

Classroom Teachers England and Wales (excluding London and the Fringe)		
Spine point	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
Main Pay Range		
Min M1	£22,467	£22,917
M2	£24,243	£24,728
M3	£26,192	£26,716
M4	£28,207	£28,772
M5	£30,430	£31,039
Max M6	£33,160	£33,824
Upper Pay Range		
Min U1	£35,571	£35,927
U2	£36,889	£37,258
Max U3	£38,250	£38,633

Teaching and Learning Responsibilities (TLRs)		
Payment 1 (TLR1)	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
Min	£7,622	£7,699
Max	£12,898	£13,027
Payment 2 (TLR2)	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
Min	£2,640	£2,667
Max	£6,450	£6,515
Payment 3 (TLR) (Fixed Term)	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
Min	£523	£529
Max	£2,603	£2,630

The 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 TLR 2 is £1,500.

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

Leadership Group Pay Range England and Wales (excluding London and the Fringe)		
Spine point	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
L1	£38,984	£39,374
L2	£39,960	£40,360
L3	£40,958	£41,368
L4	£41,978	£42,398
L5	£43,023	£43,454
L6	£44,102	£44,544
L7	£45,290	£45,743
L8	£46,335	£46,799
L9	£47,491	£47,967
L10	£48,710	£49,199
L11	£49,976	£50,476
L12	£51,127	£51,639
L13	£52,405	£52,930
L14	£53,712	£54,250
L15	£55,048	£55,600
L16	£56,511	£57,077
L17	£57,810	£58,389
L18	£59,264	£59,857
L19	£60,733	£61,341
L20	£62,240	£62,863
L21	£63,779	£64,417
L22	£65,363	£66,017
L23	£66,982	£67,652
L24	£68,643	£69,330
L25	£70,349	£71,053
L26	£72,089	£72,810
L27	£73,876	£74,615
L28	£75,708	£76,466
L29	£77,582	£78,359
L30	£79,514	£80,310
L31	£81,478	£82,293
L32	£83,503	£84,339
L33	£85,579	£86,435
L34	£87,693	£88,571
L35	£89,874	£90,773
L36	£92,099	£93,020
L37	£94,389	£95,333
L38	£96,724	£97,692
L39	£99,081	£100,072
L40	£101,553	£102,570
L41	£104,091	£105,132
L42	£106,699	£107,766
L43	£108,283	£109,366

Ranges for Headteachers England and Wales (excluding London and the Fringe)			
Group	Range of spine points	Salary range (1 Sept 2016 to 31 Aug 2017)	Salary range (1 Sept 2017 to 31 Aug 2018)
1	L6 – L18	£44,102 – £58,677	£44,544 – £59,264
2	L8 – L21	£46,335 – £63,147	£46,799 – £63,779
3	L11 – L24	£49,976 – £67,963	£50,476 – £68,643
4	L14 – L27	£53,712 – £73,144	£54,250 – £73,876
5	L18 – L31	£59,264 – £80,671	£59,857 – £81,478
6	L21 – L35	£63,779 – £88,984	£64,417 – £89,874
7	L24 – L39	£68,643 – £98,100	£69,330 – £99,081
8	L28 – L43	£75,708 – £108,283	£76,466 – £109,366

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 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 LGPR – L18, L21, L24, L27, L31, L35 or L39, which have all increased by 1% in each year since 2014.

Unqualified Teachers Pay Range England and Wales (excluding London and the Fringe)		
Scale point	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
Min 1	£16,461	£16,626
2	£18,376	£18,560
3	£20,289	£20,492
4	£22,204	£22,427
5	£24,120	£24,362
Max 6	£26,034	£26,295

Special Educational Needs Allowances		
	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
SEN (Min)	£2,085	£2,106
SEN (Max)	£4,116	£4,158

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

Lead Practitioners Pay Range England and Wales (excluding London and the Fringe)		
Spine Point	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
Min 1	£38,984	£39,374
2	£39,960	£40,360
3	£40,958	£41,368
4	£41,978	£42,398
5	£43,023	£43,454
6	£44,102	£44,544
7	£45,290	£45,743
8	£46,335	£46,799
9	£47,492	£47,967
10	£48,711	£49,199
11	£49,976	£50,476
12	£51,127	£51,639
13	£52,405	£52,930
14	£53,712	£54,250
15	£55,049	£55,600
16	£56,511	£57,077
17	£57,810	£58,389
Max 18	£59,264	£59,857

Salary cards for Inner and Outer London and the Fringe are available on the NASUWT website.