



## Statistical Bulletin 7/2016

### Teacher vacancies, sickness absence and substitution statistics in grant-aided schools in Northern Ireland, 2015/16.

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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 2015/16.

**Key points:**

- There were more vacancies in November 2015, than in the previous year, with **1,181 teacher vacancies** at the end of the academic year 2014/15, **919 (77.8%) of which had been filled** by November 2015.
- The **average number of days lost per teacher due to sickness in all schools was 8.2**. This represents no change from the previous year.
- **Teacher substitution costs** remained constant at **£67 million**.
- The number of **substitution days worked by Prematurely Retired Teachers** has fallen to approximately 10,000 days in 2015/16. This represents **2.2% of the total days worked**, compared to 12.7% in 2006/07.

## Contents

<b>Section</b>	<b>Title</b>	<b>Page</b>
1	Introduction	3
2	Teacher Vacancies	4
3	Teacher Sickness Absence	5
4	Teacher Substitution Costs	6
5	Notes for readers	8
6	List of Tables	11

## 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 2015/16. This information is analysed by school type and management type.

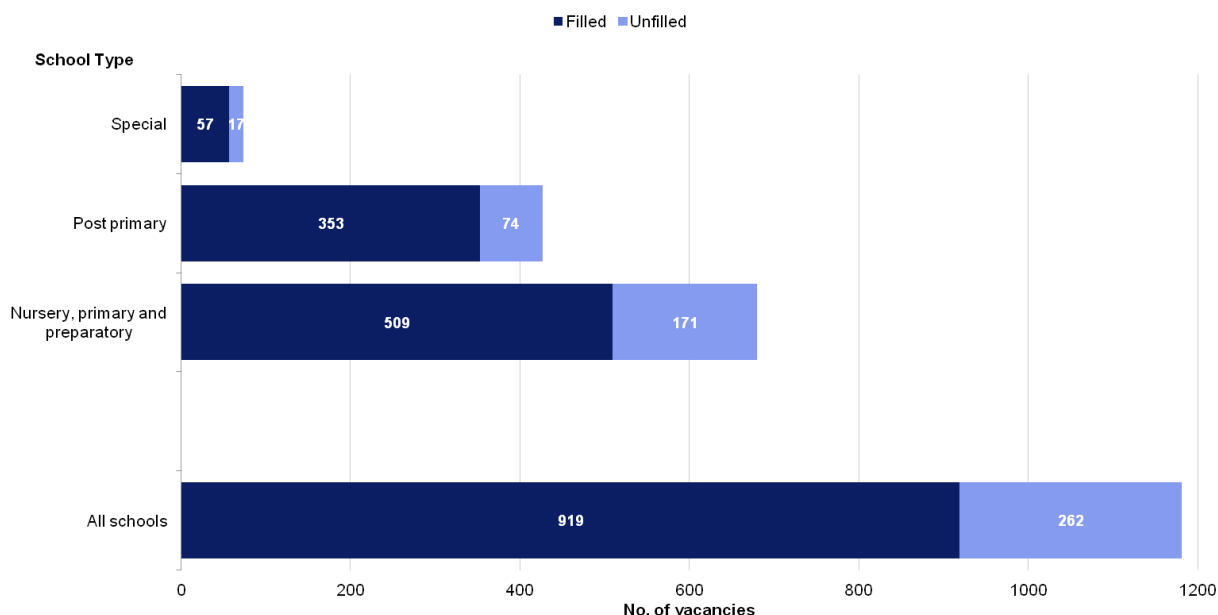
The information collected throughout this process is used by policy branches within the Department of Education to inform education workforce policy. The data are also used to respond to Assembly questions.

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 2014/15 and the proportions which were filled or unfilled by November 2015. There were 1,181 teacher vacancies at the end of the academic year 2014/15, 919 (77.8%) of which had been filled by November 2015. This compares with 652 of 878 (74.3%) 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 number of unfilled vacancies in special schools dropped considerably from 46.7% of vacancies unfilled in 2014 to 23.0% of vacancies unfilled in 2015. **Tables 1** and **2** outline the teacher vacancies data in more detail.

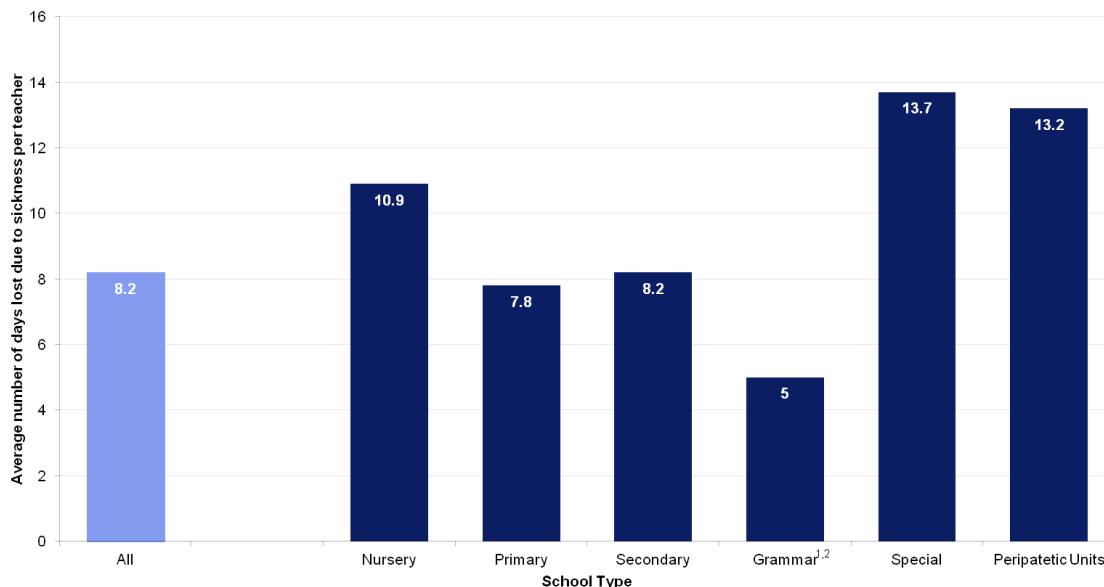
**Figure 1: Filled and unfilled vacancies by school type, November 2015**



## Section 3: Teacher Sickness Absence

- Figure 2** shows the average number of days lost due to sickness per teacher in all schools was 8.2. The largest average number of days lost due to sickness was in special schools at 13.7 and the lowest average number of days lost due to sickness was in grammar schools (excluding voluntary grammar) with an average 5.0 days (**Tables 3 and 4**).

**Figure 2: Average number of days lost due to sickness per teacher, 2015/16**

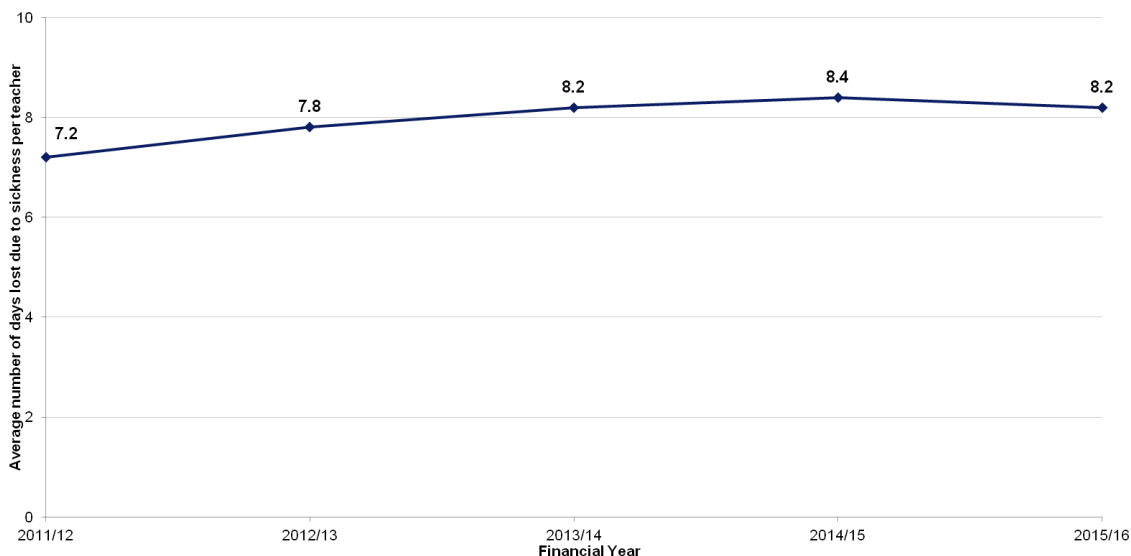


<sup>1</sup> Excludes voluntary grammar schools

<sup>2</sup> 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 2015/16 than in 2011/12, with the exception of grammar schools which have seen a slight decrease. As such the overall number of working days lost per teacher has risen from 7.2 in 2011/12 to 8.2 in 2015/16 (**Table 5**). However, when compared to 2014/15 there has been a slight drop in the number of working days lost per teacher going from 8.4 to 8.2.

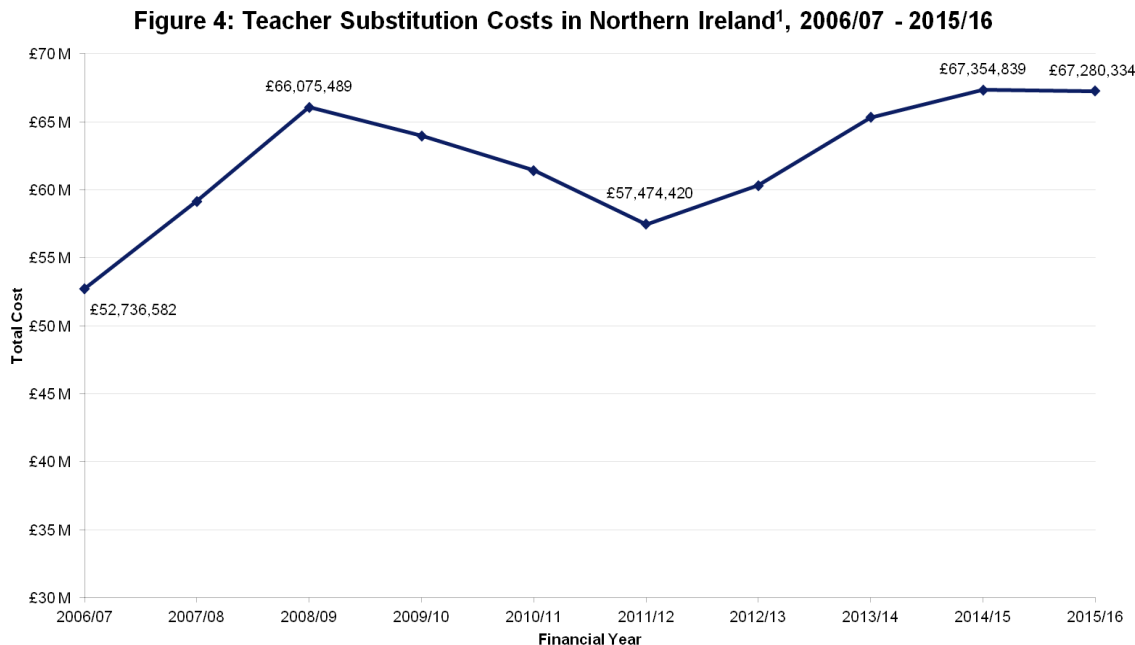
**Figure 3: Average number of days lost due to sickness per teacher<sup>1</sup>, 2011/12 - 2015/16**



<sup>1</sup> Excludes voluntary grammar schools.

## Section 4: Teacher Substitution Costs

- Figure 4** shows the teacher substitution costs for each year from 2006/07 to 2015/16. While the teacher substitution costs were increasing from 2011/12 to 2014/15, the cost of teacher substitution appears to have levelled out this year with a small decrease of approximately £75,000. This information is given in **Tables 6** and **7** and a breakdown by school type is given in **Table 8**.



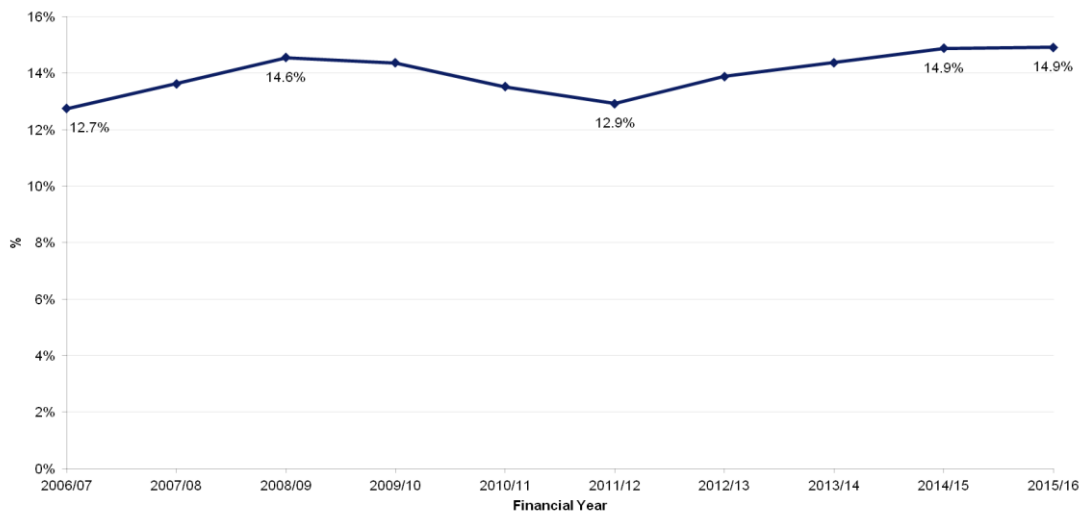
<sup>1</sup> Excludes voluntary grammar schools.

<sup>2</sup> 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 slightly this year by 2.6% to over £13 million. Since 2011/12 the cost of substitution cover for sickness has gone up by almost £2 million. While substitution costs for maternity, paternity and adoption have risen by approximately £750,000 to £14 million since 2014/15, this figure has remained relatively stable since 2011/12. The cost of substitution for vacant posts has increased by just over £2 million between 2014/15 and 2015/16, from £11.7 million to £13.7 million. This represents a 17.2% increase, with the cost of substitution cover for vacant posts having increased by over 50% since 2011/12.

- Figure 5** shows the number of substitution days as a proportion of total teaching days for each year from 2006/07 to 2015/16. Between 2012/13 and 2014/15 the number of substitution days was rising, however, this year the number of substitution days has dropped slightly from 470,856 days in 2014/15 to 466,724 days in 2015/16, but this rise is proportionate to the total number of teaching days as the proportion of substitution days has remained stable at 14.9% (**Table 10**).

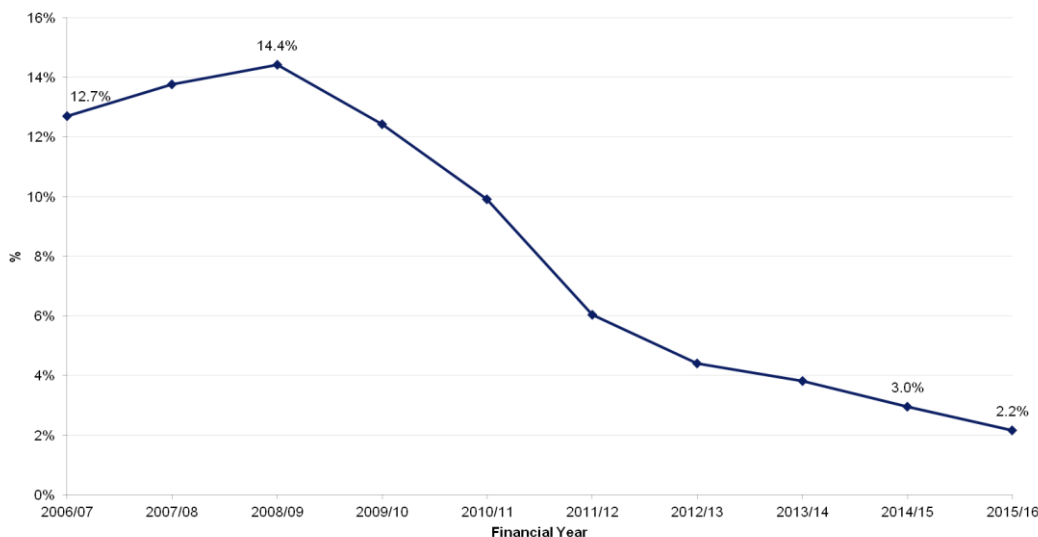
**Figure 5: Substitution Days as a Proportion of Total Teaching Days<sup>1</sup>, 2006/07 - 2015/16**



<sup>1</sup> Excludes voluntary grammar schools

- Figure 6** shows the proportion of substitution days worked by Prematurely Retired Teachers for each year from 2006/07 to 2015/16. The number of substitution days worked by prematurely retired teachers has fallen from 67,927 days in 2008/09 to 10,080 in 2015/16, which represents 2.2% 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 Teachers<sup>1</sup>, 2006/07 - 2015/16**



<sup>1</sup>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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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](http://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 2015/16. All figures refer to the position of schools on 2 November 2015.

### **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 2<sup>nd</sup> 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](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 2015 to 31 March 2016.
8. The number of all permanent teachers used is an average number of teachers who have worked in schools from 1 April 2015 to 31 March 2016.
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 1/365<sup>th</sup> 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 2015 – 31 March 2016.
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 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.
  - **Peripatetic:** The Peripatetic Support Service is an amalgamation of teachers of sensory impaired children and teachers of children with specific learning difficulties. Teachers within this service provide support and additional tuition to children, and have additional qualifications within the relevant area.

## **General**

20. 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

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## Section 6: List of Tables

Table 1	Teacher vacancies in grant-aided schools in Northern Ireland: 2015
Table 2	Teacher vacancies in grant-aided schools in Northern Ireland, 2011 – 2015
Table 3	Sickness absence of all permanent teachers in Northern Ireland by school type: 1 April 2015 – 31 March 2016
Table 4	Sickness absence of all permanent teachers by management type in Northern Ireland: 1 April 2015 – 31 March 2016
Table 5	Sickness absence of all permanent teachers by school type in Northern Ireland: 1 April 2011 – 31 March 2016
Table 6	Teacher substitution costs by management type in Northern Ireland: 1 April 2011 – 31 March 2016
Table 7	Teacher substitution costs by management type in Northern Ireland: 1 April 2006 – 31 March 2016
Table 8	Teacher substitution costs by school type in Northern Ireland: 1 April 2006 – 31 March 2016
Table 9	Cost of substitution cover by reason: 1 April 2011 – 31 March 2016
Table 10	Number of substitution days as a proportion of total teaching days in Northern Ireland: 1 April 2006 – 31 March 2016
Table 11	Proportion of substitution cover provided by prematurely retired teachers in Northern Ireland: 1 April 2006 – 31 March 2016
Table 12	Number of days worked by retired teachers providing substitute cover in Northern Ireland: 1 April 2006 – 31 March 2016
Table 13	Average daily and hourly substitute cover rates by employing authority 1 April 2011 – 31 March 2016

**Table 1. Teacher vacancies in grant-aided schools in Northern Ireland, 2015**

School type	Grade of teacher	Permanent positions			Temporary positions			All positions		
		Filled	Unfilled	% filled	Filled	Unfilled	% filled	Filled	Unfilled	% filled
<b>Nursery, primary and preparatory schools</b>	Principal	34	18	65.4%	2	0	100.0%	36	18	66.7%
	Vice-principal	13	16	44.8%	0	0	-	13	16	44.8%
	Classroom teacher	186	96	66.0%	274	41	87.0%	460	137	77.1%
	<b>All teachers</b>	<b>233</b>	<b>130</b>	<b>64.2%</b>	<b>276</b>	<b>41</b>	<b>87.1%</b>	<b>509</b>	<b>171</b>	<b>74.9%</b>
<b>Post-primary (secondary (non grammar) and grammar) schools</b>	Principal	12	1	92.3%	2	1	66.7%	14	2	87.5%
	Vice-principal	7	4	63.6%	1	1	50.0%	8	5	61.5%
	Classroom teacher	121	44	73.3%	210	23	90.1%	331	67	83.2%
	<b>All teachers</b>	<b>140</b>	<b>49</b>	<b>74.1%</b>	<b>213</b>	<b>25</b>	<b>89.5%</b>	<b>353</b>	<b>74</b>	<b>82.7%</b>
<b>Special schools</b>	Principal	0	0	-	0	0	-	0	0	-
	Vice-principal	0	0	-	0	1	0.0%	0	1	0.0%
	Classroom teacher	28	12	70.0%	29	4	87.9%	57	16	78.1%
	<b>All teachers</b>	<b>28</b>	<b>12</b>	<b>70.0%</b>	<b>29</b>	<b>5</b>	<b>85.3%</b>	<b>57</b>	<b>17</b>	<b>77.0%</b>
<b>All grant-aided schools</b>	Principal	46	19	70.8%	4	1	80.0%	50	20	71.4%
	Vice-principal	20	20	50.0%	1	2	33.3%	21	22	48.8%
	Classroom teacher	335	152	68.8%	513	68	88.3%	848	220	79.4%
	<b>All teachers</b>	<b>401</b>	<b>191</b>	<b>67.7%</b>	<b>518</b>	<b>71</b>	<b>87.9%</b>	<b>919</b>	<b>262</b>	<b>77.8%</b>

Table 2. Teacher vacancies in grant-aided schools in Northern Ireland, 2011 - 2015

School type	Grade of teacher	2011			2012			2013			2014			2015		
		Filled	Unfilled	% filled	Filled	Unfilled	% filled	Filled	Unfilled	% filled	Filled	Unfilled	% filled	Filled	Unfilled	% filled
<b>Nursery, primary and preparatory schools</b>	Principal	23	7	76.7%	32	21	60.4%	33	9	78.6%	24	9	72.7%	36	18	66.7%
	Vice-principal	14	7	66.7%	12	8	60.0%	18	7	72.0%	11	9	55.0%	13	16	44.8%
	Classroom teacher	305	84	78.4%	396	103	79.4%	482	100	82.8%	326	117	73.6%	460	137	77.1%
	<b>All teachers</b>	<b>342</b>	<b>98</b>	<b>77.7%</b>	<b>440</b>	<b>132</b>	<b>76.9%</b>	<b>533</b>	<b>116</b>	<b>82.1%</b>	<b>361</b>	<b>135</b>	<b>72.8%</b>	<b>509</b>	<b>171</b>	<b>74.9%</b>
<b>Post-primary (secondary (non grammar) and grammar) schools</b>	Principal	9	3	75.0%	6	5	54.5%	7	2	77.8%	2	1	66.7%	14	2	87.5%
	Vice-principal	7	3	70.0%	9	3	75.0%	8	2	80.0%	1	5	16.7%	8	5	61.5%
	Classroom teacher	251	37	87.2%	229	56	80.4%	317	49	86.6%	256	57	81.8%	331	67	83.2%
	<b>All teachers</b>	<b>267</b>	<b>43</b>	<b>86.1%</b>	<b>244</b>	<b>64</b>	<b>79.2%</b>	<b>332</b>	<b>53</b>	<b>86.2%</b>	<b>259</b>	<b>63</b>	<b>80.4%</b>	<b>353</b>	<b>74</b>	<b>82.7%</b>
<b>Special schools</b>	Principal	1	3	25.0%	0	0	-	0	1	0.0%	1	0	100.0%	0	0	-
	Vice-principal	0	2	0.0%	0	6	0.0%	1	4	20.0%	0	0	-	0	1	0.0%
	Classroom teacher	14	18	43.8%	19	31	38.0%	41	26	61.2%	31	28	52.5%	57	16	78.1%
	<b>All teachers</b>	<b>15</b>	<b>23</b>	<b>39.5%</b>	<b>19</b>	<b>37</b>	<b>33.9%</b>	<b>42</b>	<b>31</b>	<b>57.5%</b>	<b>32</b>	<b>28</b>	<b>53.3%</b>	<b>57</b>	<b>17</b>	<b>77.0%</b>
<b>All grant-aided schools</b>	Principal	33	13	71.7%	38	26	59.4%	40	12	76.9%	27	10	73.0%	50	20	71.4%
	Vice-principal	21	12	63.6%	21	17	55.3%	27	13	67.5%	12	14	46.2%	21	22	48.8%
	Classroom teacher	570	139	80.4%	644	190	77.2%	840	175	82.8%	613	202	75.2%	848	220	79.4%
	<b>All teachers</b>	<b>624</b>	<b>164</b>	<b>79.2%</b>	<b>703</b>	<b>233</b>	<b>75.1%</b>	<b>907</b>	<b>200</b>	<b>81.9%</b>	<b>652</b>	<b>226</b>	<b>74.3%</b>	<b>919</b>	<b>262</b>	<b>77.8%</b>

Table 3. Sickness absence of all permanent teachers in Northern Ireland by school type<sup>1</sup>: 1 April 2015 to 31 March 2016

	Nursery	Primary	Secondary	Grammar	Special	Peripatetic Units	Total
Number of teachers taking a period of sickness absence	104	4,116	3,760	490	634	202	9,306
Percentage of teacher taking a period of sickness absence	53.8%	50.0%	66.8%	50.0%	73.9%	69.2%	57.5%
Number of full-time teachers taking a period of sickness absence	93	3,457	3,300	390	551	146	7,937
Percentage of full-time teachers taking a period of sickness absence	56.0%	50.2%	67.0%	47.5%	75.2%	68.1%	57.8%
Number of part-time teachers taking a period of sickness absence	11	659	460	100	83	56	1,369
Percentage of part-time teachers taking a period of sickness absence	40.4%	48.8%	65.9%	63.2%	66.4%	72.3%	56.2%
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Average number of days lost due to sickness: per teacher taking a period of sick leave per teacher (all teachers)	20.2 10.9	15.5 7.8	12.3 8.2	10.1 5.0	18.5 13.7	19.0 13.2	14.3 8.2
Average number of days lost due to sickness: per full-time teacher taking a period of sick leave per teacher (all full-time teachers)	18.7 10.5	15.4 7.7	12.3 8.2	9.9 4.7	18.8 14.1	19.5 13.2	14.2 8.2
Average number of days lost due to sickness: per part-time teacher taking a period of sick leave per teacher (all part-time teachers)	33.1 13.4	16.1 7.8	12.9 8.5	10.9 6.9	16.5 10.9	18.0 13.0	14.9 8.3
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Sickness absences by duration (in days):							
5 days or less	304	10,915	12,363	1,432	2,509	701	28,224
% 5 days or less	14.5%	17.1%	26.6%	29.0%	21.4%	18.2%	21.2%
6 to 20 days	224	9,149	6,698	793	1,612	507	18,983
% 6 to 20 days	10.7%	14.3%	14.4%	16.1%	13.8%	13.2%	14.3%
more than 20 days	1,574	43,804	27,331	2,715	7,584	2,640	85,648
% more than 20 Days	74.9%	68.6%	58.9%	55.0%	64.8%	68.6%	64.5%
Total	2,102	63,868	46,392	4,940	11,705	3,848	132,855
% total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
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Sickness absences by duration (in days) (full-time teachers):							
5 days or less	#	9,498	10,904	1,155	2,211	#	24,559
% 5 days or less	#	17.8%	26.9%	30.0%	21.4%	#	21.8%
6 to 20 days	#	7,675	5,787	702	1,409	#	16,152
% 6 to 20 days	#	14.4%	14.3%	18.2%	13.6%	#	14.4%
more than 20 days	1,247	36,101	23,782	1,995	6,719	1,962	71,806
% more than 20 Days	71.7%	67.8%	58.8%	51.8%	65.0%	69.1%	63.8%
Total	1,738	53,274	40,473	3,852	10,339	2,841	112,517
% total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
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Sickness absences by duration (in days) (part-time teachers):							
5 days or less	#	1,417	1,459	277	298	#	3,665
% 5 days or less	#	13.4%	24.6%	25.5%	21.8%	#	18.0%
6 to 20 days	*	1,474	911	91	203	#	2,831
% 6 to 20 days	*	13.9%	15.4%	8.4%	14.9%	#	13.9%
more than 20 days	327	7,703	3,549	720	865	678	13,842
% more than 20 Days	89.8%	72.7%	60.0%	66.2%	63.3%	67.3%	68.1%
Total	364	10,594	5,919	1,088	1,366	1,007	20,338
% total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

<sup>1</sup> Figures exclude voluntary grammar schools.

\* Relates to fewer than 5 cases.

# Number suppressed to prevent disclosure of small number elsewhere.

**Table 4. Sickness absence of all permanent teachers by and management type in Northern Ireland<sup>1</sup>: 1 April 2015 to 31 March 2016**

<b>Management Type</b>	<b>Days lost due to sickness</b>	<b>Permanent teachers in post</b>	<b>Working days lost per teacher in post</b>
Controlled	49,838	7,246.9	6.9
Controlled Integrated	3,325	383.1	8.7
<b>Controlled Total</b>	<b>53,163</b>	<b>7,630.0</b>	<b>7.0</b>
Catholic Maintained	58,734	6,471.9	9.1
Other Maintained	1,828	247.0	7.4
<b>Maintained Total</b>	<b>60,562</b>	<b>6,718.9</b>	<b>9.0</b>
Special	11,705	857.5	13.7
Grant Maintained Integrated	7,425	973.3	7.6
<b>Total</b>	<b>132,855</b>	<b>16,179.7</b>	<b>8.2</b>

<sup>1</sup> Figures exclude voluntary grammar schools.

**Table 5. Sickness absence of all permanent teachers by school type in Northern Ireland<sup>1</sup>: 2011/12 - 2015/16**

Year	Nursery		Primary		Secondary		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
<b>2011/12</b>	1,634	7.9	55,572	6.9	44,290	7.3	5,595	5.3	9,472	11.4	3,076	10.7	<b>119,639</b>	<b>7.2</b>
<b>2012/13</b>	2,238	11.0	59,398	7.4	45,977	7.9	5,333	5.3	8,907	10.6	3,386	12.4	<b>125,239</b>	<b>7.8</b>
<b>2013/14</b>	1,952	9.6	65,061	8.1	46,919	8.2	5,942	6.2	9,277	11.2	2,716	9.3	<b>131,867</b>	<b>8.2</b>
<b>2014/15</b>	2,140	10.7	65,830	8.0	47,924	8.4	5,670	5.6	10,997	12.3	4,156	14.3	<b>136,717</b>	<b>8.4</b>
<b>2015/16</b>	2,102	10.9	63,868	7.8	46,392	8.2	4,940	5.0	11,705	13.7	3,848	13.2	<b>132,855</b>	<b>8.2</b>

<sup>1</sup> Figures exclude voluntary grammar schools.



Table 6. Teacher substitution costs by management type in Northern Ireland<sup>1,2</sup>: 2011/12 - 2015/16

Management Type	2011/12			2012/13			2013/14 <sup>3,4</sup>			2014/15 <sup>4,5</sup>			2015/16 <sup>4,7</sup>		
	Substitution Costs	Total Perm Payroll Salary Costs <sup>5</sup>	Substitution costs as proportion of salary costs	Substitution Costs	Total Perm Payroll Salary Costs <sup>5</sup>	Substitution costs as proportion of salary costs	Substitution Costs	Total Perm Payroll Salary Costs <sup>5</sup>	Substitution costs as proportion of salary costs	Substitution Costs	Total Perm Payroll Salary Costs <sup>5</sup>	Substitution costs as proportion of salary costs	Substitution Costs	Total Perm Payroll Salary Costs <sup>5</sup>	Substitution costs as proportion of salary costs
Controlled <sup>3</sup>	30,574,323.53	313,614,883.13	9.75	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
Maintained <sup>3</sup>	24,634,403.30	262,631,210.19	9.38	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
Grant Maintained Integrated	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	2,727,550.95	36,104,177.66	7.55
<b>Grand Total</b>	<b>57,474,419.51</b>	<b>611,326,584.07</b>	<b>9.40</b>	<b>60,323,528.66</b>	<b>617,708,714.80</b>	<b>9.77</b>	<b>65,334,593.18</b>	<b>593,987,798.57</b>	<b>11.00</b>	<b>67,354,838.64</b>	<b>610,136,297.09</b>	<b>11.04</b>	<b>67,280,333.77</b>	<b>607,982,746.78</b>	<b>11.07</b>

<sup>1</sup> Figures supplied are in financial years i.e. April - March

<sup>2</sup> Figures exclude voluntary grammar schools.

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

<sup>4</sup> 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.

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

<sup>6</sup> Misc payments not included - Pay in Lieu, Honorarium, Redundancy, Misc Payment, NOF Allow, Mileage Allow, Home Centre, Study Centre, Health Awareness, Extended Schools

<sup>7</sup> Figures include the incremental progression for teachers but do not include the pay increase from September 2015 onwards.

<sup>8</sup> Special Schools included

**Table 7. Teacher substitution costs by management type in Northern Ireland<sup>1,2</sup>: 2006/07 - 2015/16**

<b>Management Type</b>	<b>2006/07</b>	<b>2007/08</b>	<b>2008/09</b>	<b>2009/10</b>	<b>2010/11</b>	<b>2011/12</b>	<b>2012/13</b>	<b>2013/14<sup>4</sup></b>	<b>2014/15<sup>5</sup></b>	<b>2015/16<sup>6</sup></b>
Controlled <sup>3</sup>	28,621,169.32	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
Maintained <sup>3</sup>	21,865,713.80	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
Grant Maintained Integrated	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	2,727,550.95
<b>Grand Total</b>	<b>52,736,581.67</b>	<b>59,163,535.61</b>	<b>66,075,489.20</b>	<b>63,976,600.33</b>	<b>61,426,823.23</b>	<b>57,474,419.51</b>	<b>60,323,528.66</b>	<b>65,334,593.18</b>	<b>67,354,838.64</b>	<b>67,280,333.77</b>

<b>Special Schools Breakdown</b>										
<b>Category</b>	<b>2006/07</b>	<b>2007/08</b>	<b>2008/09</b>	<b>2009/10</b>	<b>2010/11</b>	<b>2011/12</b>	<b>2012/13</b>	<b>2013/14<sup>4</sup></b>	<b>2014/15<sup>5</sup></b>	<b>2015/16<sup>6</sup></b>
Special Schools Controlled	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	4,493,178.28
Special Schools Maintained	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	344,150.37
<b>Special Schools Total</b>	<b>3,976,748.97</b>	<b>4,247,794.86</b>	<b>4,211,592.80</b>	<b>4,248,329.63</b>	<b>4,387,087.91</b>	<b>4,189,870.11</b>	<b>4,775,540.60</b>	<b>4,741,583.07</b>	<b>4,797,851.90</b>	<b>4,837,328.65</b>

<sup>1</sup> Figures supplied are in financial years i.e. April - March

<sup>2</sup> Figures exclude voluntary grammar schools.

<sup>3</sup> Special Schools included

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

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

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

**Table 8. Teacher substitution costs by school type in Northern Ireland<sup>1,2</sup>: 2006/07 - 2015/16**

<b>School Type</b>	<b>2006/07</b>	<b>2007/08</b>	<b>2008/09</b>	<b>2009/10</b>	<b>2010/11</b>	<b>2011/12</b>	<b>2012/13</b>	<b>2013/14<sup>3</sup></b>	<b>2014/15<sup>4</sup></b>	<b>2015/16<sup>5</sup></b>
Nursery	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	1,092,175.53
Primary	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	37,604,462.94
Secondary	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	17,178,563.21
Grammar	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	2,669,910.04
Special	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	4,837,328.65
Peripatetic	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	1,170,342.45
Grant Maintained Integrated Primary	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	1,004,811.79
Grant Maintained Integrated Secondary	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	1,722,739.16
<b>Grand Total</b>	<b>52,736,581.67</b>	<b>59,163,535.61</b>	<b>66,075,489.20</b>	<b>63,976,600.33</b>	<b>61,426,823.23</b>	<b>57,474,419.51</b>	<b>60,323,528.66</b>	<b>65,334,593.18</b>	<b>67,354,838.64</b>	<b>67,280,333.77</b>
<b>Year on year increases/decreases</b>	<b>-</b>	<b>12.2</b>	<b>11.7</b>	<b>-3.2</b>	<b>-4.0</b>	<b>-6.4</b>	<b>5.0</b>	<b>8.3</b>	<b>3.1</b>	<b>-0.1</b>

<sup>1</sup>. Figures supplied are in financial years i.e. April - March

<sup>2</sup>. Figures exclude voluntary grammar schools.

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

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

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

**Table 9. Cost of substitution cover by reason<sup>1,2</sup>: 2011/12 - 2015/16**

Categories for substitution analysis	Total Cost					Percentage change	
	2011/12	2012/13	2013/14 <sup>3</sup>	2014/15 <sup>4</sup>	2015/16 <sup>5</sup>	2011/12 to 2015/16	2014/15 to 2015/16
Sickness	11,265,713.57	11,879,783.48	12,936,918.31	12,783,341.22	13,119,669.74	16.5	2.6
Maternity/Adoption/Paternity	13,473,043.72	13,407,374.48	13,653,950.66	13,273,217.62	14,005,701.23	4.0	5.5
Training/Curriculum/Literacy/Numeracy	4,881,408.21	4,466,900.61	5,746,715.93	6,261,683.23	5,172,431.43	6.0	-17.4
Special Education	2,561,126.96	2,829,453.70	3,018,843.75	3,222,155.76	2,925,692.79	14.2	-9.2
Relief for Teaching Principals	3,455,742.22	3,593,773.71	3,977,884.19	3,726,096.43	3,510,345.78	1.6	-5.8
Union Business	68,123.44	97,614.71	84,543.16	82,360.44	76,457.82	12.2	-7.2
Personal Business	840,193.05	809,025.50	874,770.47	872,173.63	1,021,725.33	21.6	17.1
Vacant Posts	8,877,693.73	9,572,171.68	10,385,463.45	11,685,063.81	13,697,530.58	54.3	17.2
Career Break/Secondment	3,457,911.13	3,684,961.91	4,771,216.24	5,465,033.94	5,244,187.41	51.7	-4.0
Initiatives	6,237,723.19	7,050,340.95	7,971,753.56	8,276,722.08	7,113,260.15	14.0	-14.1
Public Representation/Consultation	69,102.57	85,974.97	89,108.30	67,066.89	58,529.49	-15.3	-12.7
Suspension	135,284.16	208,460.01	259,454.10	371,056.62	252,493.48	86.6	-32.0
Educational Visits/School Trips	623,207.08	580,593.35	572,577.74	467,574.36	453,138.66	-27.3	-3.1
CCEA - Qualifications Development and Conduct	342,647.03	283,760.04	264,993.47	301,208.91	328,002.58	-4.3	8.9
CCEA - Curriculum and Assessment Development and Training	639,081.43	824,103.60	462,596.56	290,326.01	149,600.67	-76.6	-48.5
CCEA - Statutory Assessment Operations	536,705.08	942,055.26	258,015.71	205,855.75	151,204.95	-71.8	-26.5
CCEA - Accreditation and Regulation of Qualifications	9,712.94	7,180.70	5,787.58	3,901.94	361.68	-96.3	-90.7
<b>Yearly totals</b>	<b>57,474,419.51</b>	<b>60,323,528.66</b>	<b>65,334,593.18</b>	<b>67,354,838.64</b>	<b>67,280,333.77</b>	<b>17.1</b>	<b>-0.1</b>

<sup>1</sup> Figures supplied are in financial years i.e. April - March

<sup>2</sup> Figures exclude voluntary grammar schools.

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

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

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

**Table 10. Number of substitution days as a proportion of total teaching days in Northern Ireland<sup>1,2,3</sup>: 2006/07 - 2015/16**

	<b>2006/07</b>	<b>2007/08</b>	<b>2008/09</b>	<b>2009/10</b>	<b>2010/11</b>	<b>2011/12</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>	<b>2015/16</b>
Total Teaching Days	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	3,127,921
Substitution Days	407,327	438,114	470,860	459,237	435,716	412,467	433,853	447,687	470,856	466,724
<b>% Substitution Days</b>	<b>12.7</b>	<b>13.6</b>	<b>14.6</b>	<b>14.4</b>	<b>13.5</b>	<b>12.9</b>	<b>13.9</b>	<b>14.4</b>	<b>14.9</b>	<b>14.9</b>

<sup>1</sup> Figures supplied are in financial years i.e. April - March

<sup>2</sup> Figures exclude voluntary grammar schools.

<sup>3</sup> Includes part-time hours converted to days

**Table 11. Proportion of substitution cover provided by prematurely retired teachers in Northern Ireland<sup>1,2,3</sup>: 2006/07 - 2015/16**

	<b>2006/07</b>	<b>2007/08</b>	<b>2008/09</b>	<b>2009/10</b>	<b>2010/11</b>	<b>2011/12</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>	<b>2015/16</b>
Total days worked by prematurely retired teachers	51,766	60,350	67,927	57,116	43,169	24,896	19,129	17,121	13,946	10,080
Total substitution days	407,327	438,114	470,860	459,237	435,716	412,467	433,853	447,687	470,856	466,724
<b>% prematurely retired</b>	<b>12.7</b>	<b>13.8</b>	<b>14.4</b>	<b>12.4</b>	<b>9.9</b>	<b>6.0</b>	<b>4.4</b>	<b>3.8</b>	<b>3.0</b>	<b>2.2</b>

<sup>1</sup> Figures supplied are in financial years i.e. April - March

<sup>2</sup> Figures exclude voluntary grammar schools.

<sup>3</sup> Includes part-time hours converted to days

**Table 12. Number of days worked by retired teachers providing substitute cover in Northern Ireland<sup>1,2,3</sup>: 2006/07 - 2015/16**

<b>Basis</b>	<b>2006/07</b>	<b>2007/08</b>	<b>2008/09</b>	<b>2009/10</b>	<b>2010/11</b>	<b>2011/12</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>	<b>2015/16</b>
Efficient Discharge	2,224	2,367	2,497	1,728	1,322	650	549	570	571	482
Redundancy	49,542	57,983	65,430	55,388	41,847	24,246	18,580	16,551	13,375	9,598
<b>Premature Sub Total</b>	<b>51,766</b>	<b>60,350</b>	<b>67,927</b>	<b>57,116</b>	<b>43,169</b>	<b>24,896</b>	<b>19,129</b>	<b>17,121</b>	<b>13,946</b>	<b>10,080</b>
Age	8,248	10,157	10,652	8,551	7,365	4,949	5,088	6,097	6,282	4,857
Infirmity	58	11	0	100	0	*	0	0	0	0
Actuarially Reduced	0	148	1,037	1,531	2,282	#	2,614	4,551	6,081	6,057
<b>Grand Total</b>	<b>60,072</b>	<b>70,666</b>	<b>79,616</b>	<b>67,299</b>	<b>52,816</b>	<b>32,193</b>	<b>26,831</b>	<b>27,769</b>	<b>26,309</b>	<b>20,994</b>

<sup>1</sup>. Figures supplied are in financial years i.e. April - March

<sup>2</sup>. Figures exclude voluntary grammar schools.

<sup>3</sup>. Includes part-time hours converted to days

\* Relates to fewer than 5 cases.

# Number suppressed to prevent disclosure of small number elsewhere.

Table 13. Average daily and hourly substitute cover rates by employing authority<sup>1,2</sup>: 2011/12 - 2015/16

Category	2011/12			2012/13			2013/14 <sup>4</sup>			2014/15 <sup>5</sup>			2015/16 <sup>6</sup>		
	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 <sup>3</sup>	28,859,372.83	205,781.50	140.24	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
Maintained <sup>3</sup>	24,075,583.41	174,997.50	137.58	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

Category	2011-12			2012-13			2013-14 <sup>4</sup>			2014-15 <sup>5</sup>			2015-16 <sup>6</sup>		
	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 <sup>3</sup>	1,714,950.70	71,574.09	23.96	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
Maintained <sup>3</sup>	558,819.89	24,459.90	22.85	536,868.07	23,742.12	22.61	492,588.58	21,636.47	22.77	436,817.43	18,902.67	23.10	334,363.54	13,750.06	24.32

Category	2011-12			2012-13			2013-14 <sup>4</sup>			2014-15 <sup>5</sup>			2015-16 <sup>6</sup>		
	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	3,875,668.69	25,324.00	153.04	4,455,137.53	29,301.50	152.04	4,457,094.47	28,885.50	154.30	4,482,025.06	28,521.50	157.15	4,478,776.48	28,423.50	157.57
Special Schools Maintained	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	323,854.66	2,107.00	153.70
<b>Special Schools Total</b>	<b>4,004,481.30</b>	<b>26,158.50</b>	<b>153.09</b>	<b>4,679,743.86</b>	<b>30,754.50</b>	<b>152.16</b>	<b>4,673,244.26</b>	<b>30,262.50</b>	<b>154.42</b>	<b>4,747,431.79</b>	<b>30,311.00</b>	<b>156.62</b>	<b>4,802,631.14</b>	<b>30,530.50</b>	<b>157.31</b>

Category	2011-12			2012-13			2013-14 <sup>4</sup>			2014-15 <sup>5</sup>			2015-16 <sup>6</sup>		
	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	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	887.60	25.71	14,401.80	583.75	24.67
Special Schools Maintained	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	20,295.71	697.00	29.12
<b>Special Schools Total</b>	<b>185,388.81</b>	<b>8,075.53</b>	<b>22.96</b>	<b>95,796.74</b>	<b>4,343.52</b>	<b>22.06</b>	<b>68,338.81</b>	<b>2,559.79</b>	<b>26.70</b>	<b>50,420.11</b>	<b>1,853.10</b>	<b>27.21</b>	<b>34,697.51</b>	<b>1,280.75</b>	<b>27.09</b>

<sup>1</sup> Figures supplied are in financial years i.e. April - March

<sup>2</sup> Figures exclude voluntary grammar and grant-maintained integrated schools.

<sup>3</sup> Special Schools included

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

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

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