



July 2015

School Teachers' Pay 2015-16: Pay Scale Points

The Secretary of State has now confirmed her decision to accept the recommendations of the School Teachers Review Body on pay for 2015-16 and has published the draft 2015 School Teachers' Pay & Conditions Document (STPCD) for consultation.

As you know, the STPCD now only prescribes pay ranges with minimum and maximum points. The DfE will no longer publish any pay scale points for reference, either in the STPCD or Departmental advice documents. The draft 2015 STPCD continues, however, to permit the adoption of fixed pay scale points as the basis for teachers' pay progression, including by adopting previous STPCD pay scale points uprated as appropriate.

Although the finalised 2015 STPCD may not be published until after the end of the current school year, local authorities, schools and academy employers should now begin discussion on school pay policies before the end of the school year, not least because the obligation to consult with employees and their representative requires meaningful consultation which cannot take place during the summer holiday.

This joint document has been published to assist such discussions by setting out pay scales for 2015-16 which have been revised in line with the proposed increases in the STPCD pay ranges for 2015-16.

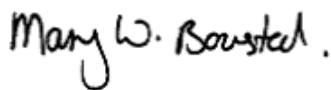
It sets out pay scale points for the leadership pay range, main pay range, upper pay range, unqualified teachers range and leading practitioners range. These maintain the structures of the previous STPCD pay scales ie a 6-point main pay scale, 3-point upper pay scale, 43-point leadership pay scale and 6-point unqualified teacher scale.

The STRB recommended a 1% increase in the minima and maxima of most STPCD pay ranges for classroom teachers but recommended a 2% increase in the maximum of the main pay range (MPR). The pay scale points in this document have been increased by 1% from 2014-15 other than point M6 which has been increased by 2% in order to maintain parity between M6 and the recommended MPR maximum.

The STRB also recommended that, for 2015-16, the maxima of the overall Leadership Range and the head teacher ranges for the eight school groups should be frozen. This does not, however, require scale points corresponding to those values to be frozen in schools where they are not the maximum of the school's head teacher group range. This circular therefore identifies alternative values for those scale points to be used in schools where they are and are not the maximum of the head teacher group range for the school.

The 2015 STPCD provides (see box in Part 1) that "schools must determine – in accordance with their own pay policy – how to apply the uplift to individual salaries and pay ranges". **This permits schools and other employers to continue to maintain the distinction between the annual "cost of living increase" and pay progression, so that they can and should decide to adopt the pay scales set out in this document and increase the pay of all teachers paid on those pay scale points from 1 September 2015.**

Yours faithfully




**General Secretary
ATL**



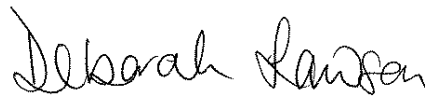
**General Secretary
NAHT**



**General Secretary
NUT**



**General Secretary
UCAC**



**General Secretary
Voice**

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Appendix

MAIN PAY RANGE

	E&W (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
1	22,244	27,819	25,880	23,313
2	24,002	29,270	27,484	25,070
3	25,932	30,795	29,185	26,999
4	27,927	32,400	30,992	29,001
5	30,128	34,893	33,620	31,196
6	32,831	37,862	36,540	33,909

UPPER PAY RANGE

	E&W (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
1	35,218	42,756	38,739	36,287
2	36,523	44,857	40,173	37,590
3	37,871	46,365	41,660	38,941

UNQUALIFIED TEACHER PAY RANGE

	E&W (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
1	16,298	20,496	19,359	17,368
2	18,194	22,391	21,256	19,262
3	20,088	24,287	23,152	21,158
4	21,984	26,182	25,050	23,053
5	23,881	28,076	26,944	24,949
6	25,776	29,970	28,841	26,843

LEADERSHIP GROUP PAY RANGE

	E&W (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
1	38,598	45,891	41,660	39,660
2	39,564	46,861	42,628	40,629
3	40,552	47,853	43,612	41,616
4	41,562	48,861	44,627	42,631
5	42,597	49,901	45,663	43,667
6	43,665	50,966	46,727	44,733
7	44,841	52,145	47,906	45,911
8	45,876	53,177	48,939	46,939
9	47,021	54,318	50,083	48,088
10	48,228	55,527	51,293	49,295
11	49,481	56,776	52,540	50,544
12	50,620	57,921	53,686	51,690
13	51,886	59,186	54,953	52,956
14	53,180	60,479	56,238	54,247
15	54,503	61,798	57,562	55,566
16	55,951	63,253	59,014	57,020
17	57,237	64,539	60,301	58,312
18 ¹	58,096	65,324	61,131	59,151
18*	58,677	65,978	61,743	59,743
19	60,131	67,432	63,198	61,198
20	61,623	68,923	64,687	62,694
21 ²	62,521	69,750	65,557	63,585
21*	63,147	70,448	66,213	64,221
22	64,715	72,016	67,776	65,785
23	66,318	73,613	69,379	67,383
24 ³	67,290	74,518	70,321	68,350
24*	67,963	75,264	71,025	69,034

25	69,652	76,949	72,714	70,717
26	71,375	78,672	74,437	72,446
27 ⁴	72,419	79,642	75,450	73,474
27*	73,144	80,439	76,205	74,209
28	74,958	82,256	78,021	76,022
29	76,814	84,115	79,875	77,884
30	78,726	86,025	81,787	79,789
31 ⁵	79,872	87,101	82,908	80,932
31*	80,671	87,973	83,738	81,742
32	82,676	89,974	85,737	83,747
33	84,731	92,030	87,797	85,801
34	86,825	94,125	89,890	87,896
35 ⁶	88,102	95,330	91,134	89,162
35*	88,984	96,284	92,046	90,054
36	91,187	98,484	94,246	92,254
37	93,454	100,757	96,518	94,521
38	95,766	103,063	98,829	96,833
39 ⁷	97,128	104,353	100,159	98,182
39*	98,100	105,397	101,161	99,164
40	100,548	107,851	103,613	101,619
41	103,060	110,365	106,125	104,128
42	105,642	112,940	108,701	106,712
43 ⁸	107,210	114,437	110,243	108,271

Notes:

1 - scale point to be used only by schools in Group 1 where it is the maximum value of the head teacher group range for the school

2-8 - scale point to be used only by schools in Groups 2 to 8 respectively where it is the maximum value of the head teacher group range for the school

* - scale points to be used unless the above applies

LEADING PRACTITIONER PAY RANGE

	E&W (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
Minimum	38,598	45,891	41,660	39,660
Maximum	58,677	65,978	61,743	59,743

Note:

The minimum and maximum of this range equate to the minimum of the Leadership Range and to Leadership Range scale point L18* above. Schools wishing to use pay scale points on this range might therefore decide to use points L1 to L18* above.