

SALARY CARD 2024/25/26

WALES



Classroom Teachers		
SPINE POINT	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MAIN PAY RANGE		
MIN M2	£32,433	£33,731
M3	£35,039	£36,441
M4	£37,739	£39,249
M5	£40,710	£42,339
MAX M6	£44,802	£46,595
UPPER PAY RANGE		
MIN U1	£46,446	£48,304
U2	£48,168	£50,095
MAX U3	£49,944	£51,942

Teaching & Learning Responsibilities (TLRs)		
PAYMENT 1 (TLR1)	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MIN	£9,955	£10,354
MAX	£16,844	£17,518
PAYMENT 2 (TLR2)	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MIN	£3,451	£3,590
MAX	£8,426	£8,764
PAYMENT 3 (TLR) (FIXED TERM)	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MIN	£686	£714
MAX	£3,403	£3,540

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.

Additional Learning Needs (ALN) Allowances		
	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
ALN MIN	£2,728	£2,838
ALN MAX	£5,379	£5,595

Unqualified Teachers Pay Range		
SCALE POINT	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MIN 1	£21,812	£22,685
2	£24,348	£25,322
3	£26,884	£27,960
4	£29,419	£30,596
5	£31,959	£33,238
MAX 6	£34,495	£35,875

Leadership Group Pay Range		
SPINE POINT	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
L1	£50,653	£52,680
L2	£51,920	£53,997
L3	£53,216	£55,345
L4	£54,541	£56,723
L5	£55,900	£58,136
L6	£57,304	£59,597
L7	£58,844	£61,198
L8	£60,203	£62,612
L9	£61,705	£64,174
L10	£63,290	£65,822
L11	£64,933	£67,531
L12	£66,430	£69,088
L13	£68,090	£70,814
L14	£69,787	£72,579
L15	£71,523	£74,384
L16	£73,426	£76,364
L17	£75,111	£78,116
L18	£77,000	£80,080
L19	£78,910	£82,067
L20	£80,865	£84,100
L21	£82,868	£86,183
L22	£84,925	£88,322
L23	£87,027	£90,509
L24	£89,186	£92,754
L25	£91,401	£95,058
L26	£93,663	£97,410
L27	£95,984	£99,824
L28	£98,364	£102,299
L29	£100,800	£104,832
L30	£103,309	£107,442
L31	£105,862	£110,097
L32	£108,492	£112,832
L33	£111,187	£115,635
L34	£113,936	£118,494
L35	£116,769	£121,440
L36	£119,659	£124,446
L37	£122,634	£127,540
L38	£125,669	£130,696
L39	£128,732	£133,882
L40	£131,943	£137,221
L41	£135,240	£140,650
L42	£138,627	£144,173
L43	£140,685	£146,313

Ranges for Headteachers			
GROUP	SPINE POINT RANGE	SALARY RANGE 1 SEPT 2024 TO 31 AUG 2025	SALARY RANGE 1 SEPT 2025 TO 31 AUG 2026
1	L6 – L18	£57,304 – £76,238	£59,597 – £79,288
2	L8 – L21	£60,203 – £82,047	£62,612 – £85,329
3	L11 – L24	£64,933 – £88,303	£67,531 – £91,836
4	L14 – L27	£69,787 – £95,034	£72,579 – £98,836
5	L18 – L31	£77,000 – £104,812	£80,080 – £109,005
6	L21 – L35	£82,868 – £115,613	£86,183 – £120,238
7	L24 – L39	£89,186 – £127,456	£92,754 – £132,555
8	L28 – L43	£98,364 – £140,685	£102,299 – £146,313

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

This restriction was applied to the maximum of each the eight headteacher group pay ranges only. It does not apply where a head/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 LGPS – 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 both 2019 and 2020, by 1.75% in 2021, by 6.5% in 2022, by 5% in 2023, by 5.5% in 2024, and by 4% in 2025.

The NASUWT salary scales above are entirely consistent with those published by the Welsh Government for 2025. They incorporate the 4% pay uplift, which has been implemented by the Welsh Government.

Lead Practitioners Pay Range		
SPINE POINT	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MIN 1	£50,902	£52,939
2	£52,178	£54,266
3	£53,480	£55,620
4	£54,810	£57,003
5	£56,175	£58,422
6	£57,585	£59,889
7	£59,136	£61,502
8	£60,498	£62,918
9	£62,009	£64,490
10	£63,603	£66,148
11	£65,253	£67,864
12	£66,757	£69,428
13	£68,425	£71,162
14	£70,131	£72,937
15	£71,876	£74,752
16	£73,787	£76,739
17	£75,480	£78,500
MAX 18	£77,382	£80,478

Members should contact the **Employment Advisor** if the pay scales operated in their school do not match those on the NASUWT Salary Card.

NASUWT Cymru
Wales National Centre
Greenwood Close
Cardiff Gate Business Park
Cardiff
CF23 8RD

CONTACT US
Call 029 2054 6080 or email
rc-wales-cymru@mail.nasuwt.org.uk

Please also see the pay ranges for headteachers if you are at the top of a headteacher pay range.