



Statistical Bulletin 8/2017

Teacher vacancies, sickness absence and substitution statistics in grant-aided schools in Northern Ireland, 2016/17.

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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 2016/17.

Key points:

- There were more vacancies in November 2016, than in the previous year, with **1,381 teacher vacancies** at the end of the academic year 2015/16, **988 (71.5%) of which had been filled** by November 2016.
- The **average number of days lost per teacher due to sickness in all schools was 9.5**. This represents an increase of 1.3 days from the previous year.
- **Teacher substitution costs** increased to **£73.6 million**.
- The number of **substitution days worked by Prematurely Retired Teachers** has fallen to **8,557 days** in 2016/17. This represents **1.7% of the total days worked**, compared to 14.4% in 2008/09.



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Section 1: 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 2016/17. This information is analysed by school type and management type.

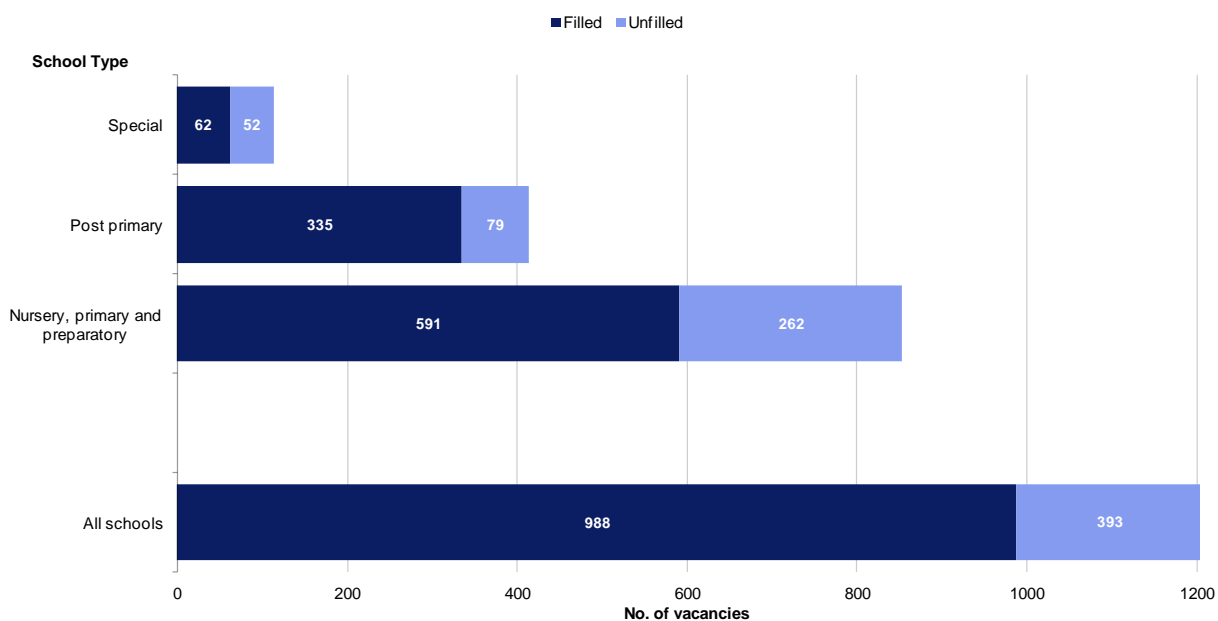
The information collected throughout this process is used by policy branches within the Department of Education to inform education workforce policy. The data are also used to respond to Assembly questions.

All **figures** referred to are included in the main body of the text. All **tables** are included as annexes.

Section 2: Teacher Vacancies

- Figure 1** shows the total number of teacher vacancies at the end of 2015/16 and the proportions which were filled or unfilled by November 2016. There were 1,381 teacher vacancies at the end of the academic year 2015/16, 988 (71.5%) of which had been filled by November 2016. This compares with 919 of 1,181 (77.8%) 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 the proportion of unfilled vacancies in special schools was higher than both nursery, primary and preparatory departments of grammar schools and post-primary schools. **Tables 1** and **2** outline the teacher vacancies data in more detail.

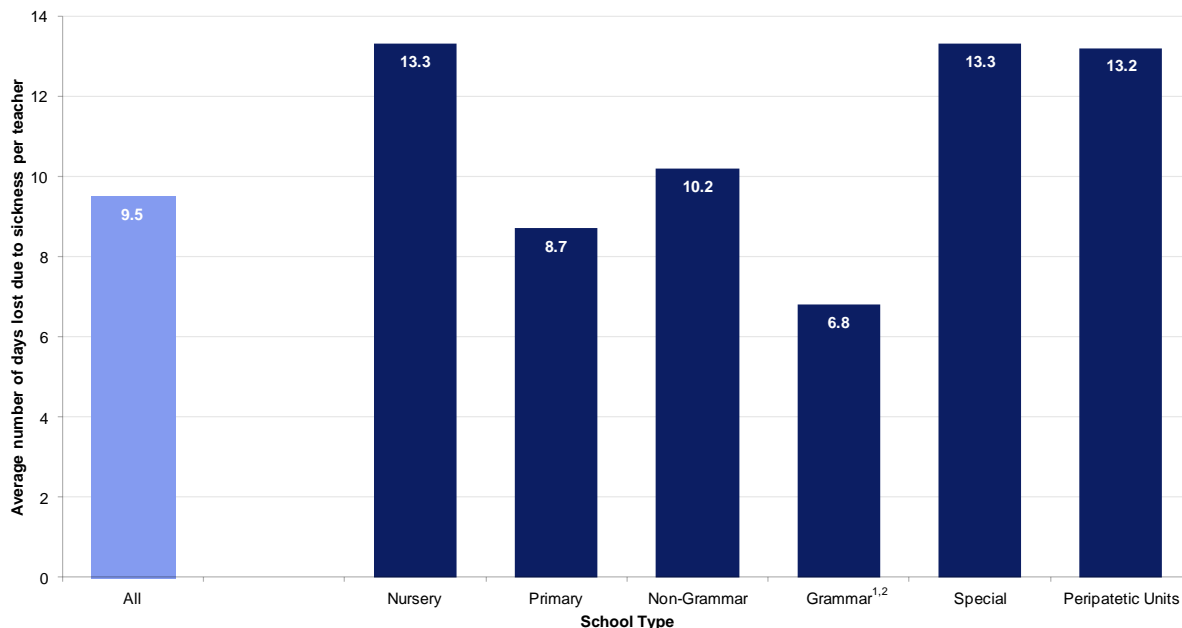
Figure 1: Filled and unfilled vacancies by school type, November 2016



Section 3: Teacher Sickness Absence

- Figure 2** shows the average number of days lost due to sickness per teacher in all schools was 9.5. The largest average number of days lost due to sickness was in both special schools and nursery schools at 13.3 and the lowest average number of days lost due to sickness was in grammar schools (excluding voluntary grammar) with an average 6.8 days (**Tables 3 and 4**).

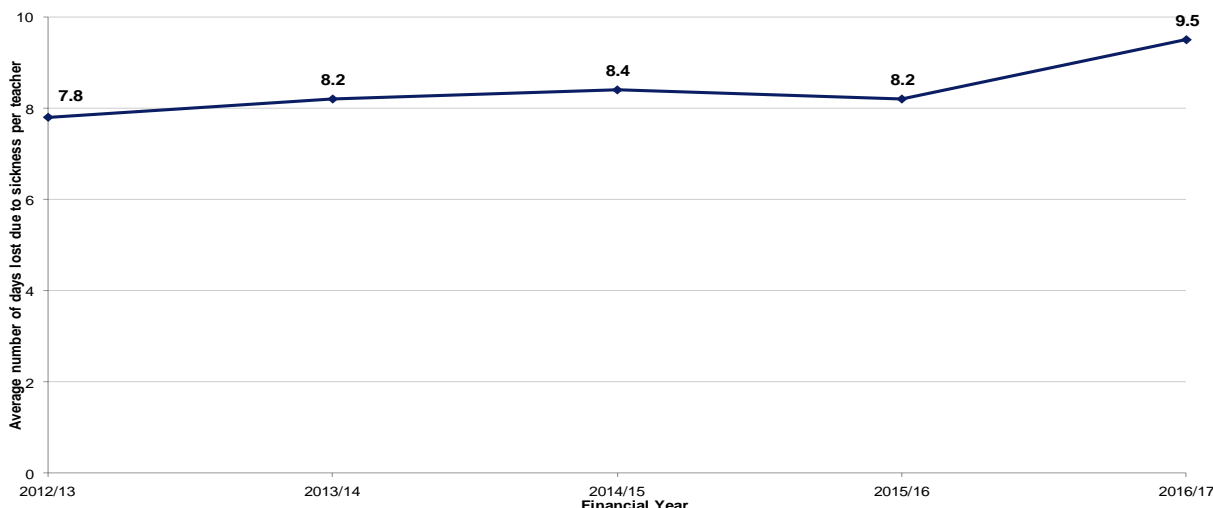
Figure 2: Average number of days lost due to sickness per teacher, 2016/17



¹ Excludes voluntary grammar schools

² Grammar includes preparatory departments of grammar schools

Figure 3: Average number of days lost due to sickness per teacher¹, 2012/13 - 2016/17



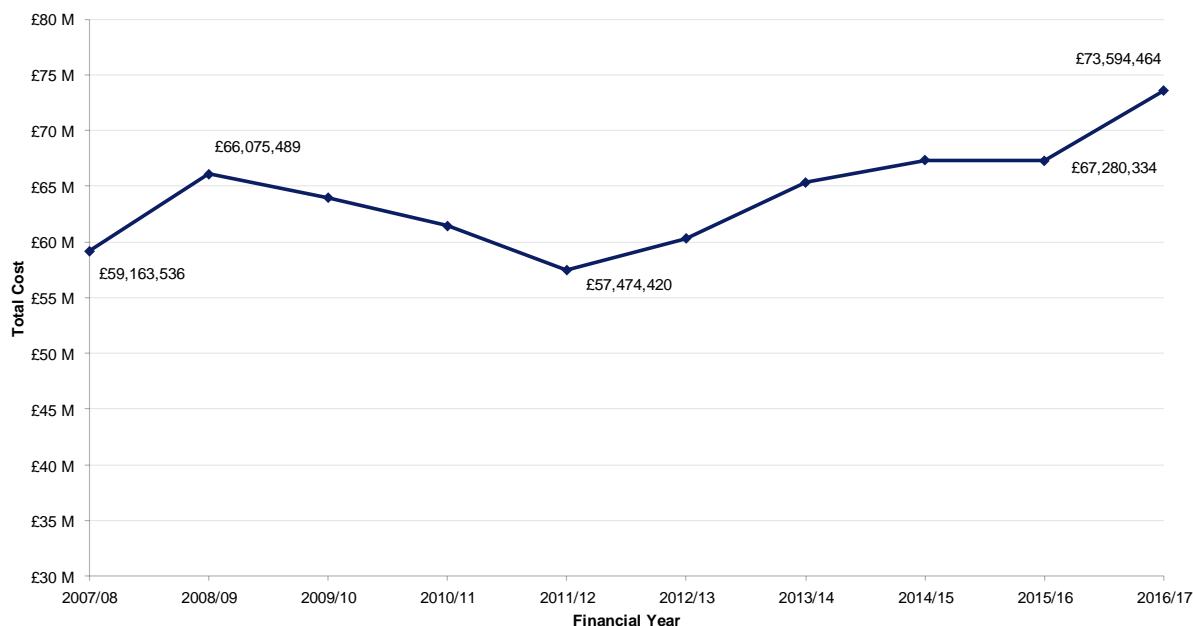
¹ Excludes voluntary grammar schools.

- Figure 3** shows the trend in sickness absence since 2012/13. 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 2016/17 than in 2012/13. As such the overall number of working days lost per teacher has risen from 7.8 in 2012/13 to 9.5 in 2016/17 (**Table 5**).

Section 4: Teacher Substitution Costs

- Figure 4** shows the teacher substitution costs for each year from 2007/08 to 2016/17. While the teacher substitution costs were increasing from 2011/12 to 2014/15, the cost of teacher substitution appears to have levelled out in 2015/16 with a small decrease of approximately £75,000. However in 2016/17 there has been an increase of £6.3 million from the previous year. This information is given in **Tables 6 and 7** and a breakdown by school type is given in **Table 8**.

Figure 4: Teacher Substitution Costs in Northern Ireland¹, 2007/08 - 2016/17

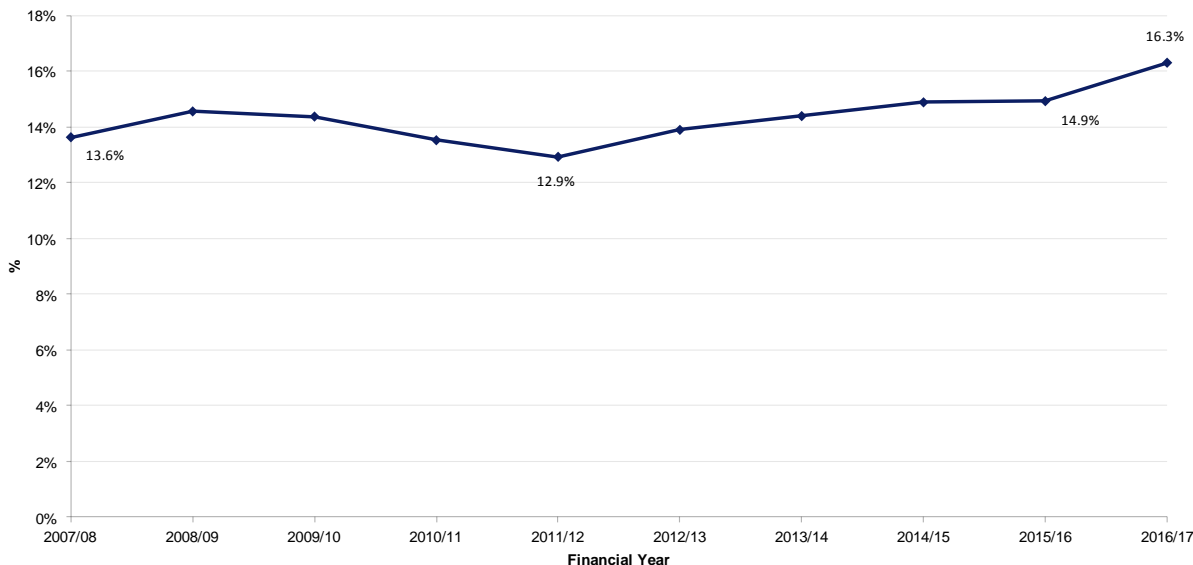


¹ Excludes voluntary grammar schools.

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

- Table 9** gives a breakdown of the cost of substitution cover by reason. The cost of teacher substitution for sickness has risen this year by 16.8% to over £15 million. Since 2012/13 the cost of substitution cover for sickness has gone up by almost £3.5 million. While substitution costs for maternity, paternity and adoption have risen by approximately £822,000 to £14.8 million since 2015/16, this figure has remained relatively stable since 2012/13. The cost of substitution for vacant posts has increased by just over £1.1 million between 2015/16 and 2016/17, from £13.7 million to £14.8 million. This represents an 8.0% increase, with the cost of substitution cover for vacant posts having increased by over 54.5% since 2012/13.
- Figure 5** shows the number of substitution days as a proportion of total teaching days for each year from 2007/08 to 2016/17. From 2012/13 onwards the number of substitution days was rising, however in 2015/16 the number of substitution days dropped slightly from 470,856 days in 2014/15 to 466,724 days. In 2016/17 this figure rose to 505,597 a rise of 38,873 days on the previous year. The proportion of substitution days as a proportion of total teaching days has increased from 14.9% in 2015/16 to 16.3% in 2016/17(**Table 10**).

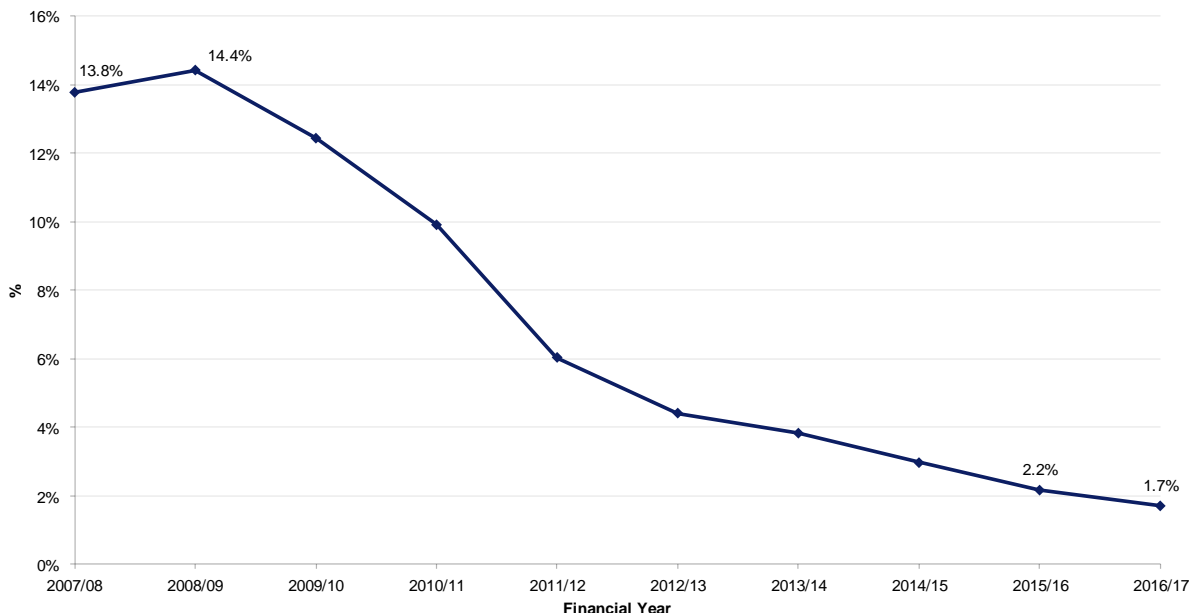
Figure 5: Substitution Days as a Proportion of Total Teaching Days¹, 2007/08 - 2016/17



¹ Excludes voluntary grammar schools

- Figure 6** shows the proportion of substitution days worked by Prematurely Retired Teachers for each year from 2007/08 to 2016/17. The number of substitution days worked by prematurely retired teachers has fallen from 67,927 days in 2008/09 to 8,557 in 2016/17, which represents 1.7% of the total days worked, compared to 14.4% in 2008/09. This information is presented in **Table 11** and **12**.

Figure 6: Proportion of Substitution Cover Provided by Prematurely Retired Teachers¹, 2007/08 - 2016/17



¹ Excludes voluntary grammar schools

- Table 13** shows the average daily and hourly substitute cover rates.

Section 5: 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
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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 Analytical Services Unit in the autumn term of 2016/17. All figures refer to the position of schools on 7 November 2016.

Teacher Sickness Absence

5. 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.
http://archive.niassembly.gov.uk/public/2007mandate/reports/2010/report_20_10_11r.htm
6. The teacher sickness absence data is extracted from the computerised teachers' payroll system.
7. Teacher sickness absences are given for the financial year 1 April 2016 to 31 March 2017.
8. The number of all permanent teachers used is an average number of teachers who have worked in schools from 1 April 2016 to 31 March 2017.
9. 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)
10. 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.
11. The numbers are based on a headcount, not full-time equivalent.

Teacher Substitution Data

12. 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).
13. Figures are based on financial years i.e. 1 April 2016 – 31 March 2017.
14. Figures include peripatetic teachers.
15. All permanent and temporary payroll (substitution) costs exclude employers' national insurance and superannuation costs.
16. All substitution costs relate to temporary payroll only.
17. 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

18. 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 <https://www.education-ni.gov.uk/sites/default/files/publications/de/Statistical%20Revisions.pdf>

Definition of management types

19. Definitions of school management types are as follows:
 - **Controlled** schools are owned and managed by the Education Authority through boards of governors. Primary and secondary school Boards of Governors consist of representatives of transferors (mainly the Protestant Churches) along with representatives of parents, teachers and the Education Authority. Controlled nursery, grammar and special school boards of governors consist only of representatives of the latter 3 categories. Within the controlled school sector there are a number of integrated schools and a small but growing number of Irish-medium schools.
 - **Catholic maintained** schools are voluntary schools owned by trustees (appointed by the Roman Catholic Church) and managed by CCMS through boards of governors. Board of governors consist of members nominated by the trustees along with representatives of parents, teachers and the Education Authority. Within the Catholic maintained sector there are a small number of Irish-medium schools.
 - **Other maintained** schools are voluntary schools owned by trustees and managed by boards of governors which consist of members nominated by trustees along with representatives of parents, teachers and the Education Authority. This sector includes a number of Irish Medium schools.
 - **Voluntary grammar** schools are owned by trustees and managed by boards of governors which consist of members nominated by trustees along with representatives of parents, teachers, the Department and, in most cases, the Education Authority. (Voluntary grammar schools vary in the rates of capital grant to which they are entitled depending on the management structure they have adopted, with the vast majority entitled to capital grants of 100%.)

- **Grant-maintained integrated schools** are owned and managed by their boards of governors, which consist of foundation governors along with representatives of parents, teachers and the Department.
- All of the above are types of grant-aided school. **Independent Schools** do not receive any funding from the Education Authority or the Department of Education.

General

20. The following symbols are used in the tables in this Statistical Bulletin:

* = Relates to fewer than 5 cases

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

- = Indicates no schools in this category

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Table 1. Teacher vacancies in grant-aided schools in Northern Ireland, 2016

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	39	22	63.9%	3	1	75.0%	42	23	64.6%
	Vice-principal	16	13	55.2%	0	0	-	16	13	55.2%
	Classroom teacher	251	139	64.4%	282	87	76.4%	533	226	70.2%
	All teachers	306	174	63.8%	285	88	76.4%	591	262	69.3%
Post-primary schools	Principal	7	0	100.0%	0	0	-	7	0	100.0%
	Vice-principal	6	5	54.5%	0	0	-	6	5	54.5%
	Classroom teacher	113	39	74.3%	209	35	85.7%	322	74	81.3%
	All teachers	126	44	74.1%	209	35	85.7%	335	79	80.9%
Special schools	Principal	0	1	-	0	0	-	0	1	-
	Vice-principal	1	1	-	1	0	100.0%	2	1	66.7%
	Classroom teacher	26	35	42.6%	34	15	69.4%	60	50	54.5%
	All teachers	27	37	42.2%	35	15	70.0%	62	52	54.4%
All grant-aided schools	Principal	46	23	66.7%	3	1	75.0%	49	24	67.1%
	Vice-principal	23	19	54.8%	1	0	100.0%	24	19	55.8%
	Classroom teacher	390	213	64.7%	525	137	79.3%	915	350	72.3%
	All teachers	459	255	64.3%	529	138	79.3%	988	393	71.5%

Table 2. Teacher vacancies in grant-aided schools in Northern Ireland, 2012 - 2016

School type	Grade of teacher	2012			2013			2014			2015			2016		
		Filled	Unfilled	% filled	Filled	Unfilled	% filled	Filled	Unfilled	% filled	Filled	Unfilled	% filled	Filled	Unfilled	% filled
Nursery, primary and preparatory schools	Principal	32	21	60.4%	33	9	78.6%	24	9	72.7%	36	18	66.7%	42	23	64.6%
	Vice-principal	12	8	60.0%	18	7	72.0%	11	9	55.0%	13	16	44.8%	16	13	55.2%
	Classroom teacher	396	103	79.4%	482	100	82.8%	326	117	73.6%	460	137	77.1%	533	226	70.2%
	All teachers	440	132	76.9%	533	116	82.1%	361	135	72.8%	509	171	74.9%	591	262	69.3%
Post-primary schools	Principal	6	5	54.5%	7	2	77.8%	2	1	66.7%	14	2	87.5%	7	0	100.0%
	Vice-principal	9	3	75.0%	8	2	80.0%	1	5	16.7%	8	5	61.5%	6	5	54.5%
	Classroom teacher	229	56	80.4%	317	49	86.6%	256	57	81.8%	331	67	83.2%	322	74	81.3%
	All teachers	244	64	79.2%	332	53	86.2%	259	63	80.4%	353	74	82.7%	335	79	80.9%
Special schools	Principal	0	0	-	0	1	0.0%	1	0	100.0%	0	0	-	0	1	-
	Vice-principal	0	6	0.0%	1	4	20.0%	0	0	-	0	1	0.0%	2	1	66.7%
	Classroom teacher	19	31	38.0%	41	26	61.2%	31	28	52.5%	57	16	78.1%	60	50	54.5%
	All teachers	19	37	33.9%	42	31	57.5%	32	28	53.3%	57	17	77.0%	62	52	54.4%
All grant-aided schools	Principal	38	26	59.4%	40	12	76.9%	27	10	73.0%	50	20	71.4%	49	24	67.1%
	Vice-principal	21	17	55.3%	27	13	67.5%	12	14	46.2%	21	22	48.8%	24	19	55.8%
	Classroom teacher	644	190	77.2%	840	175	82.8%	613	202	75.2%	848	220	79.4%	915	350	72.3%
	All teachers	703	233	75.1%	907	200	81.9%	652	226	74.3%	919	262	77.8%	988	393	71.5%

Table 3. Sickness absence of all permanent teachers in Northern Ireland by school type¹: 1 April 2016 to 31 March 2017

	Nursery	Primary	Non Grammar	Grammar	Special	Peripatetic Units	Total
Number of teachers taking a period of sickness absence	107	4,279	3,817	511	659	194	9,567
Percentage of teacher taking a period of sickness absence	55.7%	51.6%	70.6%	54.1%	76.4%	69.5%	59.9%
Number of full-time teachers taking a period of sickness absence	87	3,522	3,241	424	561	133	7,968
Percentage of full-time teachers taking a period of sickness absence	53.5%	51.3%	69.6%	54.0%	75.6%	67.5%	59.4%
Number of part-time teachers taking a period of sickness absence	20	757	576	87	98	61	1,599
Percentage of part-time teachers taking a period of sickness absence	67.4%	53.1%	76.9%	54.5%	81.2%	74.1%	62.3%
Average number of days lost due to sickness:							
per teacher taking a period of sick leave	23.9	16.9	14.5	12.7	17.5	19.0	15.9
per teacher (all teachers)	13.3	8.7	10.2	6.8	13.3	13.2	9.5
Average number of days lost due to sickness:							
per full-time teacher taking a period of sick leave	23.4	16.9	14.6	12.0	17.7	20.5	15.9
per teacher (all full-time teachers)	12.5	8.7	10.2	6.5	13.4	13.8	9.4
Average number of days lost due to sickness:							
per part-time teacher taking a period of sick leave	26.2	16.9	14.1	15.8	15.8	15.6	15.8
per teacher (all part-time teachers)	17.7	9.0	10.8	8.6	12.8	11.6	9.9
Sickness absences by duration (in days):							
5 days or less	321	11,582	12,869	1,515	2,745	751	29,783
% 5 days or less	12.5%	16.0%	23.2%	23.4%	23.9%	20.4%	19.6%
6 to 20 days	209	8,939	7,268	614	1,695	605	19,330
% 6 to 20 days	8.2%	12.4%	13.1%	9.5%	14.7%	16.4%	12.7%
more than 20 days	2,032	51,731	35,262	4,340	7,060	2,326	102,751
% more than 20 Days	79.3%	71.6%	63.7%	67.1%	61.4%	63.2%	67.7%
Total	2,562	72,252	55,399	6,469	11,500	3,682	151,864
% 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	#	9,974	11,210	1,280	2,402	#	25,663
% 5 days or less	#	16.8%	23.7%	25.1%	24.1%	#	20.3%
6 to 20 days	#	7,395	6,050	510	1,482	#	16,035
% 6 to 20 days	#	12.4%	12.8%	10.0%	14.9%	#	12.7%
more than 20 days	1,571	42,090	30,015	3,301	6,071	1,800	84,848
% more than 20 Days	77.1%	70.8%	63.5%	64.8%	61.0%	66.0%	67.0%
Total	2,038	59,459	47,275	5,091	9,955	2,728	126,546
% 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	#	1,608	1,659	235	343	#	4,120
% 5 days or less	#	12.6%	20.4%	17.1%	22.2%	#	16.3%
6 to 20 days	*	1,544	1,218	104	213	#	3,295
% 6 to 20 days	*	12.1%	15.0%	7.5%	13.8%	#	13.0%
more than 20 days	461	9,641	5,247	1,039	989	526	17,903
% more than 20 Days	88.0%	75.4%	64.6%	75.4%	64.0%	55.1%	70.7%
Total	524	12,793	8,124	1,378	1,545	954	25,318
% total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

¹ Figures exclude voluntary grammar schools.

Table 4. Sickness absence of all permanent teachers by management type in Northern Ireland¹: 1 April 2016 to 31 March 2017

Management Type	Days lost due to sickness	Permanent teachers in post	Working days lost per teacher in post
Controlled	56,426	7,144.7	7.9
Controlled Integrated	3,733	384.0	9.7
Controlled Total	60,159	7,528.7	8.0
Catholic Maintained	69,729	6,361.5	11.0
Other Maintained	2,171	254.8	8.5
Maintained Total	71,900	6,616.4	10.9
Special	11,500	862.9	13.3
Grant Maintained Integrated	8,305	968.6	8.6
Total	151,864	15,976.5	9.5

¹ Figures exclude voluntary grammar schools.

Table 5. Sickness absence of all permanent teachers by school type in Northern Ireland¹: 2012/13 - 2016/17

Year	Nursery		Primary		Non Grammar		Grammar		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
2012/13	2,238	11.0	59,398	7.4	45,977	7.9	5,333	5.3	8,907	10.6	3,386	12.4	125,239	7.8
2013/14	1,952	9.6	65,061	8.1	46,919	8.2	5,942	6.2	9,277	11.2	2,716	9.3	131,867	8.2
2014/15	2,140	10.7	65,830	8.0	47,924	8.4	5,670	5.6	10,997	12.3	4,156	14.3	136,717	8.4
2015/16	2,102	10.9	63,868	7.8	46,392	8.2	4,940	5.0	11,705	13.7	3,848	13.2	132,855	8.2
2016/17	2,562	13.3	72,252	8.7	55,399	10.2	6,469	6.8	11,500	13.3	3,682	13.2	151,864	9.5

¹: Figures exclude voluntary grammar schools.

Table 6. Teacher substitution costs by management type in Northern Ireland^{1,2}: 2012/13 - 2016/17

Management Type	2012/13			2013/14 ^{3,4}			2014/15 ^{4,5}			2015/16 ^{4,7}			2016/17 ^{4,9}		
	Substitution Costs	Total Perm Payroll Salary Costs ⁵	Substitution costs as proportion of salary costs	Substitution Costs	Total Perm Payroll Salary Costs ⁵	Substitution costs as proportion of salary costs	Substitution Costs	Total Perm Payroll Salary Costs ⁵	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
Controlled ³	32,358,452.66	316,617,799.84	10.22	35,697,334.73	303,305,165.08	11.77	36,318,798.96	311,755,722.19	11.65	35,983,544.58	310,275,847.35	11.60	39,168,952.70	308,023,376.30	12.72
Maintained ³	25,484,859.26	265,801,341.62	9.59	26,692,563.30	256,167,131.38	10.42	28,116,855.57	262,519,373.50	10.71	28,569,238.24	261,602,721.77	10.92	31,480,780.02	259,186,395.41	12.15
Grant Maintained Integrated	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	2,727,550.95	36,104,177.66	7.55	2,944,731.37	35,882,418.34	8.21
Grand Total	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	67,280,333.77	607,982,746.78	11.07	73,594,464.09	603,092,190.05	12.20

¹ Figures supplied are in financial years i.e. April - March² Figures exclude voluntary grammar schools.³ Figures include the incremental progression for teachers but do not include the 1% pay increase from September 2013 onwards⁴ 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, Extended Schools⁷ Figures include the incremental progression for teachers but do not include the pay increase from September 2015 onwards.⁸ Special Schools included⁹ Figures include the incremental progression for teachers and the pay increase from September 2016 onwards.

Table 7. Teacher substitution costs by management type in Northern Ireland^{1,2}: 2007/08 - 2016/17

Management Type	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14⁴	2014/15⁵	2015/16⁶	2016/17⁷
Controlled ³	31,554,597.73	34,946,575.33	32,887,296.28	32,372,281.21	30,574,323.53	32,358,452.66	35,697,334.73	36,318,798.96	35,983,544.58	39,168,952.70
Maintained ³	25,121,022.82	28,374,814.95	28,386,934.65	26,398,121.17	24,634,403.30	25,484,859.26	26,692,563.30	28,116,855.57	28,569,238.24	31,480,780.02
Grant Maintained Integrated	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	2,727,550.95	2,944,731.37
Grand Total	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	67,280,333.77	73,594,464.09
Special Schools Breakdown										
Category	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14⁴	2014/15⁵	2015/16⁶	2016/17⁷
Special Schools Controlled	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	4,493,178.28	5,983,857.74
Special Schools Maintained	267,922.00	276,833.48	162,195.45	171,718.87	102,351.25	238,233.97	252,062.34	293,002.21	344,150.37	471,962.51
Special Schools Total	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	4,837,328.65	6,455,820.25

¹ Figures supplied are in financial years i.e. April - March² Figures exclude voluntary grammar schools.³ Special Schools included⁴ Figures include the incremental progression for teachers but do not include the 1% pay increase from September 2013 onwards⁵ Figures include the incremental progression for teachers but do not include the pay increase from September 2014 onwards.⁶ Figures include the incremental progression for teachers but do not include the pay increase from September 2015 onwards.⁷ Figures include the incremental progression for teachers and the pay increase from September 2016 onwards.

Table 8. Teacher substitution costs by school type in Northern Ireland^{1,2}: 2007/08 - 2016/17

School Type	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14 ³	2014/15 ⁴	2015/16 ⁵	2016/17 ⁶
Nursery	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	1,092,175.53	1,159,649.45
Primary	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	37,604,462.94	39,331,999.07
Non Grammar	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	17,178,563.21	19,131,143.40
Grammar	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	2,669,910.04	2,772,336.73
Special	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	4,837,328.65	6,455,820.25
Peripatetic	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	1,170,342.45	1,798,783.82
Grant Maintained Integrated Primary	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	1,004,811.79	1,208,230.62
Grant Maintained Integrated Secondary	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	1,722,739.16	1,736,500.75
Grand Total	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	67,280,333.77	73,594,464.09
Year on year increases/decreases	12.2	11.7	-3.2	-4.0	-6.4	5.0	8.3	3.1	-0.1	9.4

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.

5. Figures include the incremental progression for teachers but do not include the pay increase from September 2015 onwards.

6. Figures include the incremental progression for teachers and the pay increase from September 2016 onwards.

Table 9. Cost of substitution cover by reason^{1,2}: 2012/13 - 2016/17

Categories for substitution analysis	Percentage change						
	2012/13	2013/14 ³	2014/15 ⁴	2015/16 ⁵	2016/17 ⁶	2012/13 to 2016/17	2015/16 to 2016/17
Sickness	11,879,783.48	12,936,918.31	12,783,341.22	13,119,669.74	15,327,442.28	29.0	16.8
Maternity/Adoption/Paternity	13,407,374.48	13,653,950.66	13,273,217.62	14,005,701.23	14,827,593.22	10.6	5.9
Training/Curriculum/Literacy/Numeracy	4,466,900.61	5,746,715.93	6,261,683.23	5,172,431.43	5,251,479.36	17.6	1.5
Special Education	2,829,453.70	3,018,843.75	3,222,155.76	2,925,692.79	3,308,614.04	16.9	13.1
Relief for Teaching Principals	3,593,773.71	3,977,884.19	3,726,096.43	3,510,345.78	3,406,128.48	-5.2	-3.0
Union Business	97,614.71	84,543.16	82,360.44	76,457.82	84,608.29	-13.3	10.7
Personal Business	809,025.50	874,770.47	872,173.63	1,021,725.33	1,183,225.83	46.3	15.8
Vacant Posts	9,572,171.68	10,385,463.45	11,685,063.81	13,697,530.58	14,790,837.67	54.5	8.0
Career Break/Secondment	3,684,961.91	4,771,216.24	5,465,033.94	5,244,187.41	4,982,520.38	35.2	-5.0
Initiatives	7,050,340.95	7,971,753.56	8,276,722.08	7,113,260.15	8,781,555.05	24.6	23.5
Public Representation/Consultation	85,974.97	89,108.30	67,066.89	58,529.49	239,783.35	178.9	309.7
Suspension	208,460.01	259,454.10	371,056.62	252,493.48	66,544.18	-68.1	-73.6
Educational Visits/School Trips	580,593.35	572,577.74	467,574.36	453,138.66	482,417.17	-16.9	6.5
CCEA - Qualifications Development and Conduct	283,760.04	264,993.47	301,208.91	328,002.58	375,509.03	32.3	14.5
CCEA - Curriculum and Assessment Development and Training	824,103.60	462,596.56	290,326.01	149,600.67	226,532.06	-72.5	51.4
CCEA - Statutory Assessment Operations	942,055.26	258,015.71	205,855.75	151,204.95	258,682.01	-72.5	71.1
CCEA - Accreditation and Regulation of Qualifications	7,180.70	5,787.58	3,901.94	361.68	991.69	-86.2	174.2
Yearly totals	60,323,528.66	65,334,593.18	67,354,838.64	67,280,333.77	73,594,464.09	22.0	9.4

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.

⁵. Figures include the incremental progression for teachers but do not include the pay increase from September 2015 onwards.

⁶. Figures include the incremental progression for teachers and the pay increase from September 2016 onwards.

Table 10. Number of substitution days as a proportion of total teaching days in Northern Ireland^{1,2,3}: 2007/08 - 2016/17

	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
Total Teaching Days	3,214,965	3,235,440	3,196,050	3,222,765	3,191,175	3,123,315	3,112,149	3,164,682	3,127,921	3,107,325
Substitution Days	438,114	470,860	459,237	435,716	412,467	433,853	447,687	470,856	466,724	505,597
% Substitution Days	13.6	14.6	14.4	13.5	12.9	13.9	14.4	14.9	14.9	16.3

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. Proportion of substitution cover provided by prematurely retired teachers in Northern Ireland^{1,2,3}: 2007/08 - 2016/17

	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
Total days worked by prematurely retired teachers	60,350	67,927	57,116	43,169	24,896	19,129	17,121	13,946	10,080	8,557
Total substitution days	438,114	470,860	459,237	435,716	412,467	433,853	447,687	470,856	466,724	505,597
% prematurely retired	13.8	14.4	12.4	9.9	6.0	4.4	3.8	3.0	2.2	1.7

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. Number of days worked by retired teachers providing substitute cover in Northern Ireland^{1,2,3}: 2007/08 - 2016/17

Basis	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
Efficient Discharge	2,367	2,497	1,728	1,322	650	549	570	571	482	396
Redundancy	57,983	65,430	55,388	41,847	24,246	18,580	16,551	13,375	9,598	8,161
Premature Sub Total	60,350	67,927	57,116	43,169	24,896	19,129	17,121	13,946	10,080	8,557
Age	10,157	10,652	8,551	7,365	4,949	5,088	6,097	6,282	4,857	5,354
Infirmity	11	0	100	0	1	0	0	0	0	0
Actuarially Reduced	148	1,037	1,531	2,282	2,347	2,614	4,551	6,081	6,057	6,567
Grant Total	70,666	79,616	67,299	52,816	32,193	26,831	27,769	26,309	20,994	20,478

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 13. Average daily and hourly substitute cover rates by employing authority^{1,2}: 2012/13 - 2016/17

Category	2012/13			2013/14 ⁴			2014/15 ⁵			2015/16 ⁶			2016/17 ⁷		
	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
Controlled ³	30,744,159.70	219,305.50	140.19	33,863,095.01	238,963.50	141.71	34,538,453.86	238,246.50	144.97	34,521,789.12	236,329.00	146.08	37,590,292.41	253,759.00	148.13
Maintained ³	24,947,991.19	181,786.50	137.24	26,199,974.72	188,761.50	138.80	27,680,238.14	196,874.50	140.60	28,234,874.70	199,349.00	141.64	31,090,673.29	218,422.00	142.34

Category	2012-13			2013-14 ⁴			2014-15 ⁵			2015-16 ⁶			2016/17 ⁷		
	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
Controlled ³	1,614,292.96	69,958.54	23.07	1,834,239.72	79,100.81	23.19	1,780,345.10	74,910.60	23.77	1,461,755.46	60,337.55	24.23	1,578,660.29	64,720.89	24.39
Maintained ³	536,868.07	23,742.12	22.61	492,588.58	21,636.47	22.77	436,617.43	18,902.67	23.10	334,363.54	13,750.06	24.32	390,106.73	15,359.29	25.40

Category	2012-13			2013-14 ⁴			2014-15 ⁵			2015-16 ⁶			2016/17 ⁷		
	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	4,455,137.53	29,301.50	152.04	4,457,094.47	28,885.50	154.30	4,482,025.06	28,521.50	157.15	4,478,776.48	28,423.50	157.57	5,936,531.11	37,268.00	159.29
Special Schools Maintained	224,606.33	1,453.00	154.58	216,149.79	1,377.00	156.97	265,406.73	1,789.50	148.31	323,854.66	2,107.00	153.70	424,648.34	2,536.00	167.45
Special Schools Total	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	4,802,631.14	30,530.50	157.31	6,361,179.45	39,804.00	159.81

Category	2012-13			2013-14 ⁴			2014-15 ⁵			2015-16 ⁶			2016/17 ⁷		
	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	82,169.10	3,835.77	21.42	32,426.26	1,294.54	25.05	22,824.63	887.60	25.71	14,401.80	583.75	24.67	47,326.63	1,662.98	28.46
Special Schools Maintained	13,627.64	507.75	26.84	35,912.55	1,265.25	28.38	27,595.48	965.50	28.58	20,295.71	697.00	29.12	47,314.17	1,564.50	30.24
Special Schools Total	95,796.74	4,343.52	22.06	68,338.81	2,559.79	26.70	50,420.11	1,853.10	27.21	34,697.51	1,280.75	27.09	94,640.80	3,227.48	29.32

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.

⁶ Figures include the incremental progression for teachers but do not include the pay increase from September 2015 onwards.

⁷ Figures include the incremental progression for teachers and the pay increase from September 2016 onwards.