



September 2018

## **Joint Advice on School Teachers' Pay 2018-19**

The Government has now published the 2018 School Teachers' Pay and Conditions Document (STPCD), following its announcements on school teachers' pay for 2018-19 and consideration of the recommendations of the School Teachers' Review Body (STRB).

**We set out here our organisations' joint advice on the application of these changes, including the adoption of pay scales and the application of individual pay increases.**

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**In Wales, there are some particular issues on teacher pay that must be considered alongside this advice. Points M2-M5 on the Main Pay Range in Wales were not increased by 2% as recommended in last year's joint union pay advice. This means that, in Wales this year, an increase of more than 3.5% would be needed to get points M2-M5 to the levels recommended by the joint union advice set out below. The unions are in discussion with the Welsh local authorities on these matters.**

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### **Consultation on pay policies**

**Formal consultation should take place with teachers, school leaders and their union representatives before pay policies and pay scales for September 2018 are finalised.** This should happen as soon as possible in order to comply with the requirement for meaningful consultation while also ensuring that teacher pay uplifts are not delayed. We believe that it would be helpful for local authorities, school governing bodies and academy employers to announce as soon as possible that they propose to adopt the advice set out here.

### **Pay scales for 2018-19**

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 implemented a 3.5% increase to the minima and maxima of the Main Pay Range and Unqualified Teachers' Range, a 2.0% increase to the minima and maxima of the Upper Pay Range and all allowances, and a 1.5% increase to the minima and maxima of the Leadership Pay Range and head teacher pay ranges. The Government has announced grant funding for the cost of increases beyond 1.0% for all schools.

**We jointly advise that the above percentage uplifts should apply to all teachers and leaders. The pay scale points below are recommended pay scales for adoption by schools, based on the pay structure in place prior to 1 September 2014 and updated in line with this year's pay increases.**

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.**

## Pay increases for 2018-19

**We jointly advise that all teachers and school leaders 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 has recognised the recruitment and retention problems that affect the whole school system, and we believe that appropriate pay increases for all teachers and school leaders are required to address those problems. The 2018 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 and school leaders 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.

### Other matters

The education unions remain committed to securing additional funding from the Government to support the full funding of teacher pay increases for schools in England and Wales. The unions also remain opposed to the Government's failure to implement the STRB recommendations in full and its differential treatment of the different groups within the profession. We would welcome your support by writing to the Secretary of State for Education on this matter.

### Further advice/reference

The 2018 School Teachers' Pay and Conditions Document is at <https://www.gov.uk/government/publications/school-teachers-pay-and-conditions>

The updated DfE pay advice to schools can be found at <https://www.gov.uk/government/publications/reviewing-and-revising-school-teachers-pay>

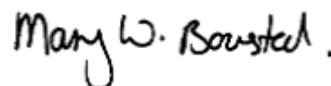
Yours sincerely



**General Secretary  
ASCL**



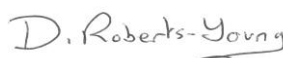
**General Secretary  
NAHT**



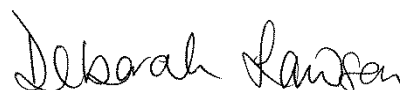
**Joint General Secretary  
NEU**



**Joint General Secretary  
NEU**



**General Secretary  
UCAC**



**General Secretary  
Voice**



## JOINT UNION TEACHER PAY SCALES FROM 1 SEPTEMBER 2018

### CLASSROOM TEACHERS

#### MAIN PAY RANGE

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
<b>1 (minimum)</b>	£23,720	£29,664	£27,596	£24,859
<b>2</b>	£25,594	£31,211	£29,307	£26,732
<b>3</b>	£27,652	£32,837	£31,120	£28,789
<b>4</b>	£29,780	£34,548	£33,047	£30,924
<b>5</b>	£32,126	£37,206	£35,850	£33,264
<b>6 (maximum)</b>	£35,008	£40,372	£38,963	£36,157

#### UPPER PAY RANGE

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
<b>1 (minimum)</b>	£36,646	£44,489	£40,310	£37,758
<b>2</b>	£38,004	£46,676	£41,801	£39,113
<b>3 (maximum)</b>	£39,406	£48,244	£43,348	£40,520

#### LEADING PRACTITIONER RANGE

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
<b>minimum</b>	£40,162	£47,751	£43,348	£41,268
<b>maximum</b>	£61,055	£68,652	£64,245	£62,164

#### TEACHING AND LEARNING RESPONSIBILITY (TLR) PAYMENTS

	TLR payment 1	TLR payment 2	TLR payment 3	SEN allowance
<b>minimum</b>	£7,853	£2,721	£540	£2,149
<b>maximum</b>	£13,288	£6,646	£2,683	£4,242

### UNQUALIFIED TEACHERS

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
<b>1</b>	£17,208	£21,641	£20,441	£18,339
<b>2</b>	£19,210	£23,642	£22,443	£20,338
<b>3</b>	£21,210	£25,644	£24,445	£22,340
<b>4</b>	£23,212	£27,644	£26,450	£24,341
<b>5</b>	£25,215	£29,644	£28,450	£26,342
<b>6</b>	£27,216	£31,644	£30,452	£28,343

**LEADERSHIP GROUP PAY RANGE**

	<b>E&amp;W (excl. the London Area)</b>	<b>Inner London Area</b>	<b>Outer London Area</b>	<b>Fringe Area</b>
<b>1</b>	£39,965	£47,517	£43,136	£41,065
<b>2</b>	£40,966	£48,522	£44,139	£42,069
<b>3</b>	£41,989	£49,549	£45,158	£43,091
<b>4</b>	£43,034	£50,592	£46,208	£44,142
<b>5</b>	£44,106	£51,670	£47,281	£45,215
<b>6</b>	£45,213	£52,771	£48,383	£46,318
<b>7</b>	£46,430	£53,992	£49,604	£47,538
<b>8</b>	£47,501	£55,061	£50,673	£48,603
<b>9</b>	£48,687	£56,243	£51,857	£49,791
<b>10</b>	£49,937	£57,494	£53,110	£51,041
<b>11</b>	£51,234	£58,787	£54,401	£52,335
<b>12</b>	£52,414	£59,974	£55,588	£53,521
<b>13</b>	£53,724	£61,282	£56,900	£54,832
<b>14</b>	£55,064	£62,621	£58,231	£56,169
<b>15</b>	£56,434	£63,987	£59,601	£57,535
<b>16</b>	£57,934	£65,493	£61,106	£59,040
<b>17</b>	£59,265	£66,825	£62,438	£60,378
<b>18</b>	£60,755	£68,315	£63,930	£61,860
<b>19</b>	£62,262	£69,821	£65,437	£63,366
<b>20</b>	£63,806	£71,365	£66,978	£64,915
<b>21</b>	£65,384	£72,943	£68,559	£66,496
<b>22</b>	£67,008	£74,567	£70,177	£68,115
<b>23</b>	£68,667	£76,221	£71,836	£69,770
<b>24</b>	£70,370	£77,930	£73,541	£71,480
<b>25</b>	£72,119	£79,675	£75,290	£73,223
<b>26</b>	£73,903	£81,458	£77,074	£75,012
<b>27</b>	£75,735	£83,288	£78,905	£76,838
<b>28</b>	£77,613	£85,169	£80,785	£78,715
<b>29</b>	£79,535	£87,095	£82,704	£80,642
<b>30</b>	£81,515	£89,072	£84,684	£82,614
<b>31</b>	£83,528	£91,089	£86,704	£84,637
<b>32</b>	£85,605	£93,160	£88,773	£86,713
<b>33</b>	£87,732	£95,290	£90,906	£88,840
<b>34</b>	£89,900	£97,459	£93,073	£91,008
<b>35</b>	£92,135	£99,694	£95,306	£93,243
<b>36</b>	£94,416	£101,971	£97,584	£95,521
<b>37</b>	£96,763	£104,325	£99,936	£97,869
<b>38</b>	£99,158	£106,713	£102,330	£100,263
<b>39</b>	£101,574	£109,129	£104,743	£102,676
<b>40</b>	£104,109	£111,671	£107,283	£105,218
<b>41</b>	£106,709	£114,273	£109,883	£107,816
<b>42</b>	£109,383	£116,940	£112,551	£110,491
<b>43</b>	£111,007	£118,490	£114,147	£112,105

## HEADTEACHER GROUP PAY RANGES - STPCD LIMITS

*\*The STPCD statutory maxima for the eight Headteacher Group Ranges no longer correspond with recommended scale points on the Leadership Group Range, or the corresponding point where it falls mid-range, due to the Government's decision to freeze those maxima in 2015. We jointly advise that the statutory maxima should only be used where they are the maximum point of a headteacher's individual range and the discretion to exceed the maximum of the range has not been exercised.*

## HEADTEACHER PAY RANGES

	E&W (excl. Gr. London) £	Inner London Area £	Outer London Area £	Fringe Area £
<b>Group 1</b>	60,153	67,638	63,297	61,247
<b>Group 2</b>	64,736	72,221	67,880	65,837
<b>Group 3</b>	69,673	77,158	72,813	70,771
<b>Group 4</b>	74,985	82,463	78,123	76,077
<b>Group 5</b>	82,701	90,186	85,845	83,799
<b>Group 6</b>	91,223	98,706	94,362	92,320
<b>Group 7</b>	100,568	108,048	103,706	101,659
<b>Group 8</b>	111,007	118,490	114,147	112,105

### HEADTEACHER GROUP ONE

	E&W (excl. Gr. London) £	Inner London Area £	Outer London Area £	Fringe Area £
<b>6</b>	45,213	52,771	48,383	46,318
<b>7</b>	46,399	53,992	49,604	47,538
<b>8</b>	47,501	55,061	50,673	48,603
<b>9</b>	48,687	56,243	51,857	49,791
<b>10</b>	49,937	57,494	53,110	51,041
<b>11</b>	51,234	58,787	54,401	52,335
<b>12</b>	52,414	59,974	55,588	53,521
<b>13</b>	53,724	61,282	56,900	54,832
<b>14</b>	55,065	62,621	58,231	56,169
<b>15</b>	56,434	63,987	59,601	57,535
<b>16</b>	57,934	65,493	61,106	59,040
<b>17</b>	59,265	66,825	62,438	60,378
<b>18*</b>	60,153	67,638	63,297	61,247

### HEADTEACHER GROUP TWO

	E&W (excl. Gr. London)	Inner London Area	Outer London Area	Fringe Area
<b>8</b>	47,501	55,061	50,673	48,603
<b>9</b>	48,687	56,243	51,857	49,791
<b>10</b>	49,937	57,494	53,110	51,041
<b>11</b>	51,234	58,787	54,401	52,335
<b>12</b>	52,414	59,974	55,588	53,521
<b>13</b>	53,724	61,282	56,900	54,832
<b>14</b>	55,065	62,621	58,231	56,169
<b>15</b>	56,434	63,987	59,601	57,535
<b>16</b>	57,934	65,493	61,106	59,040
<b>17</b>	59,265	66,825	62,438	60,378
<b>18</b>	60,755	68,315	63,930	61,403
<b>19</b>	62,262	69,821	65,437	63,366

<b>20</b>	63,806	71,365	66,978	64,915
<b>21*</b>	64,736	72,221	67,880	65,837

**HEADTEACHER GROUP THREE**

	<b>E&amp;W (excl. Gr. London)</b>	<b>Inner London Area</b>	<b>Outer London Area</b>	<b>Fringe Area</b>
<b>11</b>	51,234	58,787	54,401	52,335
<b>12</b>	52,414	59,974	55,588	53,521
<b>13</b>	53,724	61,282	56,900	54,832
<b>14</b>	55,065	62,621	58,231	56,169
<b>15</b>	56,434	63,987	59,601	57,535
<b>16</b>	57,934	65,493	61,106	59,040
<b>17</b>	59,265	66,825	62,438	60,378
<b>18</b>	60,755	68,315	63,930	61,403
<b>19</b>	62,262	69,821	65,437	63,366
<b>20</b>	63,806	71,365	66,978	64,915
<b>21</b>	65,384	72,943	68,559	66,496
<b>22</b>	67,008	74,567	70,177	68,115
<b>23</b>	68,667	76,221	71,836	69,770
<b>24*</b>	69,673	77,158	72,813	70,771

**HEADTEACHER GROUP FOUR**

	<b>E&amp;W (excl. Gr. London)</b>	<b>Inner London Area</b>	<b>Outer London Area</b>	<b>Fringe Area</b>
<b>14</b>	55,064	62,621	58,231	56,169
<b>15</b>	56,434	63,987	59,601	57,535
<b>16</b>	57,934	65,493	61,106	59,040
<b>17</b>	59,265	66,825	62,438	60,378
<b>18</b>	60,755	68,315	63,930	61,403
<b>19</b>	62,262	69,821	65,437	63,366
<b>20</b>	63,806	71,365	66,978	64,915
<b>21</b>	65,384	72,943	68,559	66,496
<b>22</b>	67,008	74,567	70,177	68,115
<b>23</b>	68,667	76,221	71,836	69,770
<b>24</b>	70,370	77,390	73,541	71,480
<b>25</b>	72,119	79,675	75,290	73,223
<b>26</b>	73,903	81,458	77,074	75,012
<b>27*</b>	74,985	82,463	78,123	76,077

**HEADTEACHER GROUP FIVE**

	<b>E&amp;W (excl. Gr. London)</b>	<b>Inner London Area</b>	<b>Outer London Area</b>	<b>Fringe Area</b>
<b>18</b>	60,755	68,315	63,930	61,860
<b>19</b>	62,262	69,821	65,437	63,366
<b>20</b>	63,806	71,365	66,978	64,915
<b>21</b>	65,384	72,943	68,559	66,496
<b>22</b>	67,008	74,567	70,177	68,115
<b>23</b>	68,667	76,221	71,836	69,770
<b>24</b>	70,370	77,390	73,541	71,480
<b>25</b>	72,119	79,675	75,290	73,223
<b>26</b>	73,903	81,458	77,074	75,012
<b>27</b>	75,735	83,288	78,905	76,838
<b>28</b>	77,613	85,169	80,785	78,715

<b>29</b>	79,535	87,095	82,704	80,642
<b>30</b>	81,515	89,072	84,684	82,614
<b>31*</b>	82,701	90,186	85,845	83,799

**HEADTEACHER GROUP SIX**

	<b>E&amp;W (excl. Gr. London)</b>	<b>Inner London Area</b>	<b>Outer London Area</b>	<b>Fringe Area</b>
<b>21</b>	65,384	72,943	68,559	66,496
<b>22</b>	67,008	74,567	70,177	68,115
<b>23</b>	68,667	76,221	71,836	69,770
<b>24</b>	70,370	77,390	73,541	71,480
<b>25</b>	72,119	79,675	75,290	73,223
<b>26</b>	73,903	81,458	77,074	75,012
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<b>28</b>	77,613	85,169	80,785	78,715
<b>29</b>	79,535	87,095	82,704	80,642
<b>30</b>	81,515	89,072	84,684	82,614
<b>31</b>	83,528	91,089	86,704	84,637
<b>32</b>	85,605	93,160	88,773	86,713
<b>33</b>	87,732	95,290	90,906	88,840
<b>34</b>	89,900	97,459	93,073	91,008
<b>35*</b>	91,223	98,706	94,362	92,320

**HEADTEACHER GROUP SEVEN**

	<b>E&amp;W (excl. Gr. London)</b>	<b>Inner London Area</b>	<b>Outer London Area</b>	<b>Fringe Area</b>
<b>24</b>	70,370	77,930	73,541	71,480
<b>25</b>	72,119	79,675	75,290	73,223
<b>26</b>	73,903	81,458	77,074	75,012
<b>27</b>	75,735	83,288	78,905	76,838
<b>28</b>	77,613	85,169	80,785	78,715
<b>29</b>	79,535	87,095	82,704	80,642
<b>30</b>	81,515	89,072	84,684	82,614
<b>31</b>	83,528	91,089	86,704	84,637
<b>32</b>	85,605	93,160	88,773	86,713
<b>33</b>	87,732	95,290	90,906	88,840
<b>34</b>	89,900	97,459	93,073	91,008
<b>35</b>	92,135	99,694	95,306	93,243
<b>36</b>	94,416	101,971	97,584	95,521
<b>37</b>	96,763	104,325	99,936	97,869
<b>38</b>	99,158	106,713	102,330	100,263
<b>39*</b>	100,568	108,048	103,706	101,659

**HEADTEACHER GROUP EIGHT**

	<b>E&amp;W (excl. Gr. London)</b>	<b>Inner London Area</b>	<b>Outer London Area</b>	<b>Fringe Area</b>
<b>28</b>	77,613	85,169	80,785	78,715
<b>29</b>	79,535	87,095	82,704	80,642
<b>30</b>	81,515	89,072	84,684	82,614
<b>31</b>	83,528	91,089	86,704	84,637
<b>32</b>	85,605	93,160	88,773	86,713
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<b>34</b>	89,900	97,459	93,073	91,008
<b>35</b>	92,135	99,694	95,306	93,243
<b>36</b>	94,416	101,971	97,584	95,521
<b>37</b>	96,763	104,325	99,936	97,869
<b>38</b>	99,158	106,713	102,330	100,263
<b>39</b>	101,574	109,129	104,743	102,676
<b>40</b>	104,109	111,671	107,283	105,218
<b>41</b>	106,709	114,273	109,883	107,816
<b>42</b>	109,383	116,940	112,551	110,491
<b>43*</b>	111,007	118,490	114,147	112,105