



September 2018

TO: **THE HEAD TEACHER / PRINCIPAL**  
(separate copy for Chair of Governors enclosed)

Dear colleague

## 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.

### 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 uprated 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 [www.gov.uk/government/publications/school-teachers-pay-and-conditions](http://www.gov.uk/government/publications/school-teachers-pay-and-conditions)

The updated DfE pay advice to schools can be found at [www.gov.uk/government/publications/reviewing-and-revising-school-teachers-pay](http://www.gov.uk/government/publications/reviewing-and-revising-school-teachers-pay)

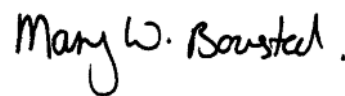
Yours sincerely



General Secretary  
ASCL



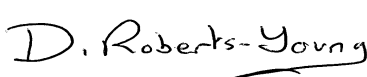
General Secretary  
NAHT



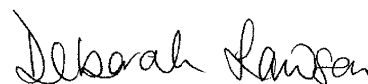
Joint General Secretary  
NEU



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

#### UPPER PAY RANGE

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

#### LEADING PRACTITIONER PAY RANGE

	E&W (excl London Area)	Inner London Area	Outer London Area	Fringe Area
Minimum	£40,162	£47,751	£43,348	£41,268
Maximum	£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
Minimum	£7,853	£2,721	£540	£2,149
Maximum	£13,288	£6,646	£2,683	£4,242

### UNQUALIFIED TEACHERS

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

## LEADERSHIP GROUP PAY RANGE

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

## HEADTEACHER GROUP PAY RANGES

See the online version of this document for advice on the application of the headteacher group pay ranges and pay range limits.