

Classroom Teachers England and Wales (excluding London and the Fringe)		
Spine point	1 Sept 2017 to 31 Aug 2018	1 Sept 2018 to 31 Aug 2019
<b>Main Pay Range</b>		
Min M1	£22,917	£23,720
M2	£24,728	£25,594
M3	£26,716	£27,652
M4	£28,772	£29,780
M5	£31,039	£32,126
Max M6	£33,824	£35,008
<b>Upper Pay Range</b>		
Min U1	£35,927	£36,646
U2	£37,258	£38,004
Max U3	£38,633	£39,406

Teaching and Learning Responsibilities (TLRs)		
Payment 1 (TLR1)	1 Sept 2017 to 31 Aug 2018	1 Sept 2018 to 31 Aug 2019
Min	£7,699	£7,853
Max	£13,027	£13,288
Payment 2 (TLR2)	1 Sept 2017 to 31 Aug 2018	1 Sept 2018 to 31 Aug 2019
Min	£2,667	£2,721
Max	£6,515	£6,646
Payment 3 (TLR) (Fixed Term)	1 Sept 2017 to 31 Aug 2018	1 Sept 2018 to 31 Aug 2019
Min	£529	£540
Max	£2,630	£2,683

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.

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 2017 to 31 Aug 2018	1 Sept 2018 to 31 Aug 2019
L1	£39,374	£39,965
L2	£40,360	£40,966
L3	£41,368	£41,989
L4	£42,398	£43,034
L5	£43,454	£44,106
L6	£44,544	£45,213
L7	£45,743	£46,430
L8	£46,799	£47,501
L9	£47,967	£48,687
L10	£49,199	£49,937
L11	£50,476	£51,234
L12	£51,639	£52,414
L13	£52,930	£53,724
L14	£54,250	£55,064
L15	£55,600	£56,434
L16	£57,077	£57,934
L17	£58,389	£59,265
L18	£59,857	£60,755
L19	£61,341	£62,262
L20	£62,863	£63,806
L21	£64,417	£65,384
L22	£66,017	£67,008
L23	£67,652	£68,667
L24	£69,330	£70,370
L25	£71,053	£72,119
L26	£72,810	£73,903
L27	£74,615	£75,735
L28	£76,466	£77,613
L29	£78,359	£79,535
L30	£80,310	£81,515
L31	£82,293	£83,528
L32	£84,339	£85,605
L33	£86,435	£87,732
L34	£88,571	£89,900
L35	£90,773	£92,135
L36	£93,020	£94,416
L37	£95,333	£96,763
L38	£97,692	£99,158
L39	£100,072	£101,574
L40	£102,570	£104,109
L41	£105,132	£106,709
L42	£107,766	£109,383
L43	£109,366	£111,007

Ranges for Headteachers England and Wales (excluding London and the Fringe)			
Group	Range of spine points	Salary range (1 Sept 2017 to 31 Aug 2018)	Salary range (1 Sept 2018 to 31 Aug 2019)
1	L6 – L18	£44,544 - £59,264	£45,213 - £60,153
2	L8 – L21	£46,799 - £63,779	£47,501 - £64,736
3	L11 – L24	£50,476 - £68,643	£51,234 - £69,673
4	L14 – L27	£54,250 - £73,876	£55,064 - £74,985
5	L18 – L31	£59,857 - £81,478	£60,755 - £82,701
6	L21 – L35	£64,417 - £89,874	£65,384 - £91,223
7	L24 – L39	£69,330 - £99,081	£70,370 - £100,568
8	L28 – L43	£76,466 - £109,366	£77,613 - £111,007

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 of 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 between 2014 and 2017, and by 1.5% in 2018.

Unqualified Teachers Pay Range England and Wales (excluding London and the Fringe)		
Scale point	1 Sept 2017 to 31 Aug 2018	1 Sept 2018 to 31 Aug 2019
Min 1	£16,626	£17,208
2	£18,560	£19,210
3	£20,492	£21,210
4	£22,427	£23,212
5	£24,362	£25,215
Max 6	£26,295	£27,216

Special Educational Needs Allowances		
	1 Sept 2017 to 31 Aug 2018	1 Sept 2018 to 31 Aug 2019
SEN (Min)	£2,106	£2,149
SEN (Max)	£4,158	£4,242

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 2017 to 31 Aug 2018	1 Sept 2018 to 31 Aug 2019
Min 1	£39,374	£40,162
2	£40,360	£41,168
3	£41,368	£42,196
4	£42,398	£43,246
5	£43,454	£44,324
6	£44,544	£45,435
7	£45,743	£46,658
8	£46,799	£47,735
9	£47,967	£48,927
10	£49,199	£50,183
11	£50,476	£51,486
12	£51,639	£52,672
13	£52,930	£53,989
14	£54,250	£55,335
15	£55,600	£56,712
16	£57,077	£58,219
17	£58,389	£59,557
Max 18	£59,857	£61,055

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