

TEACHERS RATES OF PAY						
		EFFECTIVE DATE		01/09/2023		6.50%
			UNQUALIFIED TEACHER		Monthly	Hours
		U04	Minimum	25,831.00	2,152.58	15.24
			Maximum	37,362.00	3,113.50	22.05
			The following is for guidance only			
		Scale Code	Spine Point	Annual	Monthly	Hours
		U04	01	25,831.00	2,152.58	15.24
			02	28,194.00	2,349.50	16.64
			03	30,557.00	2,546.42	18.03
			04	32,640.00	2,720.00	19.26
			05	35,000.00	2,916.67	20.65
			06	37,362.00	3,113.50	22.05
			QUALIFIED TEACHERS		Monthly	Hours
		Main Scale	Minimum	36,745.00	3,062.08	21.68
		W00	Maximum	47,666.00	3,972.17	28.13
			The following is for guidance only			
		Scale Code	Spine Point	Annual	Monthly	Hours
		Main Scale	01	36,745.00	3,062.08	21.68
		W00	02	38,491.00	3,207.58	22.71
			03	40,318.00	3,359.83	23.79
			04	42,233.00	3,519.42	24.92
			05	44,615.00	3,717.92	26.33
			06	47,666.00	3,972.17	28.13
			UPPER PAY SCALE		Monthly	Hours
		Upper Pay Scale	Minimum	52,526.00	4,377.17	31.00
		P00	Maximum	56,959.00	4,746.58	33.61
			The following is for guidance only			
		Scale Code	Spine Point	Annual	Monthly	Hours
		Upper Pay Scale	01	52,526.00	4,377.17	31.00
		P00	02	55,107.00	4,592.25	32.52
			03	56,959.00	4,746.58	33.61

		ADDITIONAL ALLOWANCES						
		TLR ALLOWANCES						
	TLR 1	Minimum	9,272.00	772.67				
		Maximum	15,690.00	1,307.50				
The following is for guidance only								
	TLR 1	Spine Point	Minimum			Maximum		
			Annual	Monthly		Annual	Monthly	
	5	A	9,272.00	772.67		9,453.00	787.75	
	6	B	11,352.00	946.00		11,531.00	960.92	
	7	C	13,433.00	1,119.42		13,612.00	1,134.33	
	8	D	15,511.00	1,292.58		15,690.00	1,307.50	
	TLR 2	Minimum	3,214.00	267.83				
		Maximum	7,847.00	653.92				
The following is for guidance only								
	TLR 2	Spine Point	Minimum			Maximum		
			Annual	Monthly		Annual	Monthly	
	2	A	3,214.00	267.83		3,491.00	290.92	
	3	B	5,389.00	449.08		5,671.00	472.58	
	4	C	7,572.00	631.00		7,847.00	653.92	
	TLR 3	Minimum	639.00	53.25				
		Maximum	3,169.00	264.08				
SPECIAL EDUCATIONAL NEEDS ALLOWANCE								
	SEN	Minimum	2,539.00	211.58				
		Maximum	5,009.00	417.42				
				LEADING PRACTITIONERS	Monthly	Hours		
	L1 - L18	Minimum	56,377.00	4,698.08	33.27			
		Maximum	81,051.00	6,754.25	47.83			
The following is for guidance only								
Scale Code	Spine Point	Annual	Monthly	Hours	Spine Point	Annual	Monthly	Hours
L00	01	56,377.00	4,698.08	33.27	10	68,213.00	5,684.42	40.25
	02	57,568.00	4,797.33	33.97	11	69,748.00	5,812.33	41.16
	03	58,787.00	4,898.92	34.69	12	71,155.00	5,929.58	41.99
	04	60,025.00	5,002.08	35.42	13	72,708.00	6,059.00	42.91
	05	61,305.00	5,108.75	36.18	14	74,296.00	6,191.33	43.84
	06	62,611.00	5,217.58	36.95	15	75,917.00	6,326.42	44.80
	07	64,060.00	5,338.33	37.80	16	77,704.00	6,475.33	45.86
	08	65,327.00	5,443.92	38.55	17	79,283.00	6,606.92	46.79
	09	66,730.00	5,560.83	39.38	18	81,051.00	6,754.25	47.83

			LEADERSHIP PAY SPINE		Monthly	Hours		
		L1 - L43	Minimum	56,100.00	4,675.00	33.11		
			Maximum	139,891.00	11,657.58	82.55		
The following is for guidance only								
Scale Code	Spine Point	Annual	Monthly	Hours	Spine Point	Annual	Monthly	Hours
					L00			
L00	01	56,100.00	4,675.00	33.11	24*	91,095.00	7,591.25	53.76
	02	57,288.00	4,774.00	33.81	24	92,007.00	7,667.25	54.30
	03	58,500.00	4,875.00	34.52	25	94,067.00	7,838.92	55.51
	04	59,731.00	4,977.58	35.25	26	96,172.00	8,014.33	56.75
	05	61,004.00	5,083.67	36.00	27*	97,359.00	8,113.25	57.45
	06	62,304.00	5,192.00	36.77	27	98,332.00	8,194.33	58.03
	07	63,745.00	5,312.08	37.62	28	100,552.00	8,379.33	59.34
	08	65,007.00	5,417.25	38.36	29	102,827.00	8,568.92	60.68
	09	66,402.00	5,533.50	39.19	30	105,160.00	8,763.33	62.06
	10	67,880.00	5,656.67	40.06	31*	106,476.00	8,873.00	62.83
	11	69,407.00	5,783.92	40.96	31	107,541.00	8,961.75	63.46
	12	70,807.00	5,900.58	41.79	32	109,986.00	9,165.50	64.91
	13	72,351.00	6,029.25	42.70	33	112,502.00	9,375.17	66.39
	14	73,933.00	6,161.08	43.63	34	115,062.00	9,588.50	67.90
	15	75,545.00	6,295.42	44.58	35*	116,535.00	9,711.25	68.77
	16	77,324.00	6,443.67	45.63	35	117,700.00	9,808.33	69.46
	17	78,896.00	6,574.67	46.56	36	120,389.00	10,032.42	71.04
	18*	79,856.00	6,654.67	47.13	37	123,168.00	10,264.00	72.68
	18	80,655.00	6,721.25	47.60	38	125,988.00	10,499.00	74.35
	19	82,433.00	6,869.42	48.65	39*	127,564.00	10,630.33	75.28
	20	84,256.00	7,021.33	49.72	39	128,840.00	10,736.67	76.03
	21*	85,267.00	7,105.58	50.32	40	131,840.00	10,986.67	77.80
	21	86,119.00	7,176.58	50.82	41	134,913.00	11,242.75	79.62
	22	88,036.00	7,336.33	51.95	42	138,062.00	11,505.17	81.47
	23	89,989.00	7,499.08	53.10	43	139,891.00	11,657.58	82.55
* These points and point 43 are the maximum salaries for the eight head teacher group ranges below								
HEADTEACHERS SALARY RANGES								
Scale Code	Spine Point	Annual	Monthly	Hours	Spine Point	Annual	Monthly	Hours
					H02			
H01	06	62,304.00	5,192.00	36.77	08	65,007.00	5,417.25	38.36
	07	63,745.00	5,312.08	37.62	09	66,402.00	5,533.50	39.19
	08	65,007.00	5,417.25	38.36	10	67,880.00	5,656.67	40.06
	09	66,402.00	5,533.50	39.19	11	69,407.00	5,783.92	40.96
	10	67,880.00	5,656.67	40.06	12	70,807.00	5,900.58	41.79
	11	69,407.00	5,783.92	40.96	13	72,351.00	6,029.25	42.70
	12	70,807.00	5,900.58	41.79	14	73,933.00	6,161.08	43.63
	13	72,351.00	6,029.25	42.70	15	75,545.00	6,295.42	44.58
	14	73,933.00	6,161.08	43.63	16	77,324.00	6,443.67	45.63
	15	75,545.00	6,295.42	44.58	17	78,896.00	6,574.67	46.56
	16	77,324.00	6,443.67	45.63	18	80,655.00	6,721.25	47.60
	17	78,896.00	6,574.67	46.56	19	82,433.00	6,869.42	48.65
	18*	79,856.00	6,654.67	47.13	20	84,256.00	7,021.33	49.72
					21*	85,267.00	7,105.58	50.32

HEADTEACHERS SALARY RANGES								
Scale Code	Spine Point	Annual	Monthly	Hours	Spine Point	Annual	Monthly	Hours
					H06			
H03	11	69,407.00	5,783.92	40.96	21	86,119.00	7,176.58	50.82
	12	70,807.00	5,900.58	41.79	22	88,036.00	7,336.33	51.95
	13	72,351.00	6,029.25	42.70	23	89,989.00	7,499.08	53.10
	14	73,933.00	6,161.08	43.63	24	92,007.00	7,667.25	54.30
	15	75,545.00	6,295.42	44.58	25	94,067.00	7,838.92	55.51
	16	77,324.00	6,443.67	45.63	26	96,172.00	8,014.33	56.75
	17	78,896.00	6,574.67	46.56	27	98,332.00	8,194.33	58.03
	18	80,655.00	6,721.25	47.60	28	100,552.00	8,379.33	59.34
	19	82,433.00	6,869.42	48.65	29	102,827.00	8,568.92	60.68
	20	84,256.00	7,021.33	49.72	30	105,160.00	8,763.33	62.06
	21	86,119.00	7,176.58	50.82	31	107,541.00	8,961.75	63.46
	22	88,036.00	7,336.33	51.95	32	109,986.00	9,165.50	64.91
	23	89,989.00	7,499.08	53.10	33	112,502.00	9,375.17	66.39
	24*	91,095.00	7,591.25	53.76	34	115,062.00	9,588.50	67.90
					35*	116,535.00	9,711.25	68.77
					H07			
H04	14	73,933.00	6,161.08	43.63	24	92,007.00	7,667.25	54.30
	15	75,545.00	6,295.42	44.58	25	94,067.00	7,838.92	55.51
	16	77,324.00	6,443.67	45.63	26	96,172.00	8,014.33	56.75
	17	78,896.00	6,574.67	46.56	27	98,332.00	8,194.33	58.03
	18	80,655.00	6,721.25	47.60	28	100,552.00	8,379.33	59.34
	19	82,433.00	6,869.42	48.65	29	102,827.00	8,568.92	60.68
	20	84,256.00	7,021.33	49.72	30	105,160.00	8,763.33	62.06
	21	86,119.00	7,176.58	50.82	31	107,541.00	8,961.75	63.46
	22	88,036.00	7,336.33	51.95	32	109,986.00	9,165.50	64.91
	23	89,989.00	7,499.08	53.10	33	112,502.00	9,375.17	66.39
	24	92,007.00	7,667.25	54.30	34	115,062.00	9,588.50	67.90
	25	94,067.00	7,838.92	55.51	35	117,700.00	9,808.33	69.46
	26	96,172.00	8,014.33	56.75	36	120,389.00	10,032.42	71.04
	27*	97,359.00	8,113.25	57.45	37	123,168.00	10,264.00	72.68
					38	125,988.00	10,499.00	74.35
					39*	127,564.00	10,630.33	75.28
					H08			
H05	18	80,655.00	6,721.25	47.60	28	100,552.00	8,379.33	59.34
	19	82,433.00	6,869.42	48.65	29	102,827.00	8,568.92	60.68
	20	84,256.00	7,021.33	49.72	30	105,160.00	8,763.33	62.06
	21	86,119.00	7,176.58	50.82	31	107,541.00	8,961.75	63.46
	22	88,036.00	7,336.33	51.95	32	109,986.00	9,165.50	64.91
	23	89,989.00	7,499.08	53.10	33	112,502.00	9,375.17	66.39
	24	92,007.00	7,667.25	54.30	34	115,062.00	9,588.50	67.90
	25	94,067.00	7,838.92	55.51	35	117,700.00	9,808.33	69.46
	26	96,172.00	8,014.33	56.75	36	120,389.00	10,032.42	71.04
	27	98,332.00	8,194.33	58.03	37	123,168.00	10,264.00	72.68
	28	100,552.00	8,379.33	59.34	38	125,988.00	10,499.00	74.35
	29	102,827.00	8,568.92	60.68	39	128,840.00	10,736.67	76.03
	30	105,160.00	8,763.33	62.06	40	131,840.00	10,986.67	77.80
	31*	106,476.00	8,873.00	62.83	41	134,913.00	11,242.75	79.62
					42	138,062.00	11,505.17	81.47
					43	139,891.00	11,657.58	82.55