



September 2019

Joint Advice on School Teachers' Pay 2019-20

The Government has published its proposals on school teachers' pay in England for 2019-20 following consideration of the recommendations of the School Teachers' Review Body (STRB). Teacher pay in Wales is now the responsibility of the Welsh Assembly Government and separate arrangements are now in place for Wales.

We set out here our organisations' joint advice on the application of the proposed changes to teacher pay in England, including the adoption of pay scales and the application of individual pay increases.

We jointly advise that the 2.75% uplift should apply to all teachers and leaders. The pay scale points below are recommended pay scales based on the pay structure in place prior to 1 September 2014 and have been updated in line with this year's pay proposals.

Where a school pay policy includes pay scale points other than those set out here, **we jointly advise that such scale points should be similarly increased.**

Consultation on pay policies

Formal consultation should take place with teachers and their union representatives before pay policies and pay scales for September 2019 are finalised. This should happen at the start of the new academic year, as soon as the pay proposals are formally confirmed, in order to comply with the requirement for meaningful consultation while also ensuring that teacher pay uplifts are not delayed. Notwithstanding this, we believe that it would be helpful for local authorities, school governing bodies and academy employers to announce as soon as possible whether or not they intend to adopt the advice set out here.

Pay scales for 2019-20

Although the STPCD (since 2014) only prescribes pay ranges with minimum and maximum points, it continues to permit the adoption of fixed pay scale points as the basis for pay progression.

The Secretary of State has announced a 2.75% increase to the statutory minima and maxima of all pay ranges and allowances. The Secretary of State has also announced grant funding for teacher pay in England by increasing the teacher pay grant for this financial year, but schools are expected to fund the first 2% from their existing budgets and the additional funding is only to cover the remaining 0.75%. The teacher unions remain committed to securing additional funding from the Government to support the full funding of teacher pay increases for schools in England.

Pay increases for 2019-20

We jointly advise that all teachers should receive an individual pay increase corresponding to the increases set out above, excluding any increase arising from progression to a higher pay scale point.

The Government and the STRB have recognised the recruitment and retention problems that affect the whole school system, and we believe that appropriate pay increases for all teachers are required to address those problems. The draft 2019 STPCD provides at Section 2 that "schools must determine – in accordance with their own pay policy – how to take account of the uplift to the national framework in making individual pay progression decisions." These provisions require that teachers should meet relevant performance criteria for progression on their pay scale if eligible, but do not preclude pay increases consequential upon the revalorisation of pay scales set out in the school's pay policy.

Notwithstanding our differing positions on the principle of performance-related pay progression, we agree that a distinction can and should be maintained between pay increases arising from progression on pay scales and pay increases arising from the revalorisation of pay scales for cost of living purposes. This is the only way to ensure that the profession returns to a competitive position in the graduate market place.

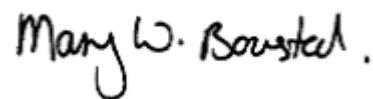
Yours sincerely



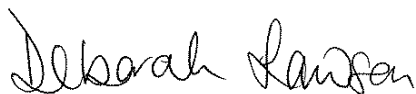
Geoff Barton
General Secretary
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Joint General Secretary
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Deborah Lawson
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Voice



Kevin Courtney
Joint General Secretary
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JOINT UNION TEACHER PAY SCALES IN ENGLAND FROM 1 SEPTEMBER 2019

CLASSROOM TEACHERS MAIN PAY RANGE

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1 (minimum)	£24,373	£30,480	£28,355	£25,543
2	£26,298	£32,070	£30,113	£27,468
3	£28,413	£33,741	£31,976	£29,581
4	£30,599	£35,499	£33,956	£31,775
5	£33,010	£38,230	£36,836	£34,179
6 (maximum)	£35,971	£41,483	£40,035	£37,152

UPPER PAY RANGE

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1 (minimum)	£37,654	£45,713	£41,419	£38,797
2	£39,050	£47,960	£42,951	£40,189
3 (maximum)	£40,490	£49,571	£44,541	£41,635

LEADING PRACTITIONER RANGE

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
minimum	£41,267	£49,065	£44,541	£42,403
maximum	£62,735	£70,540	£66,012	£63,874

TEACHING AND LEARNING RESPONSIBILITY (TLR) PAYMENTS

	TLR payment 1	TLR payment 2	TLR payment 3	SEN allowance
minimum	£8,069	£2,796	£555	£2,209
maximum	£13,654	£6,829	£2,757	£4,359

UNQUALIFIED TEACHERS

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1	£17,682	£22,237	£21,004	£18,844
2	£19,739	£24,293	£23,061	£20,898
3	£21,794	£26,350	£25,118	£22,955
4	£23,851	£28,405	£27,178	£25,011
5	£25,909	£30,460	£29,233	£27,067
6	£27,965	£32,515	£31,290	£29,123

LEADERSHIP GROUP PAY RANGE

	England (excl the London Area)	Inner London Area	Outer London Area	Fringe Area
1	£41,065	£48,824	£44,323	£42,195
2	£42,093	£49,857	£45,353	£43,226
3	£43,144	£50,912	£46,400	£44,277
4	£44,218	£51,984	£47,479	£45,356
5	£45,319	£53,091	£48,582	£46,459
6	£46,457	£54,223	£49,714	£47,592
7	£47,707	£55,477	£50,969	£48,846
8	£48,808	£56,576	£52,067	£49,940
9	£50,026	£57,790	£53,284	£51,161
10	£51,311	£59,076	£54,571	£52,445
11	£52,643	£60,404	£55,898	£53,775
12	£53,856	£61,624	£57,117	£54,993
13	£55,202	£62,968	£58,465	£56,340
14	£56,579	£64,344	£59,833	£57,714
15	£57,986	£65,747	£61,241	£59,118
16	£59,528	£67,295	£62,787	£60,664
17	£60,895	£68,663	£64,156	£62,039
18	£62,426	£70,194	£65,689	£63,562
19	£63,975	£71,742	£67,237	£65,109
20	£65,561	£73,328	£68,820	£66,701
21	£67,183	£74,949	£70,445	£68,325
22	£68,851	£76,618	£72,107	£69,989
23	£70,556	£78,318	£73,812	£71,689
24	£72,306	£80,074	£75,564	£73,446
25	£74,103	£81,867	£77,361	£75,237
26	£75,936	£83,699	£79,194	£77,075
27	£77,818	£85,579	£81,075	£78,952
28	£79,748	£87,512	£83,007	£80,880
29	£81,723	£89,491	£84,979	£82,860
30	£83,757	£91,522	£87,013	£84,886
31	£85,826	£93,594	£89,089	£86,965
32	£87,960	£95,722	£91,215	£89,098
33	£90,145	£97,911	£93,406	£91,284
34	£92,373	£100,140	£95,633	£93,511
35	£94,669	£102,436	£97,927	£95,808
36	£97,013	£104,776	£100,268	£98,148
37	£99,424	£107,194	£102,685	£100,561
38	£101,885	£109,648	£105,145	£103,021
39	£104,368	£112,131	£107,624	£105,500
40	£106,972	£114,742	£110,234	£108,112
41	£109,644	£117,416	£112,905	£110,781
42	£112,392	£120,156	£115,647	£113,530
43	£114,060	£121,749	£117,287	£115,188