

Salary Scales

The Fringe, Outer London and Inner London

Qualified Teachers in the Fringe		
Spine point	1 Sept 2015 to 31 Aug 2016	1 Sept 2016 to 31 Aug 2017
Main Pay Range		
Min M1	£23,313	£23,547
M2	£25,070	£25,321
M3	£26,999	£27,269
M4	£29,001	£29,292
M5	£31,196	£31,508
Max M6	£33,909	£34,249
Upper Pay Range		
Min U1	£36,287	£36,650
U2	£37,590	£37,966
Max U3	£38,941	£39,331
Qualified Teachers in Outer London		
Main Pay Range		
Min M1	£25,880	£26,139
M2	£27,484	£27,759
M3	£29,185	£29,477
M4	£30,992	£31,302
M5	£33,620	£33,957
Max M6	£36,540	£36,906
Upper Pay Range		
Min U1	£38,739	£39,127
U2	£40,173	£40,575
Max U3	£41,660	£42,077
Qualified Teachers in Inner London		
Main Pay Range		
Min M1	£27,819	£28,098
M2	£29,270	£29,563
M3	£30,795	£31,103
M4	£32,400	£32,724
M5	£34,893	£35,242
Max M6	£37,862	£38,241
Upper Pay Range		
Min U1	£42,756	£43,184
U2	£44,857	£45,306
Max U3	£46,365	£46,829

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

Teaching and Learning Responsibilities (TLRs)		
Payment 1 (TLR1)	1 Sept 2015 to 31 Aug 2016	1 Sept 2016 to 31 Aug 2017
Minimum	£7,546	£7,622
Maximum	£12,770	£12,898
Payment 2 (TLR2)	1 Sept 2015 to 31 Aug 2016	1 Sept 2016 to 31 Aug 2017
Minimum	£2,613	£2,640
Maximum	£6,386	£6,450
Payment 3 (TLR)(Fixed Term)	1 Sept 2015 to 31 Aug 2016	1 Sept 2016 to 31 Aug 2017
Minimum	£517	£523
Maximum	£2,577	£2,603

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 TLR2 is £1,500.

Special Educational Needs Allowances		
	1 Sept 2015 to 31 Aug 2016	1 Sept 2016 to 31 Aug 2017
SEN (Min)	£2,064	£2,085
SEN (Max)	£4,075	£4,116

Lead Practitioners Pay Range in the Fringe		
Spine point	1 Sept 2015 to 31 Aug 2016	
Min L1	£39,660	£40,057
L2	£40,629	£41,036
L3	£41,616	£42,033
L4	£42,631	£43,058
L5	£43,667	£44,104
L6	£44,733	£45,181
L7	£45,911	£46,371
L8	£46,939	£47,409
L9	£48,088	£48,569
L10	£49,295	£49,788
L11	£50,544	£51,050
L12	£51,690	£52,207
L13	£52,956	£53,486
L14	£54,247	£54,790
L15	£55,566	£56,122
L16	£57,020	£57,591
L17	£58,312	£58,896
Max L18	£59,743	£60,341

Lead Practitioners Pay Range in Outer London		
Spine point	1 Sept 2015 to 31 Aug 2016	1 Sept 2016 to 31 Aug 2017
Min L1	£41,660	£42,077
L2	£42,628	£43,055
L3	£43,612	£44,409
L4	£44,627	£45,074
L5	£45,663	£46,120
L6	£46,727	£47,195
L7	£47,906	£48,386
L8	£48,939	£49,429
L9	£50,083	£50,584
L10	£51,293	£51,806
L11	£52,540	£53,066
L12	£53,686	£54,223
L13	£54,953	£55,503
L14	£56,238	£56,801
L15	£57,562	£58,138
L16	£59,014	£59,605
L17	£60,301	£60,905
Max L18	£61,743	£62,361

Lead Practitioners Pay Range in Inner London		
Spine point	1 Sept 2015 to 31 Aug 2016	1 Sept 2016 to 31 Aug 2017
Min L1	£45,891	£46,350
L2	£46,861	£47,330
L3	£47,853	£48,332
L4	£48,861	£49,350
L5	£49,901	£50,401
L6	£50,966	£51,476
L7	£52,145	£52,667
L8	£53,177	£53,709
L9	£54,318	£54,862
L10	£55,527	£56,083
L11	£56,776	£57,344
L12	£57,921	£58,501
L13	£59,186	£59,778
L14	£60,479	£61,084
L15	£61,798	£62,416
L16	£63,253	£63,886
L17	£64,539	£65,185
Max L18	£65,978	£66,638

Unqualified Teachers Pay Range in the Fringe		
Scale point	1 Sept 2015 to 31 Aug 2016	1 Sept 2016 to 31 Aug 2017
Min 1	£17,368	£17,542
2	£19,262	£19,455
3	£21,158	£21,370
4	£23,053	£23,284
5	£24,949	£25,199
Max 6	£26,843	£27,112
Unqualified Teachers Pay Range in Outer London		
Scale point	1 Sept 2015 to 31 Aug 2016	1 Sept 2016 to 31 Aug 2017
Min 1	£19,359	£19,553
2	£21,256	£21,469
3	£23,152	£23,384
4	£25,050	£25,301
5	£26,944	£27,214
Max 6	£28,841	£29,130
Unqualified Teachers Pay Range in Inner London		
Scale point	1 Sept 2015 to 31 Aug 2016	1 Sept 2016 to 31 Aug 2017
Min 1	£20,496	£20,701
2	£22,391	£22,615
3	£24,287	£24,530
4	£26,182	£26,444
5	£28,076	£28,357
Max 6	£29,970	£30,270

Leadership Group Pay Range for the Fringe		
Spine point	1 Sept 2015 to 31 Aug 2016	1 Sept 2016 to 31 Aug 2017
L1	£39,660	£40,057
L2	£40,629	£41,036
L3	£41,616	£42,033
L4	£42,631	£43,058
L5	£43,667	£44,104
L6	£44,733	£45,181
L7	£45,911	£46,370
L8	£46,939	£47,409
L9	£48,088	£48,569
L10	£49,295	£49,788
L11	£50,544	£51,050
L12	£51,690	£52,207
L13	£52,956	£53,486
L14	£54,247	£54,790
L15	£55,566	£56,122
L16	£57,020	£57,590
L17	£58,312	£58,896
L18	£59,743	£60,341
L19	£61,198	£61,810
L20	£62,694	£63,321
L21	£64,221	£64,864
L22	£65,785	£66,443
L23	£67,383	£68,057
L24	£69,034	£69,725
L25	£70,717	£71,425
L26	£72,446	£73,171
L27	£74,209	£74,952
L28	£76,022	£76,783
L29	£77,884	£78,663
L30	£79,789	£80,587
L31	£81,742	£82,560
L32	£83,747	£84,585
L33	£85,801	£86,659
L34	£87,896	£88,775
L35	£90,054	£90,955
L36	£92,254	£93,177
L37	£94,521	£95,467
L38	£96,833	£97,802
L39	£99,164	£100,156
L40	£101,619	£102,636
L41	£104,128	£105,170
L42	£106,712	£107,779
L43	£108,271	£109,354

Leadership Group Pay Range for Outer London		
Spine point	1 Sept 2015 to 31 Aug 2016	1 Sept 2016 to 31 Aug 2017
L1	£41,660	£42,077
L2	£42,628	£43,055
L3	£43,612	£44,048
L4	£44,627	£45,074
L5	£45,663	£46,120
L6	£46,727	£47,195
L7	£47,906	£48,386
L8	£48,939	£49,429
L9	£50,083	£50,584
L10	£51,293	£51,806
L11	£52,540	£53,066
L12	£53,686	£54,223
L13	£54,953	£55,503
L14	£56,238	£56,801
L15	£57,562	£58,138
L16	£59,014	£59,605
L17	£60,301	£60,905
L18	£61,743	£62,361
L19	£63,198	£63,830
L20	£64,687	£65,334
L21	£66,213	£66,876
L22	£67,776	£68,454
L23	£69,379	£70,073
L24	£71,025	£71,736
L25	£72,714	£73,442
L26	£74,437	£75,182
L27	£76,205	£76,968
L28	£78,021	£78,802
L29	£79,875	£80,674
L30	£81,787	£82,605
L31	£83,738	£84,576
L32	£85,737	£86,595
L33	£87,797	£88,675
L34	£89,890	£90,789
L35	£92,046	£92,967
L36	£94,246	£95,189
L37	£96,518	£97,483
L38	£98,829	£99,817
L39	£101,161	£102,173
L40	£103,613	£104,649
L41	£106,125	£107,186
L42	£108,701	£109,789
L43	£110,243	£111,346

Leadership Group Pay Range for Inner London		
Spine point	1 Sept 2015 to 31 Aug 2016	1 Sept 2016 to 31 Aug 2017
L1	£45,891	£46,350
L2	£46,861	£47,330
L3	£47,853	£48,332
L4	£48,861	£49,350
L5	£49,901	£50,401
L6	£50,966	£51,476
L7	£52,145	£52,667
L8	£53,177	£53,709
L9	£54,318	£54,861
L10	£55,527	£56,083
L11	£56,776	£57,344
L12	£57,921	£58,501
L13	£59,186	£59,778
L14	£60,479	£61,084
L15	£61,798	£62,416
L16	£63,253	£63,886
L17	£64,539	£65,185
L18	£65,978	£66,638
L19	£67,432	£68,106
L20	£68,923	£69,613
L21	£70,448	£71,153
L22	£72,016	£72,737
L23	£73,613	£74,349
L24	£75,264	£76,017
L25	£76,949	£77,719
L26	£78,672	£79,459
L27	£80,439	£81,244
L28	£82,256	£83,079
L29	£84,115	£84,956
L30	£86,025	£86,885
L31	£87,973	£88,853
L32	£89,974	£90,874
L33	£92,030	£92,951
L34	£94,125	£95,067
L35	£96,284	£97,247
L36	£98,484	£99,469
L37	£100,757	£101,765
L38	£103,063	£104,094
L39	£105,397	£106,451
L40	£107,851	£108,930
L41	£110,365	£111,469
L42	£112,940	£114,070
L43	£114,437	£115,582

Ranges for Headteachers in the Fringe			
Group	Range of spine points	Salary range 1 Sept 2015 to 31 Aug 2016	Salary range 1 Sept 2016 to 31 Aug 2017
1	L6-L18	44,733 – 59,151	45,181 – 59,743
2	L8-L21	46,939 – 63,585	47,409 – 64,221
3	L11-L24	50,544 – 68,350	51,050 – 69,034
4	L14-L27	54,247 – 73,474	54,790 – 74,209
5	L18-L31	59,743 – 80,932	60,341 – 81,742
6	L21-L35	64,221 – 89,162	64,864 – 90,054
7	L24-L39	69,034 – 98,182	69,725 – 99,164
8	L28-L43	76,022 – 108,271	76,783 – 109,354

Ranges for Headteachers in Outer London			
Group	Range of spine points	Salary range 1 Sept 2015 to 31 Aug 2016	Salary range 1 Sept 2016 to 31 Aug 2017
1	L6-L18	46,727 – 61,131	49,429 – 66,213
2	L8-L21	48,939 – 65,557	50,613 – 67,409
3	L11-L24	52,540 – 70,321	53,066 – 71,025
4	L14-L27	56,238 – 75,450	56,801 – 76,205
5	L18-L31	61,743 – 82,908	62,361 – 83,738
6	L21-L35	66,213 – 91,134	66,876 – 92,046
7	L24-L39	71,025 – 100,159	71,736 – 101,161
8	L28-L43	78,021 – 110,243	78,802 – 111,346

Ranges for Headteachers in Inner London			
Group	Range of spine points	Salary range 1 Sept 2015 to 31 Aug 2016	Salary range 1 Sept 2016 to 31 Aug 2017
1	L6-L18	50,966 – 65,324	51,476 – 65,978
2	L8-L21	53,177 – 69,750	53,709 – 70,448
3	L11-L24	56,776 – 74,518	57,344 – 75,264
4	L14-L27	60,479 – 79,642	61,084 – 80,439
5	L18-L31	65,978 – 87,101	66,638 – 87,973
6	L21-L35	70,448 – 95,330	71,153 – 96,284
7	L24-L39	75,264 – 104,353	76,017 – 105,397
8	L28-L43	82,256 – 114,437	83,079 – 115,582

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

The salary values contained in the above pay scales include the minima and the maxima of the 2016/17 pay ranges. All other pay values are minimum pay values for the pay reference points within the minima and maxima.