

July 2015

Dear Colleague,

School teachers' pay award 2015/16

The 2015 School Teachers' Pay and Conditions Document (STPCD) is yet to be finalised. A consultation on the draft STPCD will end on 30 July. However, we anticipate that discussions on school pay policies will already be taking place and this document has been produced to assist with those discussions.

The 2015 STPCD contains figures for the following salary ranges:

- Leadership range
- Head teacher group ranges
- Main Pay Range
- Upper Pay Range
- Unqualified range
- Leading Practitioner range

It does not specify pay points within the minima and maxima of these ranges.

The School Teachers' Review Body (STRB) recommendations for the pay award for 2015/16 have been accepted in full by the Government. These recommendations, which **relate to the national pay ranges**, rather than to the pay of individual teachers, are as follows:

- 1% uplift to the minima of all the pay ranges
- 1% uplift to the maxima of the Upper Pay Range, Unqualified Range and Leading Practitioner range
- 2% uplift to the maximum of the Main Pay Range
- No uplift to the maximum of the Leadership Pay Range
- No uplift to the maxima of the eight head teacher group ranges

Individual school pay policies for 2014/15 will have set out the basis for determining the level of any pay progression for the school's teachers, including the headteacher, from 1 September 2015.

In September 2015 it will be a statutory requirement to uplift the salary of teachers paid on the minima of the ranges by 1%, i.e. to ensure no teacher is paid below the national range. Other than this, whilst schools are not obliged

to do so¹, they may decide to set their own pay points within a pay range in their local policies, if they judge it appropriate to their needs. One option is to continue to use the previous pay scale points (uprated as appropriate) as the basis for an annual pay award. The LGA has produced such points, set out in **Appendix 1**.

Note that Appendix 1 contains two values for the maximum point of the Main Pay Range, demonstrating the values of both a 1% and a 2% uplift. The LGA does not specifically recommend the adoption of either a 1% or a 2% uplift to the salaries of teachers at the top of the Main Pay Range but merely provides the figures for both. This is because, notwithstanding the 2% uplift to the maxima of the national range, relevant bodies have the option of differentiating the award at the maximum if their 2014 pay and appraisal policies provide a sound evidence-based process for doing so.

The freezing of the maximum point of the leadership group range and the maxima of the eight head teacher group ranges does **not** mean that those points must to be frozen where they apply to a head who is not at the top of a school group range or to a deputy or assistant head teacher. For this reason Appendix 1 contains alternative values for these points, one set remaining at 2014 levels, the other uplifted by 1%.

Note that ultimately it is for schools to determine how they translate the uplift to the national ranges in to their own pay decisions, ensuring that they are consistent with the provisions of the school's pay policy.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Anita Jermyn', with a large circular flourish at the end.

Anita Jermyn
Principal Negotiating Officer

¹ Paragraph 5 of Section 3 of the draft STPCD states that “When making their annual pay determinations, relevant bodies will need to consider how to apply uplifts set out in Part 2 of the Document to individual salaries and pay ranges, and how to take account of the uplift to the national framework in making individual pay progression decisions”.

Appendix 1

LEADERSHIP GROUP PAY RANGE Discretionary Reference Points 2015/16								
	E&W		Inner London		Outer London		Fringe	
	2014	2015	2014	2015	2014	2015	2014	2015
1	38,215	38,598	45,436	45,891	41,247	41,660	39,267	39,660
2	39,172	39,564	46,397	46,861	42,205	42,628	40,226	40,629
3	40,150	40,552	47,379	47,853	43,180	43,612	41,203	41,616
4	41,150	41,562	48,377	48,861	44,185	44,627	42,208	42,631
5	42,175	42,597	49,406	49,901	45,210	45,663	43,234	43,667
6	43,232	43,665	50,461	50,966	46,264	46,727	44,290	44,733
7	44,397	44,841	51,628	52,145	47,431	47,906	45,456	45,911
8	45,421	45,876	52,650	53,177	48,454	48,939	46,474	46,939
9	46,555	47,021	53,780	54,318	49,587	50,083	47,611	48,088
10	47,750	48,228	54,977	55,527	50,785	51,293	48,806	49,295
11	48,991	49,481	56,213	56,776	52,019	52,540	50,043	50,544
12	50,118	50,620	57,347	57,921	53,154	53,686	51,178	51,690
13	51,372	51,886	58,600	59,186	54,408	54,953	52,431	52,956
14	52,653	53,180	59,880	60,479	55,681	56,238	53,709	54,247
15	53,963	54,503	61,186	61,798	56,992	57,562	55,015	55,566
16	55,397	55,951	62,626	63,253	58,429	59,014	56,455	57,020
17	56,670	57,237	63,900	64,539	59,703	60,301	57,734	58,312
18*	58,096	58,096	65,324	65,324	61,131	61,131	59,151	59,151
18	58,096	58,677	65,324	65,978	61,131	61,743	59,151	59,743

19	59,535	60,131	66,764	67,432	62,572	63,198	60,592	61,198
20	61,012	61,623	68,240	68,923	64,046	64,687	62,073	62,694
21*	62,521	62,521	69,750	69,750	65,557	65,557	63,585	63,585
21	62,521	63,147	69,750	70,448	65,557	66,213	63,585	64,221
22	64,074	64,715	71,302	72,016	67,104	67,776	65,133	65,785
23	65,661	66,318	72,884	73,613	68,692	69,379	66,715	67,383
24*	67,290	67,290	74,518	74,518	70,321	70,321	68,350	68,350
24	67,290	67,963	74,518	75,264	70,321	71,025	68,350	69,034
25	68,962	69,652	76,187	76,949	71,994	72,714	70,016	70,717
26	70,668	71,375	77,893	78,672	73,700	74,437	71,728	72,446
27*	72,419	72,419	79,642	79,642	75,450	75,450	73,474	73,474
27	72,419	73,144	79,642	80,439	75,450	76,205	73,474	74,209
28	74,215	74,958	81,441	82,256	77,248	78,021	75,269	76,022
29	76,053	76,814	83,282	84,115	79,084	79,875	77,112	77,884
30	77,946	78,726	85,173	86,025	80,977	81,787	78,999	79,789
31*	79,872	79,872	87,101	87,101	82,908	82,908	80,932	80,932
31	79,872	80,671	87,101	87,973	82,908	83,738	80,932	81,742
32	81,857	82,676	89,083	89,974	84,888	85,737	82,917	83,747
33	83,892	84,731	91,118	92,030	86,927	87,797	84,951	85,801
34	85,965	86,825	93,193	94,125	89,000	89,890	87,025	87,896
35*	88,102	88,102	95,330	95,330	91,134	91,134	89,162	89,162
35	88,102	88,984	95,330	96,284	91,134	92,046	89,162	90,054
36	90,284	91,187	97,508	98,484	93,312	94,246	91,340	92,254
37	92,528	93,454	99,759	100,757	95,562	96,518	93,585	94,521
38	94,817	95,766	102,042	103,063	97,850	98,829	95,874	96,833
39*	97,128	97,128	104,353	104,353	100,159	100,159	98,182	98,182

39	97,128	98,100	104,353	105,397	100,159	101,161	98,182	99,164
40	99,552	100,548	106,783	107,851	102,587	103,613	100,612	101,619
41	102,039	103,060	109,272	110,365	105,074	106,125	103,097	104,128
42	104,596	105,642	111,821	112,940	107,624	108,701	105,655	106,712
43	107,210	107,210	114,437	114,437	110,243	110,243	108,271	108,271

* Scale points to be applied **only** to head teachers at the top of the school group range in the academic year 2014/15, indicating no uplift for 2015/16.

MAIN PAY RANGE Discretionary Reference Points 2015/16									
		E&W		Inner London		Outer London		Fringe	
		2014	2015	2014	2015	2014	2015	2014	2015
Minimum	M1	22,023	22,244	27,543	27,819	25,623	25,880	23,082	23,313
	M2	23,764	24,002	28,980	29,270	27,211	27,484	24,821	25,070
	M3	25,675	25,932	30,490	30,795	28,896	29,185	26,731	26,999
	M4	27,650	27,927	32,079	32,400	30,685	30,992	28,713	29,001
	M5	29,829	30,128	34,547	34,893	33,287	33,620	30,887	31,196
	M6a	32,187	32,509	37,119	37,491	35,823	36,182	33,244	33,577
Maximum	M6b		32,831		37,862		36,540		33,909

UPPER PAY RANGE Discretionary Reference Points 2015/16									
		E&W		Inner London		Outer London		Fringe	
		2014	2015	2014	2015	2014	2015	2014	2015
Minimum	U1	34,869	35,218	42,332	42,756	38,355	38,739	35,927	36,287
	U2	36,161	36,523	44,412	44,857	39,775	40,173	37,217	37,590
Maximum	U3	37,496	37,871	45,905	46,365	41,247	41,660	38,555	38,941

UNQUALIFIED TEACHER PAY RANGE Discretionary Reference Points 2015/16									
		E&W		Inner London		Outer London		Fringe	
		2014	2015	2014	2015	2014	2015	2014	2015
Minimum	1	16,136	16,298	20,293	20,496	19,167	19,359	17,196	17,368
	2	18,013	18,194	22,169	22,391	21,045	21,256	19,071	19,262
	3	19,889	20,088	24,046	24,287	22,922	23,152	20,948	21,158
	4	21,766	21,984	25,922	26,182	24,801	25,050	22,824	23,053
	5	23,644	23,881	27,798	28,076	26,677	26,944	24,701	24,949
Maximum	6	25,520	25,776	29,673	29,970	28,555	28,841	26,577	26,843

LEADING PRACTITIONERS PAY RANGE 2015/16								
	E&W		Inner London		Outer London		Fringe	
	2014	2015	2014	2015	2014	2015	2014	2015
Minimum	38,215	38,598	45,436	45,891	41,247	41,660	39,267	39,660
Maximum	58,096	58,677	65,324	65,978	61,131	61,743	59,151	59,743
<p>Note: the minimum of the Leading Practitioners range equates to the minimum of the Leadership Range and the maximum equates to Leadership Range point L18. Schools wishing to use pay points within the Leading Practitioners range might therefore decide to use values equal to L1 to L18</p>								