



Our Ref: HRD 301 A (8)

23 July 2018

PAY DIRECTIVE NO. 25/2018

TEACHING GRADES PAY AND ALLOWANCES

The attached Pay Directive is effective from 1 September 2018.

2. This Pay Directive supersedes PD No. 14/2017.

Human Resources Manager (ag)

**PAY REVIEW
1 SEPTEMBER 2018**

PD NO.25/2018

ADVISORY TEAM

GRADE	CURRENT		NEW	
	SCALE RANGE	01.09.2017	SCALE RANGE	01.09.2018
Director of Education	L32	93,749	L32	94,903
	L33	96,078	L33	97,232
	L34	98,453	L34	99,607
	L35	100,898	L35	102,052
	L36	103,398	L36	104,552
	L37	105,969	L37	107,123
	L38	108,591	L38	109,745
	L39	111,236	L39	112,390
	L40	114,013	L40	115,167
Senior Education Adviser	L22	73,381	L22	74,535
	L23	75,200	L23	76,354
	L24	77,065	L24	78,219
	L25	78,979	L25	80,133
	L26	80,934	L26	82,088
	L27	82,939	L27	84,093
	L28	84,995	L28	86,149
	L29	87,100	L29	88,254
	L30	89,268	L30	90,422
Education Adviser	L15	61,803	L15	62,957
	L16	63,444	L16	64,598
	L17	64,901	L17	66,055
	L18	66,535	L18	67,689
	L19	68,183	L19	69,337
	L20	69,874	L20	71,028
	L21	71,601	L21	72,755
	L22	73,381	L22	74,535
	L23	75,200	L23	76,354

**PAY REVIEW
1 SEPTEMBER 2018**

PD NO.25/2018

HEADTEACHER

<u>GRADE</u>	CURRENT		NEW	
	SCALE RANGE	01.09.2017	SCALE RANGE	01.09.2018
(Group 2)				
St. Bernards's	L12	57,398	L12	58,157
St. Mary's	L13	58,833	L13	59,592
Governors Meadow	L14	60,302	L14	61,061
St. Paul's	L15	61,803	L15	62,562
Notre Dame	L16	63,444	L16	64,203
St. Martin's	L17	64,901	L17	65,660
Hebrew Primary	L18	66,535	L18	67,294
	L19	68,183	L19	68,942
	L20	69,874	L20	70,633
(Group 3)				
Bishop Fitzgerald	L14	60,302	L14	61,061
St. Anne's	L15	61,803	L15	62,562
St. Joseph's	L16	63,444	L16	64,203
St. Bernard's	L17	64,901	L17	65,660
St Joseph's First	L18	66,535	L18	67,294
	L19	68,183	L19	68,942
	L20	69,874	L20	70,633
	L21	71,601	L21	72,360
	L22	73,381	L22	74,140
(Group 4)				
Gibraltar College	L15	61,803	L15	62,562
	L16	63,444	L16	64,203
	L17	64,901	L17	65,660
	L18	66,535	L18	67,294
	L19	68,183	L19	68,942
	L20	69,874	L20	70,633
	L21	71,601	L21	72,360
	L22	73,381	L22	74,140
	L23	75,200	L23	75,959
(Group 6)				
Bayside	L22	73,381	L22	74,140
Westside	L23	75,200	L23	75,959
	L24	77,065	L24	77,824
	L25	78,979	L25	79,738
	L26	80,934	L26	81,693
	L27	82,939	L27	83,698
	L28	84,995	L28	85,754
	L29	87,100	L29	87,859
	L30	89,268	L30	90,027

**PAY REVIEW
1 SEPTEMBER 2018**

PD NO.25/2018

DEPUTY HEADTEACHER

<u>GRADE</u>	<u>CURRENT</u>		<u>NEW</u>	
	<u>SCALE RANGE</u>	<u>01.09.2017</u>	<u>SCALE RANGE</u>	<u>01.09.2018</u>
(Group 1) Hebrew Primary	L7	50,844	L7	51,603
	L8	52,018	L8	52,777
	L9	53,318	L9	54,077
	L10	54,686	L10	55,445
	L11	56,105	L11	56,864
	L12	57,398	L12	58,157
	L13	58,833	L13	59,592
(Group 2) St. Bernards's St. Mary's Governors Meadow St. Paul's Notre Dame St. Martin's	L7	50,844	L7	51,603
	L8	52,018	L8	52,777
	L9	53,318	L9	54,077
	L10	54,686	L10	55,445
	L11	56,105	L11	56,864
	L12	57,398	L12	58,157
	L13	58,833	L13	59,592
(Group 3) Bishop Fitzgerald St. Anne's St. Joseph's Sacred Heart St. Joseph's First	L9	53,318	L9	54,077
	L10	54,686	L10	55,445
	L11	56,105	L11	56,864
	L12	57,398	L12	58,157
	L13	58,833	L13	59,592
	L14	60,302	L14	61,061
	L15	61,803	L15	62,562
(Group 6) Bayside Westside	L15	61,803	L15	62,562
	L16	63,444	L16	64,203
	L17	64,901	L17	65,660
	L18	66,535	L18	67,294
	L19	68,183	L19	68,942
	L20	69,874	L20	70,633
	L21	71,601	L21	72,360

**PAY REVIEW
1 SEPTEMBER 2018**

PD No. 25/2018

QUALIFIED TEACHERS				
GRADE	SPINE POINT	PAY RANGE	CURRENT 01.09.17	NEW 01.09.18
Qualified Teacher	M1	Threshold	25,221	25,852
	M2		27,215	27,895
	M3		29,403	30,138
	M4		31,667	32,459
	M5		34,161	35,015
	M6		36,861	37,783
	U1	Upper Pay Range	39,934	40,932
	U2		41,414	42,449
	U3		42,941	44,015

ALLOWANCES PAYABLE TO QUALIFIED TEACHERS

	CURRENT 01.09.2017 £	NEW 01.09.2018 £
Special Needs 1	2,333	2,391
Special Needs 2	4,607	4,722
Rec & Retention 1	No change	No change
Rec & Retention 2	No change	No change
Rec & Retention 3	No change	No change

* These allowances are not payable to teachers recruited after 1 April 2004.

	NEW 01.09.2017 £	NEW 01.09.2018 £
TLR 2 D	2,961	3,035
TLR 2 C	3,605	3,695
TLR 2 B	4,656	4,772
TLR 2 A	7,884	8,081
TLR 1 B	10,491	10,753
TLR 1 A2	11,892	12,189
TLR 1 A	13,312	13,645