

# SALARY CARD 2023/24/25

## OUTER LONDON

Classroom Teachers OUTER LONDON		
SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
<b>MAIN PAY RANGE</b>		
MIN M1	£34,514	£36,413
M2	£36,320	£38,318
M3	£38,219	£40,322
M4	£40,218	£42,430
M5	£42,654	£45,000
MAX M6	£46,001	£48,532
<b>UPPER PAY RANGE</b>		
MIN U1	£47,592	£50,210
U2	£49,353	£52,068
MAX U3	£51,179	£53,994

Leadership Group Pay Range OUTER LONDON		
SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
L1	£50,929	£53,731
L2	£52,113	£54,980
L3	£53,314	£56,247
L4	£54,555	£57,556
L5	£55,822	£58,893
L6	£57,124	£60,266
L7	£58,565	£61,787
L8	£59,826	£63,117
L9	£61,225	£64,593
L10	£62,703	£66,152
L11	£64,229	£67,762
L12	£65,629	£69,239
L13	£67,178	£70,873
L14	£68,749	£72,531
L15	£70,368	£74,239
L16	£72,144	£76,112
L17	£73,718	£77,773
L18	£75,478	£79,630
L19	£77,258	£81,508
L20	£79,076	£83,426
L21	£80,944	£85,396
L22	£82,852	£87,409
L23	£84,812	£89,477
L24	£86,826	£91,602
L25	£88,890	£93,779
L26	£90,995	£96,000
L27	£93,157	£98,281
L28	£95,377	£100,623
L29	£97,642	£103,013
L30	£99,980	£105,479
L31	£102,364	£107,995
L32	£104,808	£110,573
L33	£107,325	£113,228
L34	£109,884	£115,928
L35	£112,519	£118,708
L36	£115,210	£121,547
L37	£117,987	£124,477
L38	£120,813	£127,458
L39	£123,662	£130,464
L40	£126,661	£133,628
L41	£129,729	£136,865
L42	£132,881	£140,190
L43	£134,765	£142,178

Teaching & Learning Responsibilities (TLRs)		
PAYMENT 1 (TLR1)	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MIN	£9,272	£9,782
MAX	£15,690	£16,553
PAYMENT 2 (TLR2)	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MIN	£3,214	£3,391
MAX	£7,847	£8,279
PAYMENT 3 (TLR) (FIXED TERM)	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MIN	£639	£675
MAX	£3,169	£3,344

NASUWT recommends that if the relevant body awards TLRs of different annual values to two or more teachers, the minimum difference in the annual value between each award of a TLR1 is £1,500 and between each award of a TLR2 is £1,500.

Special Educational Needs (SEN) Allowances		
	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
SEN MIN	£2,539	£2,679
SEN MAX	£5,009	£5,285

Unqualified Teachers Pay Range OUTER LONDON		
SCALE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MIN 1	£24,415	£25,758
2	£26,779	£28,252
3	£29,141	£30,744
4	£31,229	£32,947
5	£33,590	£35,438
MAX 6	£35,954	£37,932

Ranges for Headteachers OUTER LONDON			
GROUP	SPINE POINT RANGE	SALARY RANGE 1 SEPT 2023 TO 31 AUG 2024	SALARY RANGE 1 SEPT 2024 TO 31 AUG 2025
1	L6 – L18	£57,124 – £74,730	£60,266 – £78,841
2	L8 – L21	£59,826 – £80,142	£63,117 – £84,550
3	L11 – L24	£64,229 – £85,965	£67,762 – £90,694
4	L14 – L27	£68,749 – £92,234	£72,531 – £97,307
5	L18 – L31	£75,478 – £101,350	£79,630 – £106,925
6	L21 – L35	£80,944 – £111,406	£85,396 – £117,534
7	L24 – L39	£86,826 – £122,437	£91,602 – £129,172
8	L28 – L43	£95,377 – £134,765	£100,623 – £142,178

The School Teachers' Review Body (STRB) recommended that no pay uplift be applied to the maximum values on the Leadership Group Pay Range (LGPR) or to maximum values on any of the eight headteacher group pay ranges in 2015.

This restriction was applied to the maximum of each of the eight headteacher group pay ranges only. It does not apply where a headteacher or deputy/assistant headteacher is not earning the maximum on a headteacher group pay range, but is placed on one of the corresponding points on the LGPR - L18, L21, L24, L27, L31, L35 or L39, which have all increased by 1% in each year between 2014 and 2017, by 1.5% in 2018, by 2.75% in 2019 and 2020, by 0% in 2021, by 5% in 2022, by 6.5% in 2023, and by 5.5% in 2024.

Lead Practitioners Pay Range OUTER LONDON		
SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MIN 1	£51,179	£53,994
2	£52,369	£55,250
3	£53,577	£56,524
4	£54,825	£57,841
5	£56,097	£59,183
6	£57,404	£60,562
7	£58,852	£62,089
8	£60,122	£63,429
9	£61,526	£64,910
10	£63,013	£66,479
11	£64,544	£68,094
12	£65,953	£69,581
13	£67,510	£71,224
14	£69,089	£72,889
15	£70,714	£74,604
16	£72,499	£76,487
17	£74,080	£78,155
MAX 18	£75,850	£80,022

Members should contact the **Member Support Advice Team** if the pay scales operated in their school do not match those on the NASUWT Salary Card.

**NASUWT**  
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### CONTACT US

Call **03330 145550** or email  
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Salary cards for England (excluding London and the Fringe), Inner London, Outer London, and the Fringe are all available on the NASUWT website.