/09 to 2011/12, the cost of teacher substitution has risen again this year from £65 million in 2013/14 to £67 million in 2014/15. This information is given in **Tables 5** and **6** and a breakdown by school type is given in **Table 7**.



¹ Excludes voluntary grammar schools.

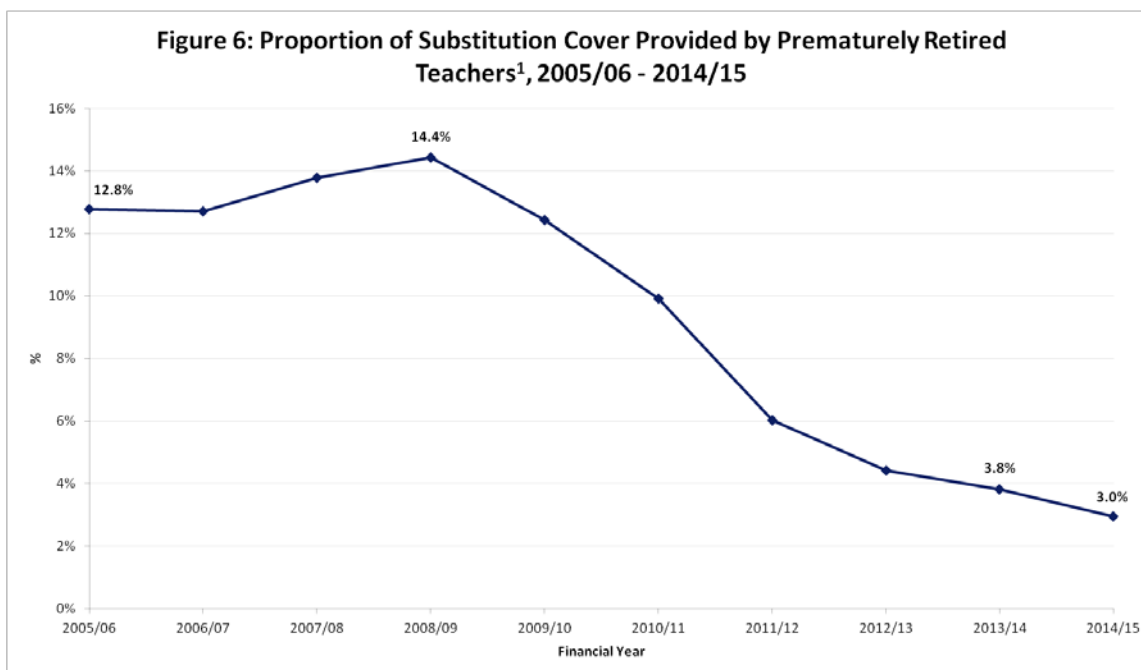
² Substitution costs constitutes gross daily/hourly rates paid excluding employers national insurance and superannuation costs.

- Table 8** gives a breakdown of the cost of substitution cover by reason.
- Figure 5** shows the number of substitution days as a proportion of total teaching days for each year from 2005/06 to 2014/15. The number of substitution days fell from 470,860 days (14.6% of total days worked) in 2008/09 to 412,467 (12.9% of total days worked) in 2011/12. From 2012/13 onwards the number of substitution days has been rising, and this trend continued this year with the number of substitution days rising from 447,687 days (14.4% of total days worked) in 2013/14 to 470,856 days (14.9% of total days worked) in 2014/15 (**Table 9**).



¹ Excludes voluntary grammar schools

- Figure 6** shows the proportion of substitution days worked by Prematurely Retired Teachers for each year from 2005/06 to 2014/15. The number of substitution days worked by prematurely retired teachers has fallen from 67,927 days in 2008/09 to 13,946 in 2014/15, which represents 3.0% of the total days worked, compared to 14.4% in 2008/09. This information is presented in **Table 10** and **11**.



¹ Excludes voluntary grammar schools

- Table 12** shows the average daily and hourly substitute cover rates.

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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
 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.statistics.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 Statistics & Research Team in the autumn term of 2014/15. All figures refer to the position of schools on 3 November 2014.

Teacher Sickness Absence

5. The teacher sickness absence data is extracted from the computerised teachers' payroll system.

6. Teacher sickness absences are given for the financial year 1 April 2014 to 31 March 2015.

7. The number of all permanent teachers used is an average number of teachers who have worked in schools from 1 April 2014 to 31 March 2015.

8. 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 1/365th basis)

9. 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.

10. The numbers are based on a headcount, not full-time equivalent.

Teacher Substitution Data

11. 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).

12. Figures are based on financial years i.e. 1 April 2014 – 31 March 2015.

13. Figures include peripatetic teachers.

14. All permanent and temporary payroll (substitution) costs exclude employers' national insurance and superannuation costs.

15. All substitution costs relate to temporary payroll only.

16. 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

17. 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 http://www.deni.gov.uk/index/facts-and-figures-new/32_statistics_and_research_statistical_policies_and_assessment/32_statistics_and_research_statistical_policies-2.htm

Definition of management types

18. Definitions of school management types are as follows:

- **Controlled:** Schools are managed and funded by the Education Authority through Boards of Governors (BoG). Primary and post-primary school BoGs consist of representatives of transferors - mainly the Protestant churches - along with representatives of parents, teachers and the EA.
- **Voluntary:** Self-governing schools, generally of long standing, originally established to provide an academic education at post primary level on a fee paying basis. Now funded by the Department and managed by Boards of Governors. The BoGs are constituted in accordance with each school's scheme of management - usually representatives of foundation governors, parents, teachers and in most cases, DE or EA representatives. The BoGs is the employing authority and is responsible for the employment of all staff in its school.
- **Maintained** schools are managed by Boards of Governors which consist of members nominated by trustees, along with representatives of parents, teachers and the Education Authority. These schools are funded through the ELBs for their running costs and directly by the Department in relation to capital building works. For **Catholic Maintained** schools, the Employing Authority is the Council for Catholic Maintained Schools (CCMS). **Other maintained** schools are any schools that are not Catholic maintained. They are typically, but not exclusively, **Irish medium schools**.
- **Controlled integrated:** Controlled schools which have acquired integrated status.
- **Grant Maintained integrated:** Self-governing schools with integrated education status, funded directly by the Department of Education and managed by Boards of Governors. The BoG is the employing authority and responsible for employing staff.

General

19. The following symbols are used in the tables in this Press Release:

* = Relates to fewer than 5 cases

= Number (5 or more) suppressed to prevent disclosure of small numbers elsewhere

- = Indicates no schools in this category

Further Information

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Table 1. Teacher vacancies in grant-aided schools in Northern Ireland, 2014

School type	Grade of teacher	Permanent positions			Temporary positions			All positions		
		Filled	Unfilled	% filled	Filled	Unfilled	% filled	Filled	Unfilled	% filled
Nursery, primary and preparatory schools	Principal	23	8	74.2%	1	1	50.0%	24	9	72.7%
	Vice-principal	8	9	47.1%	3	0	100.0%	11	9	55.0%
	Classroom teacher	101	72	58.4%	225	45	83.3%	326	117	73.6%
	All teachers	132	89	59.7%	229	46	83.3%	361	135	72.8%
Post-primary (secondary (non grammar) and grammar) schools	Principal	2	1	66.7%	0	0	-	2	1	66.7%
	Vice-principal	1	4	20.0%	0	1	0.0%	1	5	16.7%
	Classroom teacher	95	26	78.5%	161	31	83.9%	256	57	81.8%
	All teachers	98	31	76.0%	161	32	83.4%	259	63	80.4%
Special schools	Principal	1	0	100.0%	0	0	-	1	0	100.0%
	Vice-principal	0	0	-	0	0	-	0	0	-
	Classroom teacher	17	15	53.1%	14	13	51.9%	31	28	52.5%
	All teachers	18	15	54.5%	14	13	51.9%	32	28	53.3%
All grant-aided schools	Principal	26	9	74.3%	1	1	50.0%	27	10	73.0%
	Vice-principal	9	13	40.9%	3	1	75.0%	12	14	46.2%
	Classroom teacher	213	113	65.3%	400	89	81.8%	613	202	75.2%
	All teachers	248	135	64.8%	404	91	81.6%	652	226	74.3%

Table 2. Sickness absence of all permanent teachers in Northern Ireland by school type¹: 1 April 2014 to 31 March 2015

	Nursery	Primary	Secondary	Grammar	Special	Peripatetic Units	Total
Number of teachers taking a period of sickness absence	107	4,142	3,908	605	623	206	9,591
Percentage of teacher taking a period of sickness absence	53.5%	50.5%	68.3%	59.8%	69.4%	70.7%	58.7%
Number of full-time teachers taking a period of sickness absence	91	3,491	3,467	505	530	159	8,243
Percentage of full-time teachers taking a period of sickness absence	53.9%	50.8%	68.5%	59.1%	69.2%	73.1%	59.2%
Number of part-time teachers taking a period of sickness absence	16	651	441	100	93	47	1,348
Percentage of part-time teachers taking a period of sickness absence	51.5%	48.5%	66.9%	63.3%	70.5%	63.7%	56.2%
Average number of days lost due to sickness:							
per teacher taking a period of sick leave	20.0	15.9	12.3	9.4	17.7	20.2	14.3
per teacher (all teachers)	10.7	8.0	8.4	5.6	12.3	14.3	8.4
Average number of days lost due to sickness:							
per full-time teacher taking a period of sick leave	18.8	15.6	12.0	9.3	17.8	19.2	14.0
per teacher (all full-time teachers)	10.1	8.0	8.2	5.5	12.4	14.1	8.3
Average number of days lost due to sickness:							
per part-time teacher taking a period of sick leave	27.1	17.3	14.2	9.8	16.5	23.4	16.0
per teacher (all part-time teachers)	13.9	8.4	9.5	6.2	11.7	14.9	9.0
Sickness absences by duration (in days):							
5 days or less	230	11,119	13,104	1,742	2,487	674	29,356
% 5 days or less	10.7%	16.9%	27.3%	30.7%	22.6%	16.2%	21.5%
6 to 20 days	319	9,122	6,800	851	1,716	518	19,326
% 6 to 20 days	14.9%	13.9%	14.2%	15.0%	15.6%	12.5%	14.1%
more than 20 days	1,591	45,589	28,020	3,077	6,794	2,964	88,035
% more than 20 Days	74.3%	69.3%	58.5%	54.3%	61.8%	71.3%	64.4%
Total	2,140	65,830	47,924	5,670	10,997	4,156	136,717
% total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Sickness absences by duration (in days) (full-time teachers):							
5 days or less	189	9,602	11,679	1,489	2,161	548	25,668
% 5 days or less	11.1%	17.6%	28.0%	31.7%	22.8%	17.9%	22.3%
6 to 20 days	301	7,737	6,017	726	1,434	384	16,599
% 6 to 20 days	17.6%	14.2%	14.4%	15.5%	15.2%	12.6%	14.4%
more than 20 days	1,217	37,257	23,970	2,479	5,865	2,125	72,913
% more than 20 Days	71.3%	68.2%	57.5%	52.8%	62.0%	69.5%	63.3%
Total	1,707	54,596	41,666	4,694	9,460	3,057	115,180
% total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Sickness absences by duration (in days) (part-time teachers):							
5 days or less	41	1,517	1,425	253	326	126	3,688
% 5 days or less	9.5%	13.5%	22.8%	25.9%	21.2%	11.5%	17.1%
6 to 20 days	18	1,385	783	125	282	134	2,727
% 6 to 20 days	4.2%	12.3%	12.5%	12.8%	18.3%	12.2%	12.7%
more than 20 days	374	8,332	4,050	598	929	839	15,122
% more than 20 Days	86.4%	74.2%	64.7%	61.3%	60.4%	76.3%	70.2%
Total	433	11,234	6,258	976	1,537	1,099	21,537
% total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

¹ Figures exclude voluntary grammar schools.

Table 3. Sickness absence of all permanent teachers by former Education and Library Board area and management type in Northern Ireland¹: 1 April 2014 to 31 March 2015

Education and Library Board and Management Type	Days lost due to sickness	Permanent teachers in post	Working days lost per teacher in post
Belfast Controlled	6,321	1,008.3	6.3
North Eastern Controlled	18,245	2,227.9	8.2
South Eastern Controlled	13,276	1,878.0	7.1
Southern Controlled	12,958	1,661.8	7.8
Western Controlled	7,613	893.9	8.5
Controlled Total	58,413	7,670.0	7.6
Catholic Maintained	58,345	6,534.8	8.9
Other Maintained	1,311	243.3	5.4
Maintained Total	59,656	6,778.0	8.8
Special	10,997	897.5	12.3
Grant Maintained Integrated	7,651	983.9	7.8
Total	136,717	16,329.4	8.4

¹ Figures exclude voluntary grammar schools.

Table 4. Sickness absence of all permanent teachers by school type in Northern Ireland¹: 2011/12 - 2014/15

Year	Nursery		Primary		Grammar		Secondary		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
2011/12	1,634	7.9	55,572	6.9	5,595	5.3	44,290	7.3	9,472	11.4	3,076	10.7	119,639	7.2
2012/13	2,238	11.0	59,398	7.4	5,333	5.3	45,977	7.9	8,907	10.6	3,386	12.4	125,239	7.8
2013/14	1,952	9.6	65,061	8.1	5,942	6.2	46,919	8.2	9,277	11.2	2,716	9.3	131,867	8.2
2014/15	2,140	10.7	65,830	8.0	5,670	5.6	47,924	8.4	10,997	12.3	4,156	14.3	136,717	8.4

¹ Figures exclude voluntary grammar schools.

**Table 5. Teacher substitution costs by former Education and Library Board area and management type in Northern Ireland^{1,2}:
2010/11 - 2014/15**

Education and Library Board and Management Type	2010/11			2011/12			2012/13			2013/14 ^{3,4}			2014/15 ^{4,5}		
	Substitution Costs	Total Perm Payroll Salary Costs ⁶	Substitution costs as proportion of salary costs	Substitution Costs	Total Perm Payroll Salary Costs ⁶	Substitution costs as proportion of salary costs	Substitution Costs	Total Perm Payroll Salary Costs ⁶	Substitution costs as proportion of salary costs	Substitution Costs	Total Perm Payroll Salary Costs ⁶	Substitution costs as proportion of salary costs	Substitution Costs	Total Perm Payroll Salary Costs ⁶	Substitution costs as proportion of salary costs
Belfast Area Controlled ⁷	5,201,793.26	43,296,730.54	12.01	4,711,633.59	43,515,448.99	10.83	5,095,296.45	43,593,667.00	11.69	5,755,727.37	43,382,513.67	13.27	5,939,915.21	46,002,692.03	12.91
Belfast Area Maintained ⁷	4,357,979.06	48,919,348.92	8.91	4,155,377.53	48,967,192.07	8.49	4,510,325.83	49,497,229.25	9.11	4,545,102.89	48,158,698.54	9.44	5,201,420.10	49,177,792.31	10.58
Belfast Total	9,559,772.32	92,216,079.46	10.37	8,867,011.12	92,482,641.06	9.59	9,605,622.28	93,090,896.25	10.32	10,300,830.26	91,541,212.21	11.25	11,141,335.31	95,180,484.34	11.71
North Eastern Area Controlled ⁷	8,883,702.63	89,995,618.77	9.87	8,768,742.54	89,623,225.82	9.78	9,129,419.08	89,721,067.65	10.18	9,609,205.25	86,150,321.87	11.15	10,180,724.90	87,019,062.74	11.70
North Eastern Area Maintained ⁷	4,165,170.04	40,716,289.13	10.23	3,875,758.56	41,372,338.81	9.37	3,986,875.51	41,703,434.17	9.56	3,953,316.75	40,686,706.17	9.72	4,526,641.25	41,481,041.51	10.91
North Eastern Total	13,048,872.67	130,711,907.90	9.98	12,644,501.10	130,995,564.63	9.65	13,116,294.59	131,424,501.82	9.98	13,562,522.00	126,837,028.04	10.69	14,707,366.15	128,500,104.25	11.45
South Eastern Area Controlled ⁷	8,728,714.15	76,534,560.37	11.40	8,361,992.07	77,206,330.67	10.83	8,733,247.66	78,470,479.37	11.13	10,466,380.36	73,615,765.02	14.22	10,039,901.04	75,837,675.35	13.24
South Eastern Area Maintained ⁷	3,567,152.88	31,996,834.75	11.15	3,128,518.96	32,633,332.60	9.59	3,194,502.39	32,892,075.95	9.71	3,410,434.42	31,904,310.39	10.69	3,416,069.75	32,958,296.97	10.36
South Eastern Total	12,295,867.03	108,531,395.12	11.33	11,490,511.03	109,839,663.27	10.46	11,927,750.05	111,362,555.32	10.71	13,876,814.78	105,520,075.41	13.15	13,455,970.79	108,795,972.32	12.37
Southern Area Controlled ⁷	5,906,347.94	63,101,133.36	9.36	5,364,725.94	64,227,857.79	8.35	5,760,401.85	64,902,813.67	8.88	6,194,561.93	62,722,880.73	9.88	6,314,604.18	64,652,876.40	9.77
Southern Area Maintained ⁷	8,448,643.77	73,840,088.04	11.44	7,770,804.73	75,510,429.44	10.29	7,992,572.33	77,067,344.82	10.37	8,752,312.10	73,903,992.84	11.84	8,954,504.96	75,774,478.19	11.82
Southern Total	14,354,991.71	136,941,221.40	10.48	13,135,530.67	139,738,287.23	9.40	13,752,974.18	141,970,158.49	9.69	14,946,874.03	136,626,873.57	10.94	15,269,109.14	140,427,354.59	10.87
Western Area Controlled ⁷	3,651,723.23	39,389,254.37	9.27	3,367,229.39	39,042,019.86	8.62	3,640,087.62	39,929,772.15	9.12	3,671,459.82	37,433,683.79	9.81	3,843,653.63	38,243,415.67	10.05
Western Area Maintained ⁷	5,859,175.42	63,780,704.05	9.19	5,703,943.52	64,147,917.27	8.89	5,800,583.20	64,641,257.43	8.97	6,031,397.14	61,513,423.44	9.81	6,018,219.51	63,127,764.52	9.53
Western Total	9,510,898.65	103,169,958.42	9.22	9,071,172.91	103,189,937.13	8.79	9,440,670.82	104,571,029.58	9.03	9,702,856.96	98,947,107.23	9.81	9,861,873.14	101,371,180.19	9.73
GMI	2,656,420.85	34,862,464.19	7.62	2,265,692.68	35,080,490.75	6.46	2,480,216.74	35,289,573.34	7.03	2,944,695.15	34,515,502.11	8.53	2,919,184.11	35,861,201.40	8.14
Grand Total	61,426,823.23	606,433,026.49	10.13	57,474,419.51	611,326,584.07	9.40	60,323,528.66	617,708,714.80	9.77	65,334,593.18	593,987,798.57	11.00	67,354,838.64	610,136,297.09	11.04

¹ Figures supplied are in financial years i.e. April - March

² Figures exclude voluntary grammar schools.

³ Figures include the incremental progression for teachers but do not include the 1% pay increase from September 2013 onwards

⁴ 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.

⁵ Figures include the incremental progression for teachers but do not include the pay increase from September 2014 onwards.

⁶ Misc payments not included - Pay in Lieu, Honorarium, Redundancy, Misc Payment, NOF Allow, Mileage Allow, Home Centre, Study Centre, Health Awareness

⁷ Special Schools included

Table 6. Teacher substitution costs by former Education and Library Board area and management type in Northern Ireland^{1,2}: 2005/06 - 2014/15

Education and Library Board and Management Type	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Belfast Area Controlled ³	3,957,451.39	4,538,220.23	5,313,751.12	5,566,337.11	5,059,799.92	5,201,793.26	4,711,633.59	5,095,296.45	5,755,727.37	5,939,915.21
Belfast Area Maintained ³	4,039,391.86	4,064,754.84	4,749,935.06	5,242,218.58	4,932,063.76	4,357,979.06	4,155,377.53	4,510,325.83	4,545,102.89	5,201,420.10
Belfast Total	7,996,843.25	8,602,975.07	10,063,686.18	10,808,555.69	9,991,863.68	9,559,772.32	8,867,011.12	9,605,622.28	10,300,830.26	11,141,335.31
North Eastern Area Controlled ³	7,793,489.49	8,077,705.22	9,034,048.94	10,130,238.82	9,310,929.85	8,883,702.63	8,768,742.54	9,129,419.08	9,609,205.25	10,180,724.90
North Eastern Area Maintained ³	3,333,235.56	3,315,694.76	3,691,224.50	4,211,609.63	4,403,572.94	4,165,170.04	3,875,758.56	3,986,875.51	3,953,316.75	4,526,641.25
North Eastern Total	11,126,725.05	11,393,399.98	12,725,273.44	14,341,848.45	13,714,502.79	13,048,872.67	12,644,501.10	13,116,294.59	13,562,522.00	14,707,366.15
South Eastern Area Controlled ³	6,368,487.95	6,502,737.39	7,269,713.34	8,649,782.89	8,690,712.40	8,728,714.15	8,361,992.07	8,733,247.66	10,466,380.36	10,039,901.04
South Eastern Area Maintained ³	2,963,057.88	2,800,966.43	3,296,520.57	3,747,126.04	3,891,732.28	3,567,152.88	3,128,518.96	3,194,502.39	3,410,434.42	3,416,069.75
South Eastern Total	9,331,545.83	9,303,703.82	10,566,233.91	12,396,908.93	12,582,444.68	12,295,867.03	11,490,511.03	11,927,750.05	13,876,814.78	13,455,970.79
Southern Area Controlled ³	4,873,725.74	5,323,085.96	5,718,332.53	6,344,979.79	5,794,931.28	5,906,347.94	5,364,725.94	5,760,401.85	6,194,561.93	6,314,604.18
Southern Area Maintained ³	6,458,004.39	6,466,053.79	7,337,685.85	8,286,440.64	8,684,070.35	8,448,643.77	7,770,804.73	7,992,572.33	8,752,312.10	8,954,504.96
Southern Total	11,331,730.13	11,789,139.75	13,056,018.38	14,631,420.43	14,479,001.63	14,354,991.71	13,135,530.67	13,752,974.18	14,946,874.03	15,269,109.14
Western Area Controlled ³	3,843,355.61	4,179,420.52	4,218,751.80	4,255,236.72	4,030,922.83	3,651,723.23	3,367,229.39	3,640,087.62	3,671,459.82	3,843,653.63
Western Area Maintained ³	5,234,171.54	5,218,243.98	6,045,656.84	6,887,420.06	6,475,495.32	5,859,175.42	5,703,943.52	5,800,583.20	6,031,397.14	6,018,219.51
Western Total	9,077,527.15	9,397,664.50	10,264,408.64	11,142,656.78	10,506,418.15	9,510,898.65	9,071,172.91	9,440,670.82	9,702,856.96	9,861,873.14
Grant Maintained Integrated	1,838,753.89	2,249,698.55	2,487,915.06	2,754,098.92	2,702,369.40	2,656,420.85	2,265,692.68	2,480,216.74	2,944,695.15	2,919,184.11
Grand Total	50,703,125.30	52,736,581.67	59,163,535.61	66,075,489.20	63,976,600.33	61,426,823.23	57,474,419.51	60,323,528.66	65,334,593.18	67,354,838.64
Special Schools Breakdown										
Category	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Special Schools Controlled	3,537,835.33	3,691,941.53	3,979,872.86	3,934,759.32	4,086,134.18	4,215,369.04	4,087,518.86	4,537,306.63	4,489,520.73	4,504,849.69
Special Schools Maintained	310,981.49	284,807.44	267,922.00	276,833.48	162,195.45	171,718.87	102,351.25	238,233.97	252,062.34	293,002.21
Special Schools Total	3,848,816.82	3,976,748.97	4,247,794.86	4,211,592.80	4,248,329.63	4,387,087.91	4,189,870.11	4,775,540.60	4,741,583.07	4,797,851.90

¹ Figures supplied are in financial years i.e. April - March

² Figures exclude voluntary grammar schools.

³ Special Schools included

⁴ Figures include the incremental progression for teachers but do not include the 1% pay increase from September 2013 onwards

⁵ Figures include the incremental progression for teachers but do not include the pay increase from September 2014 onwards.

Table 7. Teacher substitution costs by school type in Northern Ireland^{1,2}: 2005/06 - 2014/15

School Type	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14³	2014/15⁴
Nursery	900,386.92	966,083.73	976,123.95	963,855.77	847,044.80	779,349.84	809,492.17	851,463.23	1,063,824.28	1,005,772.23
Primary	26,821,717.41	27,562,164.69	31,418,807.47	35,650,241.90	34,639,898.23	32,598,668.88	31,033,438.14	32,849,694.72	36,255,673.46	37,473,933.33
Secondary	14,422,518.91	15,000,861.62	16,550,897.99	18,225,940.64	17,614,977.13	17,107,807.99	15,598,695.69	15,791,779.81	16,475,035.33	16,752,517.57
Grammar	1,852,625.62	2,014,745.30	2,102,841.76	2,365,841.27	2,218,186.12	2,116,982.44	1,874,109.83	1,858,082.53	2,195,070.61	2,637,801.48
Special	3,848,816.82	3,976,748.97	4,247,794.86	4,211,592.80	4,214,247.48	4,387,087.91	4,189,870.11	4,775,540.60	4,741,583.07	4,797,851.90
Peripatetic	1,018,305.73	966,278.81	1,379,154.52	1,903,917.90	1,739,877.17	1,780,505.32	1,703,120.89	1,716,751.03	1,658,711.28	1,767,778.02
Supply	-	-	-	-	-	-	-	-	-	-
GMI Primary	682,355.57	774,814.53	822,571.47	928,083.67	977,804.15	959,911.21	880,717.60	771,337.33	849,817.14	1,003,982.26
GMI Secondary	1,156,398.32	1,474,884.02	1,665,343.59	1,826,015.25	1,724,565.25	1,696,509.64	1,384,975.08	1,708,879.41	2,094,878.01	1,915,201.85
Grand Total	50,703,125.30	52,736,581.67	59,163,535.61	66,075,489.20	63,976,600.33	61,426,823.23	57,474,419.51	60,323,528.66	65,334,593.18	67,354,838.64
Year on year increases/decreases	-	4.0	12.2	11.7	-3.2	-4.0	-6.4	5.0	8.3	3.1

¹. Figures supplied are in financial years i.e. April - March

². Figures exclude voluntary grammar schools.

³. Figures include the incremental progression for teachers but do not include the 1% pay increase from September 2013 onwards

⁴. Figures include the incremental progression for teachers but do not include the pay increase from September 2014 onwards.

Table 8. Cost of substitution cover by reason^{1,2}: 2010/11 - 2014/15

Categories for substitution analysis	Total Cost					Percentage change	
	2010/11	2011/12	2012/13	2013/14 ³	2014/15 ⁴	2010/11 to 2014/15	2013/14 to 2014/15
Sickness	11,903,990.73	11,265,713.57	11,879,783.48	12,936,918.31	12,783,341.22	7.4	-1.2
Maternity/Adoption/Paternity	13,789,369.16	13,473,043.72	13,407,374.48	13,653,950.66	13,273,217.62	-3.7	-2.8
Training/Curriculum/Literacy/Numeracy	7,079,357.49	4,881,408.21	4,466,900.61	5,746,715.93	6,261,683.23	-11.6	9.0
Special Education	2,577,124.59	2,561,126.96	2,829,453.70	3,018,843.75	3,222,155.76	25.0	6.7
Relief for Teaching Principals	3,718,569.64	3,455,742.22	3,593,773.71	3,977,884.19	3,726,096.43	0.2	-6.3
Union Business	54,428.76	68,123.44	97,614.71	84,543.16	82,360.44	51.3	-2.6
Personal Business	954,456.38	840,193.05	809,025.50	874,770.47	872,173.63	-8.6	-0.3
Vacant Posts	8,849,631.59	8,877,693.73	9,572,171.68	10,385,463.45	11,685,063.81	32.0	12.5
Career Break/Secondment	3,834,513.48	3,457,911.13	3,684,961.91	4,771,216.24	5,465,033.94	42.5	14.5
Initiatives	6,355,577.89	6,237,723.19	7,050,340.95	7,971,753.56	8,276,722.08	30.2	3.8
Public Representation/Consultation	63,904.08	69,102.57	85,974.97	89,108.30	67,066.89	4.9	-24.7
Suspension	139,817.18	135,284.16	208,460.01	259,454.10	371,056.62	165.4	43.0
Educational Visits/School Trips	728,414.13	623,207.08	580,593.35	572,577.74	467,574.36	-35.8	-18.3
CCEA - Qualifications Development and Conduct	298,146.47	342,647.03	283,760.04	264,993.47	301,208.91	1.0	13.7
CCEA - Curriculum and Assessment Development and Training	467,332.05	639,081.43	824,103.60	462,596.56	290,326.01	-37.9	-37.2
CCEA - Statutory Assessment Operations	601,395.08	536,705.08	942,055.26	258,015.71	205,855.75	-65.8	-20.2
CCEA - Accreditation and Regulation of Qualifications	10,794.53	9,712.94	7,180.70	5,787.58	3,901.94	-63.9	-32.6
Yearly totals	61,426,823.23	57,474,419.51	60,323,528.66	65,334,593.18	67,354,838.64	9.7	3.1

¹ Figures supplied are in financial years i.e. April - March

² Figures exclude voluntary grammar schools.

³ Figures include the incremental progression for teachers but do not include the 1% pay increase from September 2013 onwards

⁴ Figures include the incremental progression for teachers but do not include the pay increase from September 2014 onwards.

Table 9. Number of substitution days as a proportion of total teaching days in Northern Ireland^{1,2,3}: 2005/06 - 2014/15

	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Total Teaching Days	3,254,355	3,195,075	3,214,965	3,235,440	3,196,050	3,222,765	3,191,175	3,123,315	3,112,149	3,164,682
Substitution Days	397,939	407,327	438,114	470,860	459,237	435,716	412,467	433,853	447,687	470,856
% Substitution Days	12.2	12.7	13.6	14.6	14.4	13.5	12.9	13.9	14.4	14.9

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 10. Proportion of substitution cover provided by prematurely retired teachers in Northern Ireland^{1,2,3}: 2005/06 - 2014/15

	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Total days worked by prematurely retired teachers	50,872	51,766	60,350	67,927	57,116	43,169	24,896	19,129	17,121	13,946
Total substitution days	397,939	407,327	438,114	470,860	459,237	435,716	412,467	433,853	447,687	470,856
% prematurely retired	12.8	12.7	13.8	14.4	12.4	9.9	6.0	4.4	3.8	3.0

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. Number of days worked by retired teachers providing substitute cover in Northern Ireland^{1,2,3}: 2005/06 - 2014/15

Basis	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Efficient Discharge	2,473	2,478	2,224	2,367	2,497	1,728	1,322	650	549	570	571
Redundancy	50,204	48,394	49,542	57,983	65,430	55,388	41,847	24,246	18,580	16,551	13,375
Premature Sub Total	52,677	50,872	51,766	60,350	67,927	57,116	43,169	24,896	19,129	17,121	13,946
Age	7,214	7,371	8,248	10,157	10,652	8,551	7,365	4,949	5,088	6,097	6,282
Infirmity	0	0	58	11	0	100	0	1	0	0	0
Actuarially Reduced	0	0	0	148	1,037	1,531	2,282	2,347	2,614	4,551	6,081
Grant Total	59,891	58,243	60,072	70,666	79,616	67,299	52,816	32,193	26,831	27,769	26,309

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 12. Average daily and hourly substitute cover rates by employing authority^{1,2}: 2010/11 - 2014/15

Category	2010-11			2011-12			2012-13			2013-14 ⁴			2014-15 ⁵		
	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
Belfast Area Controlled ³	5,044,447.37	35,029.50	144.01	4,586,886.48	32,691.00	140.31	4,997,282.17	35,754.50	139.77	5,646,363.00	39,765.50	141.99	5,837,178.76	39,705.50	147.01
Belfast Area Maintained ²	4,280,193.37	31,303.00	136.73	4,091,020.78	30,062.00	136.09	4,440,126.96	32,903.00	134.95	4,450,446.91	32,427.00	137.25	5,130,551.66	37,037.50	138.52
Belfast Total	9,324,640.74	66,332.50	140.57	8,677,907.26	62,753.00	138.29	9,437,409.13	68,657.50	137.46	10,096,809.91	72,192.50	139.86	10,967,730.42	76,743.00	142.92
North Eastern Area Controlled ³	8,013,231.93	56,601.50	141.57	8,114,588.80	58,597.50	138.48	8,551,992.86	61,961.50	138.02	8,907,581.33	63,610.50	140.03	9,539,988.53	66,788.00	142.84
North Eastern Area Maintained ³	4,035,619.62	29,719.50	135.79	3,741,388.15	27,844.00	134.37	3,839,106.86	28,359.00	135.38	3,847,841.35	28,190.00	136.50	4,401,725.31	31,984.50	137.62
North Eastern Total	12,048,851.55	86,321.00	139.58	11,855,976.95	86,441.50	137.16	12,391,099.72	90,320.50	137.19	12,755,422.68	91,800.50	138.95	13,941,713.84	98,772.50	141.15
South Eastern Area Controlled ³	8,068,800.97	56,928.50	141.74	7,798,974.56	54,947.50	141.94	8,115,846.92	57,067.00	142.22	9,769,163.47	68,569.50	142.47	9,441,653.30	64,889.00	145.50
South Eastern Area Maintained ³	3,281,399.87	23,544.50	139.37	2,929,024.65	21,348.00	137.20	3,041,150.36	22,403.00	135.75	3,252,361.23	23,790.00	136.77	3,264,408.21	23,448.50	139.22
South Eastern Total	11,350,200.84	80,473.00	141.04	10,727,999.21	76,295.50	140.61	11,156,997.28	79,470.00	140.39	13,021,524.70	92,359.50	141.00	12,706,061.51	88,337.50	143.84
Southern Area Controlled ³	5,728,897.83	41,070.50	139.49	5,200,787.85	37,045.00	140.39	5,617,926.01	40,087.50	140.14	6,036,340.45	42,891.50	140.74	6,178,529.27	43,008.50	143.66
Southern Area Maintained ³	8,310,087.14	58,967.50	140.93	7,629,954.89	55,016.50	138.68	7,839,335.18	56,876.50	137.95	8,629,924.66	61,737.50	139.78	8,874,315.93	62,612.00	141.74
Southern Total	14,038,984.97	100,038.00	140.34	12,830,742.74	92,061.50	139.37	13,457,261.19	96,964.00	138.86	14,666,265.11	104,629.00	140.17	15,052,845.20	105,620.50	142.52
Western Area Controlled ³	3,391,135.38	24,180.00	140.25	3,158,135.14	22,500.00	140.36	3,461,111.74	24,435.00	141.65	3,503,646.76	24,126.50	145.22	3,541,104.00	23,855.50	148.44
Western Area Maintained ³	5,842,878.49	41,734.00	140.00	5,684,194.94	40,727.00	139.57	5,781,271.83	41,245.00	140.17	6,019,400.57	42,627.00	141.21	6,009,237.03	41,792.00	143.79
Western Total	9,234,013.87	65,914.00	140.09	8,842,330.08	63,227.00	139.85	9,242,383.57	65,680.00	140.72	9,523,047.33	66,753.50	142.66	9,550,341.03	65,647.50	145.48

Category	2010-11			2011-12			2012-13			2013-14 ⁴			2014-15 ⁵		
	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
Belfast Area Controlled ³	157,345.89	6,346.18	24.79	124,747.11	4,764.35	26.18	98,014.28	3,838.41	25.54	109,364.37	4,248.83	25.74	102,736.45	3,994.33	25.72
Belfast Area Maintained ²	77,785.69	2,813.83	27.64	64,366.75	2,634.33	24.43	70,198.87	2,877.97	24.39	94,655.98	4,183.33	22.63	70,868.44	3,064.01	23.13
Belfast Total	235,131.58	9,160.01	25.67	189,113.86	7,398.68	25.56	168,213.15	6,716.38	25.05	204,020.35	8,432.16	24.20	173,604.89	7,058.34	24.60
North Eastern Area Controlled ³	870,470.70	33,848.48	25.72	654,153.74	26,504.62	24.68	577,426.22	24,829.23	23.26	701,623.92	31,058.15	22.59	640,736.37	27,871.40	22.99
North Eastern Area Maintained ³	129,550.42	5,640.56	22.97	134,370.41	5,783.87	23.23	147,768.65	6,211.73	23.79	105,475.40	4,086.81	25.81	124,915.94	5,038.79	24.79
North Eastern Total	1,000,021.12	39,489.04	25.32	788,524.15	32,288.49	24.42	725,194.87	31,040.96	23.36	807,099.32	35,144.96	22.96	765,652.31	32,910.19	23.26
South Eastern Area Controlled ³	659,913.18	27,030.85	24.41	563,017.51	23,831.23	23.63	617,400.74	26,421.04	23.37	697,216.89	29,126.16	23.94	598,247.74	24,280.32	24.64
South Eastern Area Maintained ³	285,753.01	10,813.62	26.43	199,494.31	8,937.11	22.32	153,352.03	7,164.44	21.40	158,073.19	7,328.83	21.57	151,661.54	6,863.55	22.10
South Eastern Total	945,666.19	37,844.47	24.99	762,511.82	32,768.34	23.27	770,752.77	33,585.48	22.95	855,290.08	36,454.99	23.46	749,909.28	31,143.87	24.08
Southern Area Controlled ³	177,450.11	7,124.19	24.91	163,938.09	7,172.30	22.86	142,475.84	6,142.48	23.20	158,221.48	6,940.76	22.80	136,074.91	6,086.67	22.36
Southern Area Maintained ³	138,556.63	5,067.78	27.34	140,849.84	6,239.65	22.57	146,237.15	6,580.95	22.22	122,387.44	5,508.70	22.22	80,189.03	3,569.40	22.47
Southern Total	316,006.74	12,191.97	25.92	304,787.93	13,411.95	22.73	288,712.99	12,723.43	22.69	280,608.92	12,449.46	22.54	216,263.94	9,656.07	22.40
Western Area Controlled ³	260,587.85	10,055.18	25.92	209,094.25	9,301.59	22.48	178,975.88	8,727.38	20.51	167,813.06	7,726.91	21.72	302,549.63	12,677.88	23.86
Western Area Maintained ³	16,296.93	741.71	21.97	19,748.58	864.94	22.83	19,311.37	907.03	21.29	11,996.57	528.80	22.69	8,962.48	366.92	24.48
Western Total	276,884.78	10,796.89	25.64	228,842.83	10,166.53	22.51	198,287.25	9,634.41	20.58	179,809.63	8,255.71	21.78	311,532.11	13,044.80	23.88

Category	2010-11			2011-12			2012-13			2013-14 ⁴			2014-15 ⁵		
	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	3,978,651.01	25,364.00	156.86	3,875,668.69	25,324.00	153.04	4,455,137.53	29,301.50	152.04	4,457,094.47	28,885.50	154.30	4,462,025.06	28,521.50	157.15
Special Schools Maintained	160,392.25	1,016.50	157.79	128,812.61	834.50	154.36	224,606.33	1,453.00	154.58	216,149.79	1,377.00	156.97	265,406.73	1,789.50	148.31
Special Schools Total	4,139,043.26	26,380.50	156.90	4,004,481.30	26,158.50	153.09	4,679,743.86	30,754.50	152.16	4,673,244.26	30,262.50	154.42	4,747,431.79	30,311.00	156.62

Category	2010-11			2011-12			2012-13			2013-14 ⁴			2014-15 ⁵		
	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	236,718.03	8,771.18	26.99	173,356.05	7,591.78	22.83	82,169.10	3,835.77	21.42	32,426.26	1,294.54	25.05	22,824.63	897.60	25.71
Special Schools Maintained	11,326.62	373.00	30.37	12,032.76	483.75	24.87	13,627.64	507.75	26.84	35,912.55	1,265.25	28.38	27,595.48	965.50	28.58
Special Schools Total	248,044.65	9,144.18	27.13	185,388.81	8,075.53	22.96	95,796.74	4,343.52	22.06	68,338.81	2,559.79	26.70	50,420.11	1,863.10	27.21

¹ Figures supplied are in financial years i.e. April - March

² Figures exclude voluntary grammar and grant-maintained integrated schools.

³ Special Schools included

⁴ Figures include the incremental progression for teachers but do not include the 1% pay increase from September 2013 onwards

⁵ Figures include the incremental progression for teachers but do not include the pay increase from September 2014 onwards.