

September 2022

## Joint Advice on School Teachers' Pay in England 2022-23

The Government has proposed teacher pay increases for England effective from 1 September 2022.<sup>1</sup> These proposals are subject to consultation ending on 23 September, with increases backdated to 1 September.

The joint unions believe this award, being far less than the value of inflation for the past year, is inadequate. We are demanding that the Government both increase and fully fund the pay award.

Success in this matter may require an adjustment to these pay values. Nevertheless these pay scales, whilst provisional, do apply from September once the pay order has been laid. This is our joint advice on the pay scales to be adopted for the school year 2022-23.

### Consultation on pay policies

**Formal consultation should take place with teachers and their union representatives before pay policies and pay scales for September 2022 are finalised.** This should happen at the start of the new academic year, as soon as the pay proposals are formally confirmed, in order to comply with the requirement for meaningful consultation.

Notwithstanding this and our united view that teachers and school leaders need inflation-plus pay increases fully funded by the Government, we believe that it would be helpful for local authorities, school governing bodies and academy employers to announce as soon as possible whether or not they intend to adopt the advice set out here.

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<sup>1</sup> Teacher pay in Wales is now the responsibility of the Welsh Government and separate pay arrangements are in place for Wales.

## **Pay scales for 2022-23**

**The School Teachers' Pay and Conditions Document (STPCD) continues to permit the adoption of fixed pay scale points as the basis for teachers' pay and progression.** The STPCD now again includes advisory pay scale points for the main and upper pay ranges and unqualified teacher pay range. These were restored to the STPCD in 2020 (main and upper pay ranges) and 2021 (unqualified teacher pay range) and reflect the values of the long-standing advisory pay points published jointly by our unions.

**The recommended pay scale points set out in this advice are the advisory pay points in the STPCD plus in addition recommended pay points for the leadership pay range.**

The decision to restore advisory pay points to the STPCD and align their values with those recommended in joint union advice underlines the appropriateness and importance of using the pay scales set out in this and previous editions of this annual pay advice.

In previous years teachers and school leaders should, as they have been in many schools, have been paid at least at the pay levels set out in the union advice. Where schools are still paying below the pay points in this advice, pay for teachers and school leaders in those schools should therefore be moved to the value of the next highest point.

The pay levels set out below should be a minimum, so where schools are paying above the value of the relevant point the teacher should be paid on the next highest point above the teacher's current pay level. This should be updated in future years in line with the relevant pay increase.

The principles supporting the use of national pay points for the main and upper pay ranges apply equally to the pay points for leaders set out in this advice. We will continue to call for the restoration of the national pay structure with the mandatory pay points as a minimum entitlement.

## **Pay progression for 2022-23**

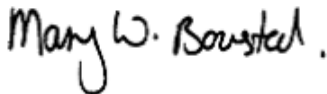
The unjustified decision to set pay awards that are well below inflation will not only result in another significant cut to the real value of pay, but will also contribute to the existing recruitment and retention problems and damage morale. The impact of the pandemic has made it impossible to measure objectives and provide support in the normal way. These factors make it even more important that pay progression is the norm. All eligible teachers and leaders should receive pay progression unless they are subject to formal capability procedures and, despite support being provided by the school, sufficient progress has not been made to resolve those concerns.

Furthermore, government guidance on pay progression during the pandemic stated that: *"Schools must ensure that teachers are not penalised during the appraisal process or in respect of any subsequent pay progression decisions as a result of partial school closures, where this has impacted on the ability of the teacher to meet fully their objectives."*

The 2022 STPCD Guidance will continue to provide at Section 3 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 should meet relevant performance criteria for progression on their pay scale if eligible, but do not preclude pay increases which are made as a result of the implementation of annual uplifts of pay scales set out in the school's pay policy.

All of our organisations believe that performance-related pay progression is damaging and should be removed, with pay progression for eligible teachers and school leaders as the norm and applied separately and in addition to 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.

Yours sincerely



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**NASUWT**  
The Teachers' Union

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## JOINT UNION TEACHER PAY SCALES IN ENGLAND FROM 1 SEPTEMBER 2022

### CLASSROOM TEACHERS MAIN PAY RANGE

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1 (minimum)	£28,000	£34,502	£32,407	£29,344
2	£29,800	£36,141	£34,103	£31,126
3	£31,750	£37,857	£35,886	£33,055
4	£33,850	£39,655	£37,763	£35,151
5	£35,990	£41,892	£40,050	£37,264
6 (maximum)	£38,810	£44,756	£43,193	£40,083

### UPPER PAY RANGE

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1 (minimum)	£40,625	£49,320	£44,687	£41,858
2	£42,131	£51,743	£46,340	£43,360
3 (maximum)	£43,685	£53,482	£48,055	£44,919

### LEADING PRACTITIONER RANGE

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
minimum	£44,523	£52,936	£48,055	£45,749
maximum	£67,685	£76,104	£71,220	£68,913

### TEACHING AND LEARNING RESPONSIBILITY (TLR) PAYMENTS/SEN ALLOWANCES

	TLR payment 1	TLR payment 2	TLR payment 3	SEN allowance
minimum	£8,706	£3,017	£600	£2,384
maximum	£14,732	£7,368	£2,975	£4,703

**LEADERSHIP GROUP PAY RANGE**

	England (excl the London Area)	Inner London Area	Outer London Area	Fringe Area
1	£44,305	£52,676	£47,820	£45,524
2	£45,414	£53,791	£48,932	£46,636
3	£46,548	£54,929	£50,060	£47,770
4	£47,706	£56,085	£51,225	£48,935
5	£48,895	£57,280	£52,415	£50,124
6	£50,122	£58,501	£53,637	£51,347
7	£51,470	£59,854	£54,990	£52,700
8	£52,659	£61,039	£56,174	£53,880
9	£53,973	£62,349	£57,488	£55,197
10	£55,360	£63,737	£58,876	£56,583
11	£56,796	£65,170	£60,308	£58,017
12	£58,105	£66,485	£61,623	£59,332
13	£59,558	£67,935	£63,077	£60,785
14	£61,042	£69,420	£64,553	£62,268
15	£62,561	£70,934	£66,073	£63,782
16	£64,225	£72,604	£67,740	£65,450
17	£65,699	£74,080	£69,218	£66,934
18	£67,351	£75,732	£70,871	£68,576
19	£69,022	£77,401	£72,542	£70,245
20	£70,733	£79,113	£74,249	£71,963
21	£72,483	£80,862	£76,003	£73,715
22	£74,283	£82,662	£77,795	£75,510
23	£76,122	£84,496	£79,635	£77,345
24	£78,010	£86,391	£81,526	£79,240
25	£79,949	£88,325	£83,464	£81,173
26	£81,927	£90,302	£85,441	£83,155
27	£83,956	£92,330	£87,471	£85,181
28	£86,040	£94,415	£89,555	£87,261
29	£88,170	£96,551	£91,682	£89,396
30	£90,365	£98,741	£93,877	£91,583
31	£92,597	£100,977	£96,116	£93,825
32	£94,898	£103,273	£98,411	£96,127
33	£97,256	£105,635	£100,774	£98,485
34	£99,660	£108,039	£103,177	£100,888
35	£102,137	£110,516	£105,651	£103,366
36	£104,666	£113,041	£108,178	£105,891
37	£107,267	£115,650	£110,785	£108,494
38	£109,922	£118,298	£113,439	£111,148
39	£112,601	£120,976	£116,114	£113,823
40	£115,410	£123,793	£118,930	£116,641
41	£118,293	£126,678	£121,811	£119,520
42	£121,258	£129,635	£124,770	£122,486
43	£123,057	£131,353	£126,539	£124,274

**UNQUALIFIED TEACHERS**

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1	£19,340	£24,254	£22,924	£20,594
2	£21,559	£26,473	£25,144	£22,810
3	£23,777	£28,692	£27,362	£25,029
4	£25,733	£30,647	£29,323	£26,984
5	£27,954	£32,863	£31,539	£29,203
6	£30,172	£35,081	£33,759	£31,421

## 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

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
Group 1	66,684	74,982	70,169	67,897
Group 2	71,765	80,062	75,250	72,985
Group 3	77,237	85,535	80,718	78,454
Group 4	83,126	91,416	86,604	84,336
Group 5	91,679	99,977	95,164	92,896
Group 6	101,126	109,422	104,606	102,342
Group 7	111,485	119,778	114,964	112,695
Group 8	123,057	131,353	126,539	124,274

## HEADTEACHER GROUP ONE

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
6	50,122	58,501	53,637	51,347
7	51,470	59,854	54,990	52,700
8	52,659	61,039	56,174	53,880
9	53,973	62,349	57,488	55,197
10	55,360	63,737	58,876	56,583
11	56,796	65,170	60,308	58,017
12	58,105	66,485	61,623	59,332
13	59,558	67,935	63,077	60,785
14	61,042	69,420	64,553	62,268
15	62,561	70,934	66,073	63,782
16	64,225	72,604	67,740	65,450
17	65,699	74,080	69,218	66,934
18*	66,684	74,982	70,169	67,897

**HEADTEACHER GROUP TWO**

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
<b>8</b>	52,659	61,039	56,174	53,880
<b>9</b>	53,973	62,349	57,488	55,197
<b>10</b>	55,360	63,737	58,876	56,583
<b>11</b>	56,796	65,170	60,308	58,017
<b>12</b>	58,105	66,485	61,623	59,332
<b>13</b>	59,558	67,935	63,077	60,785
<b>14</b>	61,042	69,420	64,553	62,268
<b>15</b>	62,561	70,934	66,073	63,782
<b>16</b>	64,225	72,604	67,740	65,450
<b>17</b>	65,699	74,080	69,218	66,934
<b>18</b>	67,351	75,732	70,871	68,576
<b>19</b>	69,022	77,401	72,542	70,245
<b>20</b>	70,733	79,113	74,249	71,963
<b>21*</b>	71,765	80,062	75,250	72,985

**HEADTEACHER GROUP THREE**

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
<b>11</b>	56,796	65,170	60,308	58,017
<b>12</b>	58,105	66,485	61,623	59,332
<b>13</b>	59,558	67,935	63,077	60,785
<b>14</b>	61,042	69,420	64,553	62,268
<b>15</b>	62,561	70,934	66,073	63,782
<b>16</b>	64,225	72,604	67,740	65,450
<b>17</b>	65,699	74,080	69,218	66,934
<b>18</b>	67,351	75,732	70,871	68,576
<b>19</b>	69,022	77,401	72,542	70,245
<b>20</b>	70,733	79,113	74,249	71,963
<b>21</b>	72,483	80,862	76,003	73,715
<b>22</b>	74,283	82,662	77,795	75,510
<b>23</b>	76,122	84,496	79,635	77,345
<b>24*</b>	77,237	85,535	80,718	78,454



**HEADTEACHER GROUP FOUR**

	<b>England (excl. the London Area) £</b>	<b>Inner London Area £</b>	<b>Outer London Area £</b>	<b>Fringe Area £</b>
<b>14</b>	61,042	69,420	64,553	62,268
<b>15</b>	62,561	70,934	66,073	63,782
<b>16</b>	64,225	72,604	67,740	65,450
<b>17</b>	65,699	74,080	69,218	66,934
<b>18</b>	67,351	75,732	70,871	68,576
<b>19</b>	69,022	77,401	72,542	70,245
<b>20</b>	70,733	79,113	74,249	71,963
<b>21</b>	72,483	80,862	76,003	73,715
<b>22</b>	74,283	82,662	77,795	75,510
<b>23</b>	76,122	84,496	79,635	77,345
<b>24</b>	78,010	86,391	81,526	79,240
<b>25</b>	79,949	88,325	83,464	81,173
<b>26</b>	81,927	90,302	85,441	83,155
<b>27*</b>	83,126	91,416	86,604	84,336

**HEADTEACHER GROUP FIVE**

	<b>England (excl. the London Area) £</b>	<b>Inner London Area £</b>	<b>Outer London Area £</b>	<b>Fringe Area £</b>
<b>18</b>	67,351	75,732	70,871	68,576
<b>19</b>	69,022	77,401	72,542	70,245
<b>20</b>	70,733	79,113	74,249	71,963
<b>21</b>	72,483	80,862	76,003	73,715
<b>22</b>	74,283	82,662	77,795	75,510
<b>23</b>	76,122	84,496	79,635	77,345
<b>24</b>	78,010	86,391	81,526	79,240
<b>25</b>	79,949	88,325	83,464	81,173
<b>26</b>	81,927	90,302	85,441	83,155
<b>27</b>	83,956	92,330	87,471	85,181
<b>28</b>	86,040	94,415	89,555	87,261
<b>29</b>	88,170	96,551	91,682	89,396
<b>30</b>	90,365	98,741	93,877	91,583
<b>31*</b>	91,679	99,977	95,164	92,896

**HEADTEACHER GROUP SIX**

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
21	72,483	80,862	76,003	73,715
22	74,283	82,662	77,795	75,510
23	76,122	84,496	79,635	77,345
24	78,010	86,391	81,526	79,240
25	79,949	88,325	83,464	81,173
26	81,927	90,302	85,441	83,155
27	83,956	92,330	87,471	85,181
28	86,040	94,415	89,555	87,261
29	88,170	96,551	91,682	89,396
30	90,365	98,741	93,877	91,583
31	92,597	100,977	96,116	93,825
32	94,898	103,273	98,411	96,127
33	97,256	105,635	100,774	98,485
34	99,660	108,039	103,177	100,888
35*	101,126	109,422	104,606	102,342

**HEADTEACHER GROUP SEVEN**

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
24	78,010	86,391	81,526	79,240
25	79,949	88,325	83,464	81,173
26	81,927	90,302	85,441	83,155
27	83,956	92,330	87,471	85,181
28	86,040	94,415	89,555	87,261
29	88,170	96,551	91,682	89,396
30	90,365	98,741	93,877	91,583
31	92,597	100,977	96,116	93,825
32	94,898	103,273	98,411	96,127
33	97,256	105,635	100,774	98,485
34	99,660	108,039	103,177	100,888
35	102,137	110,516	105,651	103,366
36	104,666	113,041	108,178	105,891
37	107,267	115,650	110,785	108,494
38	109,922	118,298	113,439	111,148
39*	111,485	119,778	114,964	112,695

## HEADTEACHER GROUP EIGHT

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
<b>28</b>	86,040	94,415	89,555	87,261
<b>29</b>	88,170	96,551	91,682	89,396
<b>30</b>	90,365	98,741	93,877	91,583
<b>31</b>	92,597	100,977	96,116	93,825
<b>32</b>	94,898	103,273	98,411	96,127
<b>33</b>	97,256	105,635	100,774	98,485
<b>34</b>	99,660	108,039	103,177	100,888
<b>35</b>	102,137	110,516	105,651	103,366
<b>36</b>	104,666	113,041	108,178	105,891
<b>37</b>	107,267	115,650	110,785	108,494
<b>38</b>	109,922	118,298	113,439	111,148
<b>39</b>	112,601	120,976	116,114	113,823
<b>40</b>	115,410	123,793	118,930	116,641
<b>41</b>	118,293	126,678	121,811	119,520
<b>42</b>	121,258	129,635	124,770	122,486
<b>43*</b>	123,057	131,353	126,539	124,274