



Statistical Bulletin 6/2019

Teacher vacancies, sickness absence and substitution statistics in grant-aided schools in Northern Ireland, 2018/19.

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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 2018/19.

Key points:

- There were more vacancies in November 2018, than in the previous year, with **1,207 teacher vacancies** at the end of the academic year 2017/18, **897 (74.3%) of which had been filled** by November 2018.
- The **average number of days lost per teacher due to sickness in all schools was 9.5**. This represents an increase of 0.2 days from the previous year.
- **Teacher substitution costs** increased from £69.0 million to **£69.2 million**.
- The number of **substitution days worked by Prematurely Retired Teachers** has fallen to **5,184 days** in 2018/19. This represents **1.1% of the total days worked**, compared to 12.4% in 2009/10.



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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 2018/19. This information is analysed by school type and management type.

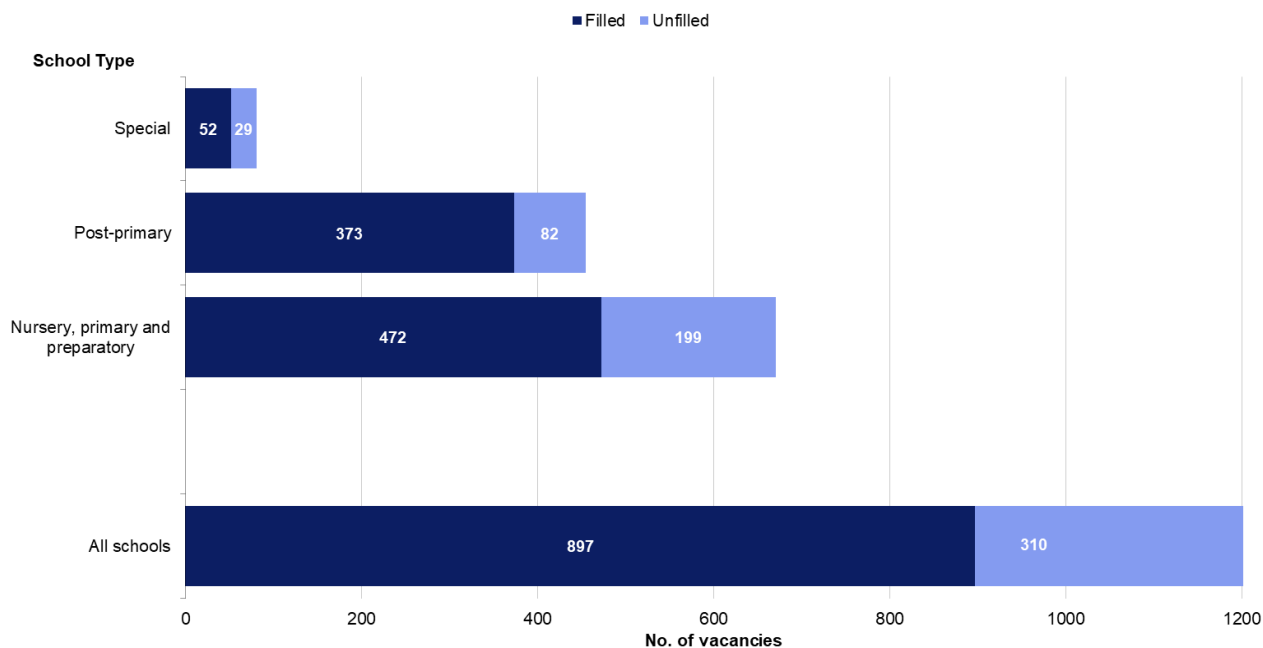
The information collected throughout this process is used by policy branches within the Department of Education to inform education workforce policy. The data are also used to respond to Assembly questions.

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 2017/18 and the proportions which were filled or unfilled by November 2018. There were 1,207 teacher vacancies at the end of the academic year 2017/18, 897 (74.3%) of which had been filled by November 2018. This compares with 855 of 1,154 (74.1%) 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.

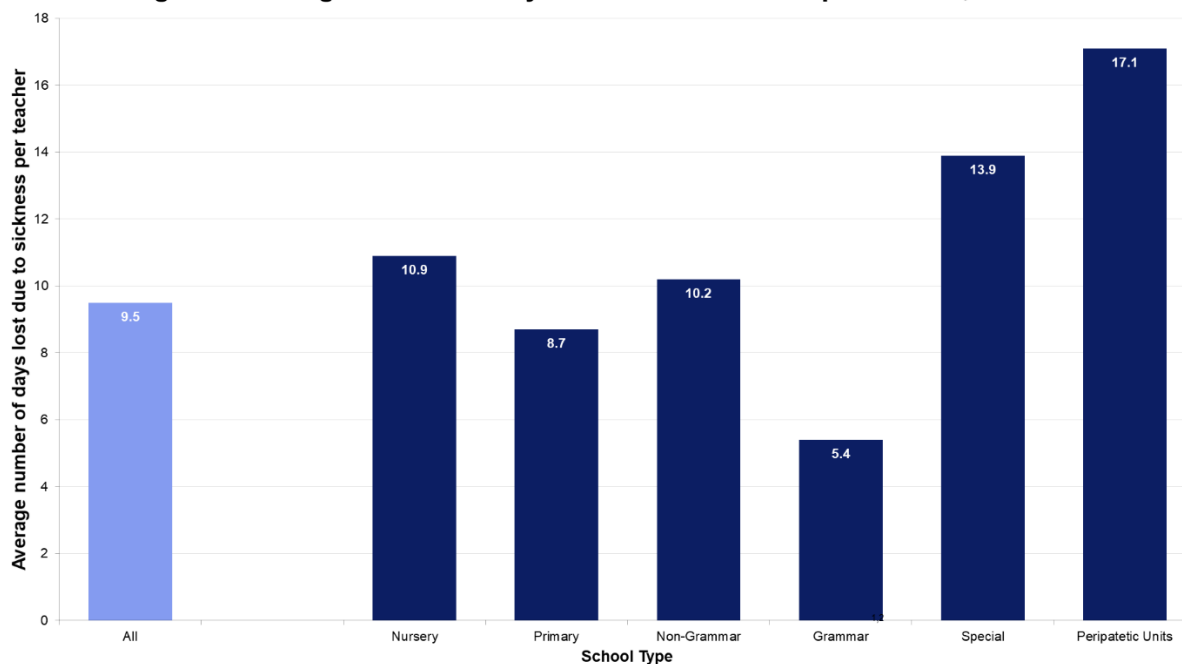
Figure 1: Filled and unfilled vacancies by school type, November 2018



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 peripatetic units at 17.1 and the lowest average number of days lost due to sickness was in grammar schools (excluding voluntary grammar) with an average 5.4 days (Tables 3 and 5).

Figure 2: Average number of days lost due to sickness per teacher, 2018/19

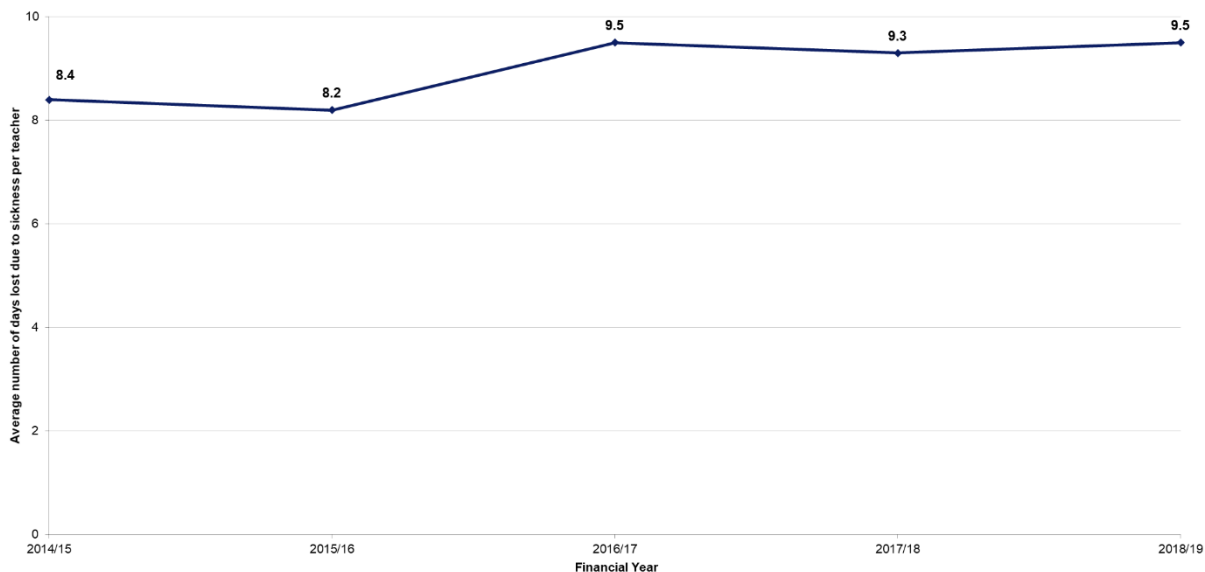


¹ Excludes voluntary grammar schools

² Grammar includes preparatory departments of grammar schools

- Figure 3** shows the trend in sickness absence since 2014/15. There had been an increasing trend in the number of working days lost per teacher in this time period with all schools, except grammar schools (excluding voluntary grammar), seeing higher levels of absence in 2018/19 than in 2014/15. As such the overall number of working days lost per teacher has risen from 8.4 in 2014/15 to 9.5 in 2018/19 (Tables 3 and 5).

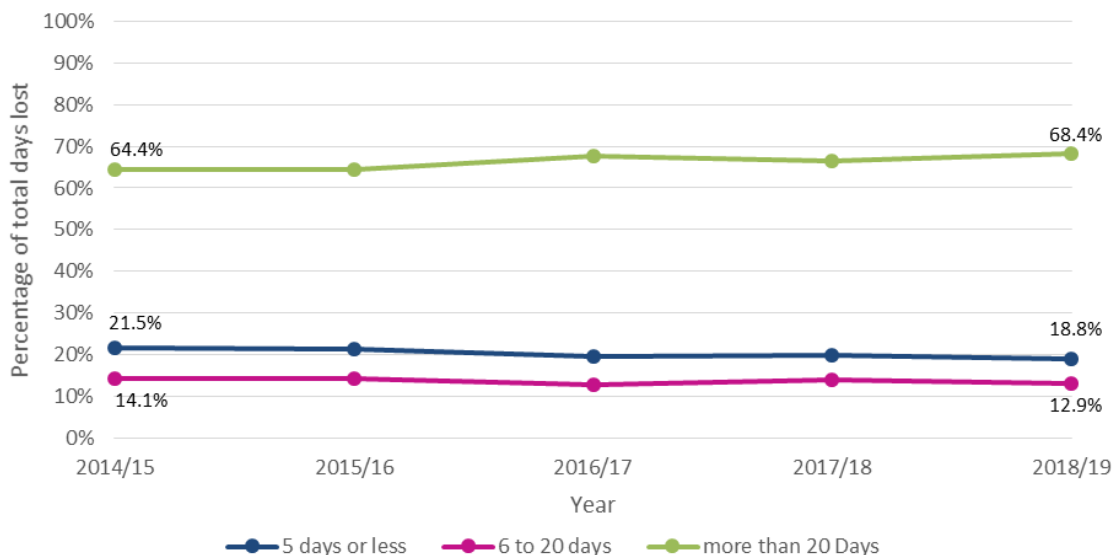
Figure 3: Average number of days lost due to sickness per teacher¹, 2014/15 - 2018/19



¹ Excludes voluntary grammar schools.

- Figure 4** shows the percentage of days lost due to short and long term sickness from 2014/15 to 2018/19. The percentage of days lost due to short term sickness (5 days or less and 6 to 20 days) has decreased from 21.5% and 14.1% in 2014/15 to 18.8% and 12.9% respectively in 2018/19. In contrast, the percentage of days lost due to long term sickness (more than 20 days) has increased from 64.4% in 2014/15 to 68.4% in 2018/19 (**Table 3**).

Figure 4: Percentage of days lost due to sickness absence by duration

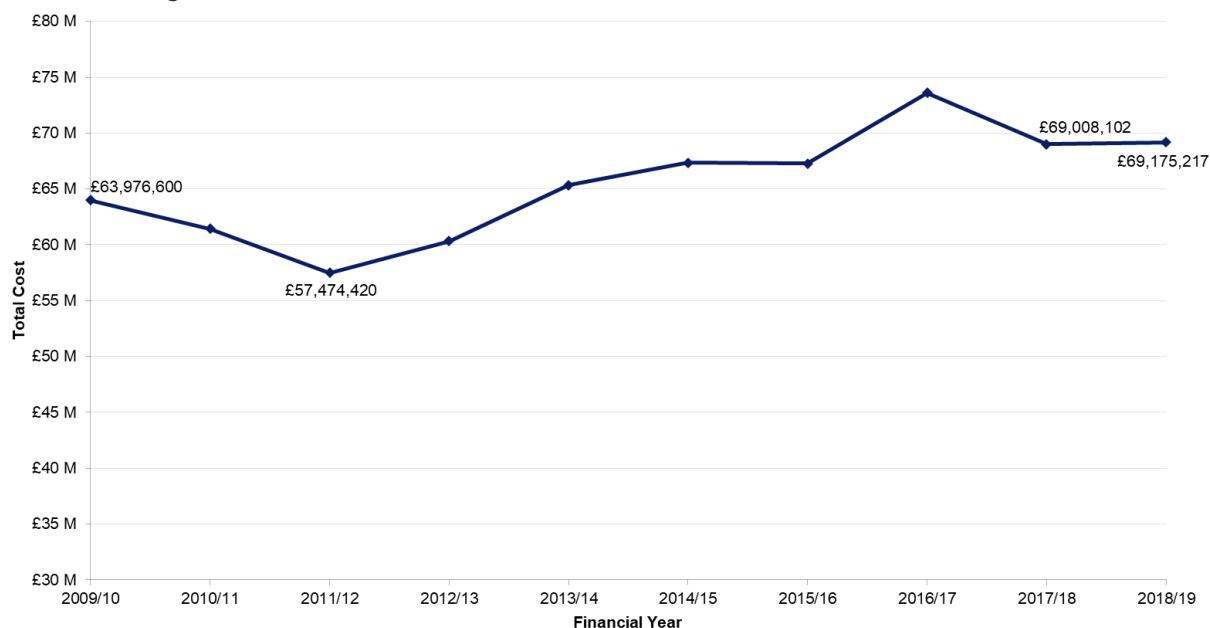


¹ Excludes voluntary grammar schools

Section 4: Teacher Substitution Costs

- Figure 5** shows the teacher substitution costs for each year from 2009/10 to 2018/19. Overall, teacher substitution costs increased from 2011/12 to 2018/19 from £57.5 million to £69.2 million. This information is given in **Tables 6** and **7** and a breakdown by school type is given in **Table 8**.

Figure 5: Teacher Substitution Costs in Northern Ireland¹, 2009/10 - 2018/19



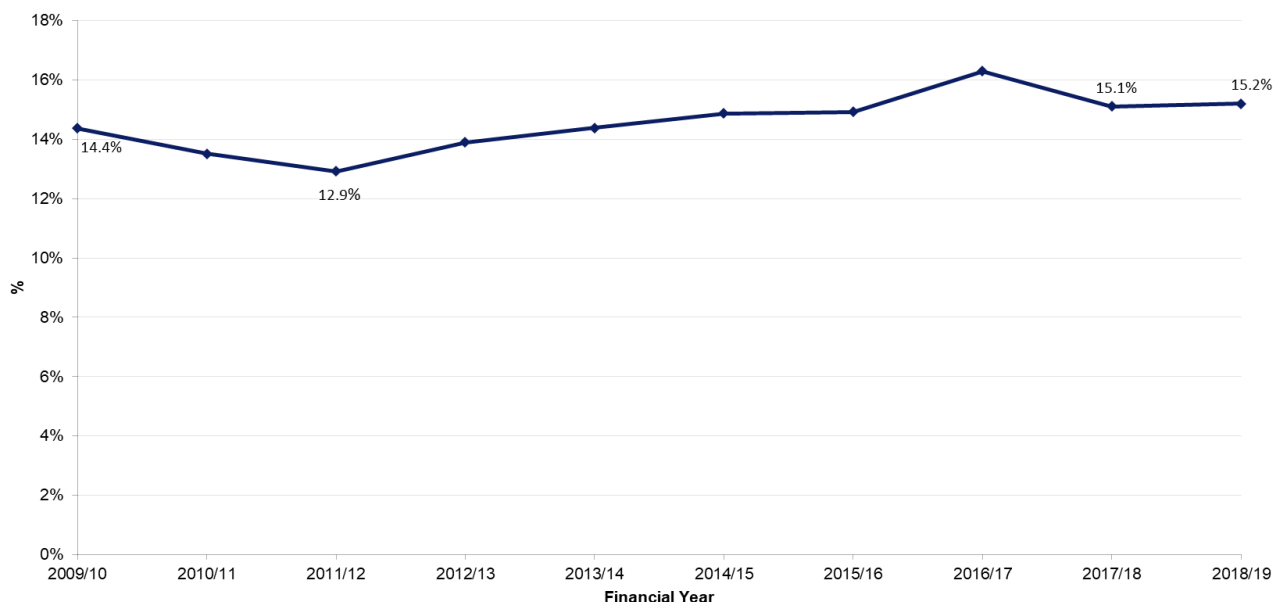
¹ Excludes voluntary grammar schools.

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 increased this year by 3.9% to £15.2 million. Since 2014/15 the cost of substitution cover for sickness has gone up over £2.4 million. While substitution costs for maternity, paternity and adoption have risen by approximately £408,000 to £13.7 million since 2014/15. The cost of substitution for vacant posts has increased from £11.7 million in 2014/15 to £13.5 million in 2018/19, a 15.7% increase since 2014/15.

- Figure 6** shows the number of substitution days as a proportion of total teaching days for each year from 2009/10 to 2018/19. From 2011/12 to 2018/19 the number of substitution days was rising from 412,467 to 472,297. Meaning the number of substitution days as a proportion of total teaching days has increased from 12.9% in 2011/12 to 15.2% in 2018/19 (**Table 10**).

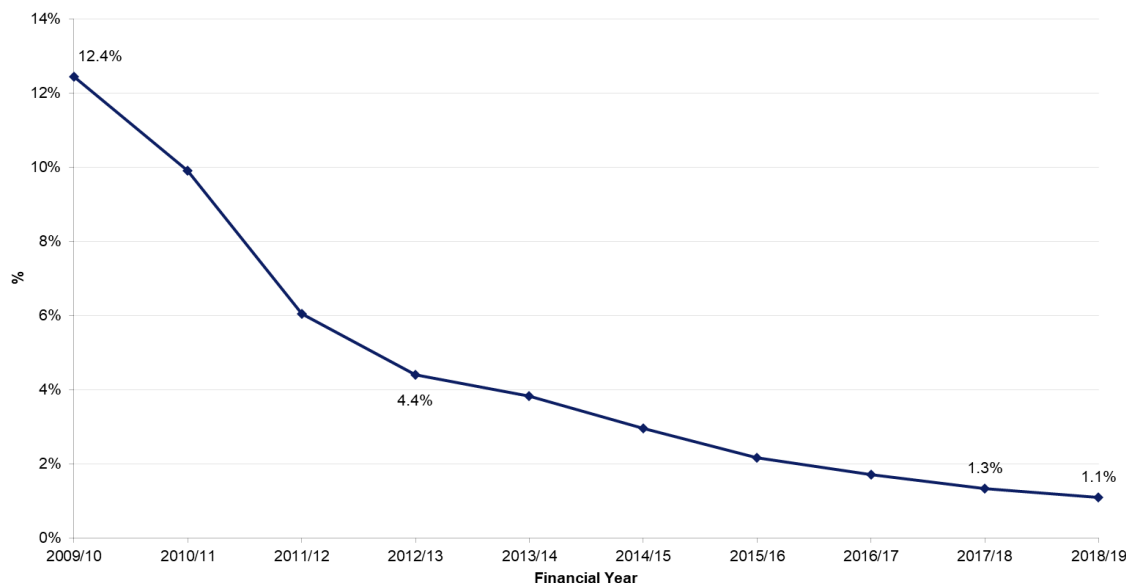
Figure 6: Substitution Days as a Proportion of Total Teaching Days¹, 2009/10 - 2018/19



¹ Excludes voluntary grammar schools

- Figure 7** shows the proportion of substitution days worked by Prematurely Retired Teachers for each year from 2009/10 to 2018/19. The number of substitution days worked by prematurely retired teachers has fallen from 57,116 days in 2009/10 to 5,184 in 2018/19, which represents 1.1% of the total days worked, compared to 12.4% in 2009/10. This information is presented in **Table 11** and **12**.

Figure 7: Proportion of Substitution Cover Provided by Prematurely Retired Teachers¹, 2009/10 - 2018/19



¹Excludes voluntary grammar schools

- The reduction in substitute cover provided by prematurely retired teachers may be due to changes in pay for substitute teachers. In 2011, the Department issued guidance to schools on rates of pay for prematurely retired teachers. The link below gives the circular issued to schools detailing the new rate of pay effective from 1 September 2011 for prematurely retired teachers who are re-employed.

<https://www.education-ni.gov.uk/sites/default/files/publications/de/2011-17-rate-of-pay-for-prematurely-retired-teachers.pdf>

- **Table 13** shows the average daily and hourly substitute cover rates. The daily cost for controlled and maintained schools has increased by £3.1 and £3.7 from £144.97 and £140.6 in 2014/15 to £148.1 and £144.3 in 2018/19 from 2014/15. The daily cost for special controlled and maintained schools has also increased, by £23.1 and £22.9 from £157.2 and £148.3 in 2014/15 to £180.3 and £171.2 in 2018/19.

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
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.ons.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 2018/19. All figures refer to the position of schools on 5 November 2018.

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 2018 to 31 March 2019.
8. The number of all permanent teachers used is an average number of teachers who have worked in schools from 1 April 2018 to 31 March 2019.
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 2018 – 31 March 2019.
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, 2018

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	16	59.0%	3	3	50.0%	26	19	57.8%
	Vice-principal	7	9	43.8%	1	0	100.0%	8	9	47.1%
	Classroom teacher	187	121	60.7%	251	50	83.4%	438	171	71.9%
	All teachers	217	146	59.8%	255	53	82.8%	472	199	70.3%
Post-primary schools	Principal	4	4	50.0%	1	0	100.0%	5	4	55.6%
	Vice-principal	4	1	80.0%	0	0	-	4	1	80.0%
	Classroom teacher	152	49	75.6%	212	28	88.3%	364	77	82.5%
	All teachers	160	54	74.8%	213	28	88.4%	373	82	82.0%
Special schools	Principal	1	1	50.0%	0	0	-	1	1	50.0%
	Vice-principal	1	2	33.3%	2	0	100.0%	3	2	60.0%
	Classroom teacher	31	17	64.6%	17	9	65.4%	48	26	64.9%
	All teachers	33	20	62.3%	19	9	67.9%	52	29	64.2%
All grant-aided schools	Principal	28	21	57.1%	4	3	57.1%	32	24	57.1%
	Vice-principal	12	12	50.0%	3	0	100.0%	15	12	55.6%
	Classroom teacher	370	187	66.4%	480	87	84.7%	850	274	75.6%
	All teachers	410	220	65.1%	487	90	84.4%	897	310	74.3%

Table 2. Teacher vacancies in grant-aided schools in Northern Ireland, 2014 - 2018

School type	Grade of teacher	2014			2015			2016			2017			2018		
		Filled	Unfilled	% filled	Filled	Unfilled	% filled	Filled	Unfilled	% filled	Filled	Unfilled	% filled	Filled	Unfilled	% filled
Nursery, primary and preparatory schools	Principal	24	9	72.7%	36	18	66.7%	42	23	64.6%	41	15	73.2%	26	19	57.8%
	Vice-principal	11	9	55.0%	13	16	44.8%	16	13	55.2%	17	17	50.0%	8	9	47.1%
	Classroom teacher	326	117	73.6%	460	137	77.1%	533	226	70.2%	466	178	72.4%	438	171	71.9%
	All teachers	361	135	72.8%	509	171	74.9%	591	262	69.3%	524	210	71.4%	472	199	70.3%
Post-primary schools	Principal	2	1	66.7%	14	2	87.5%	7	0	100.0%	4	2	66.7%	5	4	55.6%
	Vice-principal	1	5	16.7%	8	5	61.5%	6	5	54.5%	5	1	83.3%	4	1	80.0%
	Classroom teacher	256	57	81.8%	331	67	83.2%	322	74	81.3%	251	69	78.4%	364	77	82.5%
	All teachers	259	63	80.4%	353	74	82.7%	335	79	80.9%	260	72	78.3%	373	82	82.0%
Special schools	Principal	1	0	100.0%	0	0	-	0	1	0.0%	2	0	100.0%	1	1	50.0%
	Vice-principal	0	0	-	0	1	0.0%	2	1	66.7%	0	0	-	3	2	60.0%
	Classroom teacher	31	28	52.5%	57	16	78.1%	60	50	54.5%	69	17	80.2%	48	26	64.9%
	All teachers	32	28	53.3%	57	17	77.0%	62	52	54.4%	71	17	80.7%	52	29	64.2%
All grant-aided schools	Principal	27	10	73.0%	50	20	71.4%	49	24	67.1%	47	17	73.4%	32	24	57.1%
	Vice-principal	12	14	46.2%	21	22	48.8%	24	19	55.8%	22	18	55.0%	15	12	55.6%
	Classroom teacher	613	202	75.2%	848	220	79.4%	915	350	72.3%	786	264	74.9%	850	274	75.6%
	All teachers	652	226	74.3%	919	262	77.8%	988	393	71.5%	855	299	74.1%	897	310	74.3%

Table 3. Sickness absence of all permanent teachers in Northern Ireland by school type¹: 1 April 2018 to 31 March 2019

	Nursery	Primary	Non Grammar	Grammar	Special	Peripatetic Units	Total
Number of teachers taking a period of sickness absence	100	4,247	3,646	478	714	191	9,376
Percentage of teacher taking a period of sickness absence	50.9%	50.5%	67.6%	53.7%	76.4%	73.3%	58.3%
Number of full-time teachers taking a period of sickness absence	85	3,480	3,022	381	588	135	7,691
Percentage of full-time teachers taking a period of sickness absence	54.4%	52.1%	68.0%	54.2%	78.5%	74.7%	59.6%
Number of part-time teachers taking a period of sickness absence	15	767	624	97	126	56	1,685
Percentage of part-time teachers taking a period of sickness absence	37.0%	44.1%	65.8%	52.1%	68.0%	70.3%	53.0%
Average number of days lost due to sickness:							
per teacher taking a period of sick leave	21.4	17.2	15.1	10.0	18.2	23.3	16.3
per teacher (all teachers)	10.9	8.7	10.2	5.4	13.9	17.1	9.5
Average number of days lost due to sickness:							
per full-time teacher taking a period of sick leave	20.0	16.6	15.0	9.6	18.5	21.1	15.9
per teacher (all full-time teachers)	10.9	8.7	10.2	5.2	14.5	15.8	9.5
Average number of days lost due to sickness:							
per part-time teacher taking a period of sick leave	29.3	20.0	15.7	11.7	16.9	28.4	18.1
per teacher (all part-time teachers)	10.8	8.8	10.3	6.1	11.5	20.0	9.6
Sickness absences by duration (in days):							
5 days or less	242	11,469	12,063	1,348	2,894	674	28,690
% 5 days or less	11.3%	15.7%	21.9%	28.2%	22.3%	15.2%	18.8%
6 to 20 days	158	9,033	6,944	693	2,164	653	19,645
% 6 to 20 days	7.4%	12.3%	12.6%	14.5%	16.6%	14.7%	12.9%
more than 20 days	1,739	52,748	36,174	2,741	7,947	3,118	104,467
% more than 20 Days	81.3%	72.0%	65.6%	57.3%	61.1%	70.1%	68.4%
Total	2,139	73,250	55,181	4,782	13,005	4,445	152,802
% 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	206	9,734	10,107	1,098	2,422	463	24,030
% 5 days or less	12.1%	16.8%	22.3%	30.1%	22.3%	16.2%	19.6%
6 to 20 days	115	7,418	5,792	549	1,772	381	16,027
% 6 to 20 days	6.8%	12.8%	12.8%	15.1%	16.3%	13.3%	13.1%
more than 20 days	1,379	40,766	29,494	1,998	6,680	2,010	82,327
% more than 20 Days	81.1%	70.4%	65.0%	54.8%	61.4%	70.4%	67.3%
Total	1,700	57,918	45,393	3,645	10,874	2,854	122,384
% 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	36	1,735	1,956	250	472	211	4,660
% 5 days or less	8.2%	11.3%	20.0%	22.0%	22.1%	13.3%	15.3%
6 to 20 days	43	1,615	1,152	144	392	272	3,618
% 6 to 20 days	9.8%	10.5%	11.8%	12.7%	18.4%	17.1%	11.9%
more than 20 days	360	11,982	6,680	743	1,267	1,108	22,140
% more than 20 Days	82.0%	78.2%	68.2%	65.3%	59.5%	69.6%	72.8%
Total	439	15,332	9,788	1,137	2,131	1,591	30,418
% 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 2018 to 31 March 2019

Management Type	Days lost due to sickness	Permanent teachers in post	Working days lost per teacher in post
Controlled	56,915	7,170.7	7.9
Controlled Integrated	3,291	413.8	8.0
Controlled Total	60,206	7,584.4	7.9
Catholic Maintained	68,573	6,313.1	10.9
Other Maintained	2,512	266.2	9.4
Maintained Total	71,085	6,579.2	10.8
Special	13,005	934.8	13.9
Grant Maintained Integrated	8,506	989.6	8.6
Total	152,802	16,088.1	9.5

¹ Figures exclude voluntary grammar schools.

Table 5. Sickness absence of all permanent teachers by school type in Northern Ireland¹: 2014/15 - 2018/19

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
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
2017/18	2,500	12.7	71,589	8.5	54,719	9.9	5,654	6.3	11,064	12.1	4,303	15.8	149,829	9.3
2018/19	2,139	10.9	73,250	8.7	55,181	10.2	4,782	5.4	13,005	13.9	4,445	17.1	152,802	9.5

¹. Figures exclude voluntary grammar schools.

Table 6. Teacher substitution costs by management type in Northern Ireland^{1,2}: 2014/15 - 2018/19

Management Type	2014/15 ^{4,5}			2015/16 ^{4,7}			2016/17 ⁴			2017/18 ^{4,9}			2018/19 ^{4,9}		
	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
Controlled ⁸	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	36,304,772.24	313,086,583.53	11.60	36,052,513.41	310,898,846.95	11.60
Maintained ⁸	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	30,179,666.46	261,136,024.16	11.56	30,440,093.91	255,370,731.17	11.92
Grant Maintained Integrated	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	2,523,663.31	36,653,667.44	6.89	2,682,609.91	36,694,802.81	7.31
Grand Total	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	69,008,102.01	610,876,275.13	11.30	69,175,217.23	602,964,380.93	11.47

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 but do not include the pay increase from September 2017 or September 2018 onwards.

Table 7. Teacher substitution costs by management type in Northern Ireland^{1,2}: 2009/10 - 2018/19

Management Type	2009/10	2010/11	2011/12	2012/13	2013/14⁴	2014/15⁵	2015/16⁶	2016/17	2017/18⁷	2018/19⁷
Controlled ³	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	36,304,772.24	36,052,513.41
Maintained ³	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	30,179,666.46	30,440,093.91
Grant Maintained Integrated	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	2,523,663.31	2,682,609.91
Grand Total	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	69,008,102.01	69,175,217.23
Special Schools Breakdown										
Category	2009/10	2010/11	2011/12	2012/13	2013/14⁴	2014/15⁵	2015/16⁶	2016/17	2017/18	2018/19
Special Schools Controlled	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	5,321,522.74	4,356,882.07
Special Schools Maintained	162,195.45	171,718.87	102,351.25	238,233.97	252,062.34	293,002.21	344,150.37	471,962.51	345,654.91	225,967.49
Special Schools Total	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	5,667,177.65	4,582,849.56

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.

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 but do not include the pay increase from September 2017 or September 2018 onwards.

Table 8. Teacher substitution costs by school type in Northern Ireland^{1,2}: 2009/10 - 2018/19

School Type	2009/10	2010/11	2011/12	2012/13	2013/14 ³	2014/15 ⁴	2015/16 ⁵	2016/17	2017/18 ⁶	2018/19 ⁶
Nursery	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	1,090,768.69	1,131,410.66
Primary	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	36,418,113.14	35,988,765.11
Non Grammar	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	18,805,884.64	20,201,657.20
Grammar	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	2,612,256.31	2,642,639.26
Special	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	5,667,177.65	4,582,849.56
Peripatetic	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	1,890,238.27	1,945,285.53
Grant Maintained Integrated Primary	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	957,429.27	1,022,734.03
Grant Maintained Integrated Secondary	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	1,566,234.04	1,659,875.88
Grand Total	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	69,008,102.01	69,175,217.23
Year on year increases/decreases	-3.2	-4.0	-6.4	5.0	8.3	3.1	-0.1	9.4	-6.2	0.2

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 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 but do not include the pay increase from September 2017 or September 2018 onwards.

Table 9. Cost of substitution cover by reason^{1,2}: 2014/15 - 2018/19

Categories for substitution analysis	2014/15 ⁴	2015/16 ⁵	2016/17	2017/18 ⁶	2018/19 ⁶	Percentage change	
						2014/15 to 2018/19	2017/18 to 2018/19
Sickness	12,783,341.22	13,119,669.74	15,327,442.28	14,619,280.15	15,186,955.97	18.8	3.9
Maternity/Adoption/Paternity	13,273,217.62	14,005,701.23	14,827,593.22	13,864,678.46	13,681,190.78	3.1	-1.3
Training/Curriculum/Literacy/Numeracy	6,261,683.23	5,172,431.43	5,251,479.36	4,649,400.02	5,277,082.86	-15.7	13.5
Special Education	3,222,155.76	2,925,692.79	3,308,614.04	2,821,657.37	2,250,458.21	-30.2	-20.2
Relief for Teaching Principals	3,726,096.43	3,510,345.78	3,406,128.48	2,764,612.71	2,737,274.22	-26.5	-1.0
Union Business	82,360.44	76,457.82	84,608.29	136,450.85	118,959.77	44.4	-12.8
Personal Business	872,173.63	1,021,725.33	1,183,225.83	1,054,723.77	1,040,089.23	19.3	-1.4
Vacant Posts	11,685,063.81	13,697,530.58	14,790,837.67	13,641,937.31	13,523,650.31	15.7	-0.9
Career Break/Secondment	5,465,033.94	5,244,187.41	4,982,520.38	4,374,035.92	4,817,690.07	-11.8	10.1
Initiatives	8,276,722.08	7,113,260.15	8,781,555.05	9,376,425.07	8,996,632.90	8.7	-4.1
Public Representation/Consultation	67,066.89	58,529.49	66,544.18	41,168.04	67,884.76	1.2	64.9
Suspension	371,056.62	252,493.48	239,783.35	376,748.49	354,557.69	-4.4	-5.9
Educational Visits/School Trips	467,574.36	453,138.66	482,417.17	472,729.05	455,813.06	-2.5	-3.6
CCEA - Qualifications Development and Conduct	301,208.91	328,002.58	375,509.03	365,615.38	339,683.37	12.8	-7.1
CCEA - Curriculum and Assessment Development and Training	290,326.01	149,600.67	226,532.06	203,774.02	104,811.39	-63.9	-48.6
CCEA - Statutory Assessment Operations	205,855.75	151,204.95	258,682.01	244,390.21	222,225.02	8.0	-9.1
CCEA - Accreditation and Regulation of Qualifications	3,901.94	361.68	991.69	475.19	257.62	-93.4	-45.8
Yearly totals	67,354,838.64	67,280,333.77	73,594,464.09	69,008,102.01	69,175,217.23	2.7	0.2

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 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 but do not include the pay increase from September 2017 or September 2018 onwards.

Table 10. Number of substitution days as a proportion of total teaching days in Northern Ireland^{1,2,3}: 2009/10 - 2018/19

	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Total Teaching Days	3,196,050	3,222,765	3,191,175	3,123,315	3,112,149	3,164,682	3,127,921	3,107,325	3,123,705	3,116,685
Substitution Days	459,237	435,716	412,467	433,853	447,687	470,856	466,724	505,597	472,019	472,297
% Substitution Days	14.4	13.5	12.9	13.9	14.4	14.9	14.9	16.3	15.1	15.2

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}: 2009/10 - 2018/19

	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Total days worked by prematurely retired teachers	57,116	43,169	24,896	19,129	17,121	13,946	10,080	8,557	6,305	5,184
Total substitution days	459,237	435,716	412,467	433,853	447,687	470,856	466,724	505,597	472,019	472,297
% prematurely retired	12.4	9.9	6.0	4.4	3.8	3.0	2.2	1.7	1.3	1.1

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}: 2009/10 - 2018/19

Basis	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Efficient Discharge	1,728	1,322	650	549	570	571	482	396	389	266
Redundancy	55,388	41,847	24,246	18,580	16,551	13,375	9,598	8,161	5,916	4,918
Premature Sub Total	57,116	43,169	24,896	19,129	17,121	13,946	10,080	8,557	6,305	5,184
Age	8,551	7,365	4,949	5,088	6,097	6,282	4,857	5,354	5,112	4,865
Infirmity	100	0	1	0	0	0	0	0	0	0
Actuarially Reduced	1,531	2,282	2,347	2,614	4,551	6,081	6,057	6,567	6,547	7,341
Grant Total	67,299	52,816	32,193	26,831	27,769	26,309	20,994	20,478	17,964	17,390

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}: 2014/15 - 2018/19

Category	2014/15 ⁵			2015/16 ⁶			2016/17			2017/18 ⁷			2018/19		
	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	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	35,079,010.04	236,236.00	148.49	35,023,626.16	236,488.50	148.10
Maintained ³	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	32,336,048.66	225,771.50	143.22	32,806,791.90	227,424.50	144.25
Category	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	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	1,225,762.20	49,918.92	24.56	1,028,887.25	41,901.12	24.56
Maintained ³	436,617.43	18,902.67	23.10	334,363.54	13,750.06	24.32	390,106.73	15,359.29	25.40	367,281.11	14,950.10	24.57	315,911.92	12,427.09	25.42
Category	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	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	5,282,619.60	32,710.50	161.50	4,316,387.34	23,942.00	180.29
Special Schools Maintained	265,406.73	1,789.50	148.31	323,854.66	2,107.00	153.70	424,648.34	2,536.00	167.45	314,265.87	1,887.50	166.50	212,295.27	1,240.00	171.21
Special Schools Total	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	5,596,885.47	34,598.00	161.77	4,528,682.61	25,182.00	179.84
Category	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	22,824.63	887.60	25.71	14,401.80	583.75	24.67	47,326.63	1,662.98	28.46	38,903.14	1,601.08	24.30	40,494.73	1,684.50	24.04
Special Schools Maintained	27,595.48	965.50	28.58	20,295.71	697.00	29.12	47,314.17	1,564.50	30.24	31,389.04	1,020.00	30.77	13,672.22	440.16	31.06
Special Schools Total	50,420.11	1,853.10	27.21	34,697.51	1,280.75	27.09	94,640.80	3,227.48	29.32	70,292.18	2,621.08	26.82	54,166.95	2,124.66	25.49

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 but do not include the pay increase from September 2017 onwards.

⁸ Figures include the incremental progression for teachers but do not include the pay increase from September 2017 or September 2018 onwards.