

## Grades, Incremental Points and Annual Full Time Equivalent Salaries for the Council's Other Employees

### 1. NJC for Local Government Employees (with effect from 1/4/20 to 31/3/21)

Administrative, Professional, Technical, Clerical Staff & Principal Officers & Social Workers

GLPC Outer London Pay Spine (Havering Council)

| Grade and SCP | ANNUAL     |
|---------------|------------|
|               | SALARY - £ |
| G1            |            |
| 1             | 20,658     |
| 2             | 21,030     |
| 3             | 21,408     |
| 4             | 21,795     |
| 5             | 22,185     |
|               |            |
| G2            |            |
| 1             | 20,658     |
| 2             | 21,030     |
| 3             | 21,408     |
| 4             | 21,795     |
| 5             | 22,185     |
|               |            |
| G3            |            |
| 5             | 22,185     |
| 6             | 22,587     |
| 7             | 22,995     |
| 8             | 23,406     |
| 9             | 23,826     |
|               |            |
| G4            |            |
| 10            | 24,258     |
| 12            | 25,137     |
| 13            | 25,590     |
| 14            | 26,052     |
| 15            | 26,520     |
|               |            |
| G5            |            |
| 18            | 27,978     |
| 19            | 28,482     |
| 20            | 28,992     |
| 23            | 30,585     |
| 24            | 31,044     |
|               |            |
| G6            |            |
| 25            | 31,557     |

|     |        |
|-----|--------|
| 26  | 32,418 |
| 27  | 33,324 |
| 28  | 34,209 |
| 29  | 34,884 |
|     |        |
| G7  |        |
| 30  | 35,751 |
| 31  | 36,708 |
| 32  | 37,722 |
| 33  | 38,883 |
| 34  | 39,867 |
|     |        |
| G8  |        |
| 35  | 40,869 |
| 36  | 41,850 |
| 37  | 42,855 |
| 38  | 43,860 |
| 39  | 44,790 |
|     |        |
| G9  |        |
| 40  | 45,834 |
| 41  | 46,839 |
| 42  | 47,841 |
| 43  | 48,819 |
| 44  | 49,827 |
|     |        |
| G10 |        |
| 45  | 50,826 |
| 46  | 51,837 |
| 47  | 52,866 |
| 48  | 53,928 |
| 49  | 55,017 |
|     |        |
| G11 |        |
| 51  | 57,171 |
| 52  | 58,242 |
| 53  | 59,325 |
| 55  | 61,470 |
| 57  | 63,633 |
|     |        |
| G12 |        |
| 60  | 67,167 |
| 61  | 68,568 |
| 62  | 70,002 |
| 64  | 72,969 |
| 66  | 75,696 |
|     |        |
| G13 |        |
| 1   | 81,795 |

|     |         |
|-----|---------|
| 2   | 83,976  |
| 3   | 86,157  |
| 4   | 87,582  |
| 5   | 90,519  |
|     |         |
| G14 |         |
| 1   | 92,700  |
| 2   | 94,875  |
| 3   | 97,062  |
| 4   | 99,240  |
| 5   | 101,424 |
|     |         |
| G15 |         |
| 1   | 103,605 |
| 2   | 105,783 |
| 3   | 107,964 |
| 4   | 110,148 |
| 5   | 112,326 |
|     |         |
| G16 |         |
| 1   | 119,964 |
| 2   | 124,320 |
| 3   | 128,685 |
| 4   | 133,047 |
| 5   | 137,409 |
|     |         |
| G17 |         |
| 1   | 141,771 |
| 2   | 146,136 |
| 3   | 150,495 |
| 4   | 154,860 |
| 5   | 159,216 |
|     |         |
| G18 |         |
| 1   | 178,761 |
| 2   | 180,420 |
| 3   | 182,076 |
| 4   | 183,732 |
| 5   | 185,394 |

2. **Soulbury Committee (with effect from 1/9/20 to 31/8/21)**

**SOULBURY EDUCATIONAL IMPROVEMENT PROFESSIONALS [EIPS] previously known as ADVISERS/INSPECTORS**

| <b>Spine</b> | <b>01.09.2020<br/>Annual<br/>Salary £</b> |
|--------------|-------------------------------------------|
| 1            | 36419                                     |
| 2            | 37723                                     |
| 3            | 38955                                     |
| 4            | 40203                                     |
| 5            | 41443                                     |
| 6            | 42684                                     |
| 7            | 43988                                     |
| 8            | 45243                                     |
| 9            | 46705                                     |
| 10           | 48009                                     |
| 11           | 49295                                     |
| 12           | 50541                                     |
| 13           | 51951                                     |
| 14           | 53209                                     |
| 15           | 54598                                     |
| 16           | 55854                                     |
| 17           | 57114                                     |
| 18           | 58350                                     |
| 19           | 59625                                     |
| 20           | 60283                                     |
| 21           | 61549                                     |
| 22           | 62653                                     |
| 23           | 63867                                     |
| 24           | 64956                                     |
| 25           | 66121                                     |
| 26           | 67257                                     |
| 27           | 68419                                     |
| 28           | 69597                                     |
| 29           | 70777                                     |
| 30           | 71956                                     |
| 31           | 73124                                     |
| 32           | 74311                                     |
| 33           | 75498                                     |
| 34           | 76715                                     |
| 35           | 77927                                     |
| 36           | 79175                                     |
| 37           | 80402                                     |
| 38           | 81643                                     |
| 39           | 82866                                     |
| 40           | 84089                                     |
| 41           | 85318                                     |
| 42           | 86546                                     |
| 43           | 87773                                     |
| 44           | 89006                                     |
| 45           | 90236                                     |
| 46           | 91468                                     |
| 47           | 92705                                     |

|    |       |
|----|-------|
| 48 | 93930 |
| 49 | 95160 |
| 50 | 96392 |

## SOULBURY PAY AGREEMENT 2020

### EDUCATIONAL PSYCHOLOGISTS - SCALE A

### SLBA

| Spine Point | 01.09.19 |   |   | 01.09.2020 | MONTH   |  | HOUR    |  | HOUR<br><i>inc LW 2019</i> | HOUR <i>inc</i><br><i>LW 2019</i> |
|-------------|----------|---|---|------------|---------|--|---------|--|----------------------------|-----------------------------------|
| 1           | 37175    |   |   | 38197      | 3183.08 |  | 20.3485 |  | 22.0436                    | 22.0905                           |
| 2           | 39062    |   |   | 40136      | 3344.67 |  | 21.3814 |  | 23.0766                    | 23.1234                           |
| 3           | 40949    |   |   | 42075      | 3506.25 |  | 22.4144 |  | 24.1095                    | 24.1564                           |
| 4           | 42834    |   |   | 44012      | 3667.67 |  | 23.4463 |  | 25.1414                    | 25.1883                           |
| 5           | 44721    |   |   | 45951      | 3829.25 |  | 24.4792 |  | 26.1744                    | 26.2212                           |
| 6           | 46607    |   |   | 47889      | 3990.75 |  | 25.5116 |  | 27.2068                    | 27.2537                           |
| 7           | 48383    |   |   | 49714      | 4142.83 |  | 26.4839 |  | 28.1790                    | 28.2259                           |
| 8           | 50159    |   |   | 51538      | 4294.83 |  | 27.4556 |  | 29.1507                    | 29.1976                           |
| 9           | 51822    | * | * | 53247      | 4437.25 |  | 28.3660 |  | 30.0611                    | 30.1080                           |
| 10          | 53488    | * | * | 54959      | 4579.92 |  | 29.2780 |  | 30.9731                    | 31.0200                           |
| 11          | 55040    | * | * | 56554      | 4712.83 |  | 30.1277 |  | 31.8228                    | 31.8697                           |

Notes.

Salary Scales to consist of six consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.

\* Extension to scale to accommodate structured professional assessment points.

**SENIOR AND PRINCIPAL EDUCATIONAL PSYCHOLOGISTS SLBB****(B) SALARY RANGE**

| Spine Point |  |          |    | Revised Salary |         |  |         |                  |                  |
|-------------|--|----------|----|----------------|---------|--|---------|------------------|------------------|
|             |  | 01.09.19 |    | 01.09.2020     | MONTH   |  | HOUR    | HOUR inc LW 2019 | HOUR inc LW 2020 |
| 1           |  | 46607    |    | 47889          | 3990.75 |  | 25.5116 | 27.2068          | 27.2537          |
| 2           |  | 48383    |    | 49714          | 4142.83 |  | 26.4839 | 28.1790          | 28.2259          |
| 3           |  | 50159 *  | *  | 51538          | 4294.83 |  | 27.4556 | 29.1507          | 29.1976          |
| 4           |  | 51822    |    | 53247          | 4437.25 |  | 28.3660 | 30.0611          | 30.1080          |
| 5           |  | 53488    |    | 54959          | 4579.92 |  | 29.2780 | 30.9731          | 31.0200          |
| 6           |  | 55040    |    | 56554          | 4712.83 |  | 30.1277 | 31.8228          | 31.8697          |
| 7           |  | 55678    |    | 57209          | 4767.42 |  | 30.4766 | 32.1718          | 32.2186          |
| 8           |  | 56869    |    | 58433          | 4869.42 |  | 31.1287 | 32.8238          | 32.8707          |
| 9           |  | 58050    |    | 59646          | 4970.50 |  | 31.7749 | 33.4700          | 33.5169          |
| 10          |  | 59251    |    | 60880          | 5073.33 |  | 32.4323 | 34.1274          | 34.1743          |
| 11          |  | 60428    |    | 62090          | 5174.17 |  | 33.0769 | 34.7720          | 34.8189          |
| 12          |  | 61628    |    | 63323          | 5276.92 |  | 33.7337 | 35.4288          | 35.4757          |
| 13          |  | 62849    |    | 64577          | 5381.42 |  | 34.4018 | 36.0969          | 36.1438          |
| 14          |  | 64029 ** | ** | 65790          | 5482.50 |  | 35.0479 | 36.7431          | 36.7900          |
| 15          |  | 65266 ** | ** | 67061          | 5588.42 |  | 35.7250 | 37.4202          | 37.4670          |
| 16          |  | 66490 ** | ** | 68318          | 5693.17 |  | 36.3947 | 38.0898          | 38.1367          |
| 17          |  | 67723 ** | ** | 69585          | 5798.75 |  | 37.0696 | 38.7648          | 38.8116          |
| 18          |  | 68954 ** | ** | 70850          | 5904.17 |  | 37.7435 | 39.4387          | 39.4855          |

## Notes:

Salary scales to consist of not more than four consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.

\* normal minimum point for the principal educational psychologist undertaking the full range of duties at this level

\*\* extension to range to accommodate discretionary points and structured professional assessments

**ASSISTANT EDUCATIONAL PSYCHOLOGISTS****SLBP****Revised**

| Salary from | 01.09.19 |  | 01.09.2020 | MONTH   |  | HOUR    |  | HOUR inc LW 2019 | HOUR inc LW 2020 |
|-------------|----------|--|------------|---------|--|---------|--|------------------|------------------|
| Spine Point |          |  |            |         |  |         |  |                  |                  |
| 1           | 29359    |  | 30166      | 2513.86 |  | 16.0704 |  | 17.7655          | 17.8124          |
| 2           | 30559    |  | 31399      | 2616.61 |  | 16.7272 |  | 18.4223          | 18.4692          |
| 3           | 31757    |  | 32630      | 2719.19 |  | 17.3830 |  | 19.0781          | 19.1250          |
| 4           | 32950    |  | 33856      | 2821.34 |  | 18.0360 |  | 19.7311          | 19.7780          |

**TRAINEE EDUCATIONAL PSYCHOLOGISTS****SLBT**

|             | 01.09.19 |  | 01.09.2020 | MONTH   |  | HOUR    |  | HOUR inc LW 2018 | HOUR inc LW 2019 |
|-------------|----------|--|------------|---------|--|---------|--|------------------|------------------|
| Spine Point |          |  |            |         |  |         |  |                  |                  |
| 1           | 23884    |  | 24541      | 2045.08 |  | 13.0736 |  | 14.7687          | 14.8156          |
| 2           | 25632    |  | 26337      | 2194.75 |  | 14.0304 |  | 15.7255          | 15.7724          |
| 3           | 27378    |  | 28131      | 2344.25 |  | 14.9861 |  | 16.6812          | 16.7281          |
| 4           | 29128    |  | 29929      | 2494.08 |  | 15.9439 |  | 17.6390          | 17.6859          |
| 5           | 30875    |  | 31724      | 2643.67 |  | 16.9002 |  | 18.5953          | 18.6422          |
| 6           | 32623    |  | 33520      | 2793.33 |  | 17.8569 |  | 19.5521          | 19.5989          |

# SOULBURY PAY AGREEMENT 01.09.20

## YOUTH AND COMMUNITY SERVICE MANAGERS

## SLBY

Revised

| Spine Point | 01.09.2019 |       | 01.09.2020 | MONTH   | HOUR    | HOUR<br>inc LW<br>2019 | HOUR<br>inc LW<br>2020 |
|-------------|------------|-------|------------|---------|---------|------------------------|------------------------|
| 1           | 36761      |       | 37772      | 3147.67 | 20.1221 | 21.8172                | 21.8641                |
| 2           | 37964      |       | 39008      | 3250.67 | 20.7805 | 22.4756                | 22.4756                |
| 3           | 39166      |       | 40243      | 3353.58 | 21.4384 | 23.1336                | 23.1336                |
| 4           | 40394      | * *   | 41505      | 3458.75 | 22.1107 | 23.8059                | 23.8059                |
| 5           | 41641      |       | 42786      | 3565.50 | 22.7932 | 24.4883                | 24.4883                |
| 6           | 42857      |       | 44036      | 3669.67 | 23.4591 | 25.1542                | 25.1542                |
| 7           | 44101      | ** ** | 45314      | 3776.17 | 24.1399 | 25.8350                | 25.8350                |
| 8           | 45515      |       | 46767      | 3897.25 | 24.9139 | 26.6091                | 26.6091                |
| 9           | 46295      |       | 47568      | 3964.00 | 25.3406 | 27.0358                | 27.0358                |
| 10          | 47500      |       | 48806      | 4067.17 | 26.0002 | 27.6953                | 27.6953                |
| 11          | 48697      |       | 50036      | 4169.67 | 26.6554 | 28.3505                | 28.3505                |
| 12          | 49897      |       | 51269      | 4272.42 | 27.3123 | 29.0074                | 29.0074                |
| 13          | 51088      |       | 52493      | 4374.42 | 27.9643 | 29.6594                | 29.6594                |
| 14          | 52291      |       | 53729      | 4477.42 | 28.6228 | 30.3179                | 30.3179                |
| 15          | 53495      |       | 54966      | 4580.50 | 29.2817 | 30.9769                | 30.9769                |
| 16          | 54703      |       | 56207      | 4683.92 | 29.9428 | 31.6380                | 31.6380                |
| 17          | 55917      |       | 57455      | 4787.92 | 30.6077 | 32.3028                | 32.3028                |
| 18          | 57124      |       | 58695      | 4891.25 | 31.2683 | 32.9634                | 32.9634                |
| 19          | 58323      |       | 59927      | 4993.92 | 31.9246 | 33.6197                | 33.6197                |
| 20          | 59548      | ***   | 61186      | 5098.83 | 32.5953 | 34.2904                | 34.2904                |
| 21          | 60797      | ***   | 62469      | 5205.75 | 33.2788 | 34.9739                | 34.9739                |
| 22          | 62075      | ***   | 63782      | 5315.17 | 33.9782 | 35.6734                | 35.6734                |
| 23          | 63377      | ***   | 65120      | 5426.67 | 34.6910 | 36.3861                | 36.3861                |
| 24          | 64707      | ***   | 66486      | 5540.50 | 35.4187 | 37.1139                | 37.1139                |

### NOTES:

The minimum Youth and Community Service Managers' scale is 4 points

Other salary scales to consist of not more than four consecutive points based on the duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

\* normal minimum point for senior youth and community service managers undertaking the full range of duties at this level (see paragraph 5.6 of the Soulbury Report)

\*\* normal minimum point for the principal youth and community service managers undertaking the full range of duties at this level (see paragraph 5.8 of the Soulbury Report)

\*\*\* Extension to range to accommodate discretionary scale points and structured professional assessments

## SOULBURY PAY AGREEMENT 2020

### LONDON ALLOWANCES

|              | 01.09.18 | 01.09.19 | 01.09.2020 |
|--------------|----------|----------|------------|
| Inner London | 3119     | 3182     | 3270       |
| Outer London | 2057     | 2099     | 2157       |
| Fringe       | 795      | 811      | 833        |

# Joint National Committee Youth and Community Grades (Support and Professional)

|                      |                                                         |                 |         |             |          |              |          |                        |         |                      |       |         |  |
|----------------------|---------------------------------------------------------|-----------------|---------|-------------|----------|--------------|----------|------------------------|---------|----------------------|-------|---------|--|
| Pay scales 1.9.20    | Calculated with LW at 52.14 weeks and 36 hours per week |                 |         |             |          |              |          |                        |         |                      |       |         |  |
| £2,137               | 01/09/2020                                              |                 |         |             |          |              |          | TIMESHEET HOURLY RATES |         |                      |       |         |  |
|                      | Scale                                                   | Annual Salary   | Monthly | Hrly inc LW | Hrly O/T |              |          | OVER 5 YEARS (1562)    |         | UNDER 5 YEARS (1598) |       |         |  |
|                      | Support Worker Range                                    |                 |         |             |          |              |          |                        |         |                      |       |         |  |
| First Level          | Point 1                                                 | deleted 1/9/16  |         |             |          |              | Point 1  |                        |         |                      |       |         |  |
| TABLE YSW1           | Point 2                                                 | Deleted 1/09/19 |         |             |          |              | Point 2  |                        |         |                      |       |         |  |
| GRADE                | Point 3                                                 | Deleted 1/9/20  |         |             |          |              | Point 3  |                        |         |                      |       |         |  |
| YSW 11 ( 1-4)        | Point 4                                                 | Deleted 1/9/20  |         |             |          |              | Point 4  |                        |         |                      |       |         |  |
| YSW 12 (2-5)         | Point 5                                                 |                 | 19,308  | 1,609.00    | 11.4243  | 10.29        | Point 5  | 13.73                  | 13.7292 |                      | 13.42 | 13.4199 |  |
| YSW 13 (3-6)         | Point 6                                                 |                 | 19,631  | 1,635.92    | 11.5963  | 10.46        | Point 6  | 13.94                  | 13.9360 |                      | 13.62 | 13.6220 |  |
| Second Level         | Point 7                                                 |                 | 19,922  | 1,660.17    | 11.7514  | 10.61        | Point 7  | 14.12                  | 14.1223 |                      | 13.80 | 13.8041 |  |
| TABLE YSW2           | Point 8                                                 |                 | 20,589  | 1,715.75    | 11.9895  | 10.97        | Point 8  | 14.55                  | 14.5493 |                      | 14.22 | 14.2215 |  |
| GRADE                | Point 9                                                 |                 | 21,439  | 1,786.58    | 12.5595  | 11.42        | Point 9  | 15.09                  | 15.0935 |                      | 14.75 | 14.7534 |  |
| YSW 21 (7-10)        | Point 10                                                |                 | 22,104  | 1,842.00    | 12.9138  | 11.78        | Point 10 | 15.52                  | 15.5192 |                      | 15.17 | 15.1696 |  |
| YSW 22 (8-11)        | Point 11                                                |                 | 23,178  | 1,931.50    | 13.4859  | 12.35        | Point 11 | 16.21                  | 16.2068 |                      | 15.84 | 15.8417 |  |
| YSW 23 (9-12)        | Point 12                                                |                 | 24,228  | 2,019.00    | 14.0453  | 12.91        | Point 12 | 16.88                  | 16.8790 |                      | 16.50 | 16.4987 |  |
| YSW 24 (10-13)       | Point 13                                                |                 | 25,313  | 2,109.42    | 14.6233  | 13.48        | Point 13 | 17.57                  | 17.5736 |                      | 17.18 | 17.1777 |  |
| YSW 25 (11-14)       | Point 14                                                |                 | 26,437  | 2,203.08    | 15.2221  | 14.08        | Point 14 | 18.29                  | 18.2932 |                      | 17.88 | 17.8811 |  |
| YSW 26 (12-15)       | Point 15                                                |                 | 27,202  | 2,266.83    | 15.6296  | 14.49        | Point 15 | 18.78                  | 18.7830 |                      | 18.36 | 18.3598 |  |
| YSW 27 (13-16)       | Point 16                                                |                 | 28,001  | 2,333.42    | 16.0553  | 14.92        | Point 16 | 19.29                  | 19.2945 |                      | 18.86 | 18.8598 |  |
| YSW 28 (14-17)       | Point 17                                                |                 | 28,787  | 2,398.92    | 16.4740  | 15.34        | Point 17 | 19.80                  | 19.7977 |                      | 19.35 | 19.3517 |  |
|                      | Professional Level                                      |                 |         |             |          |              |          |                        |         |                      |       |         |  |
| TABLE YPR            | Point 11                                                | Deleted         |         |             |          | deleted      | Point 11 |                        |         |                      |       |         |  |
| GRADE                | Point 12                                                | Deleted 1/9/10  |         |             |          | from sept 10 | Point 12 |                        |         |                      |       |         |  |
|                      | Point 13                                                |                 | 25,313  | 2,109.42    | 14.6233  | 13.48        | Point 13 | 17.57                  | 17.5736 |                      | 17.18 | 17.1777 |  |
| YPR 1 (11-14)        | Point 14                                                |                 | 26,437  | 2,203.08    | 15.2221  | 14.08        | Point 14 | 18.29                  | 18.2932 |                      | 17.88 | 17.8811 |  |
| YPR 2 (12-15)        | Point 15                                                |                 | 27,202  | 2,266.83    | 15.6296  | 14.49        | Point 15 | 18.78                  | 18.7830 |                      | 18.36 | 18.3598 |  |
| YPR 3 (13-16)        | Point 16                                                |                 | 28,001  | 2,333.42    | 16.0553  | 14.92        | Point 16 | 19.29                  | 19.2945 |                      | 18.86 | 18.8598 |  |
| YPR 4 (14-17)        | Point 17                                                |                 | 28,787  | 2,398.92    | 16.4740  | 15.34        | Point 17 | 19.80                  | 19.7977 |                      | 19.35 | 19.3517 |  |
| YPR 5 (15-18)        | Point 18                                                |                 | 29,579  | 2,464.92    | 16.8959  | 15.76        | Point 18 | 20.30                  | 20.3047 |                      | 19.85 | 19.8473 |  |
| YPR 6 (16-19)        | Point 19                                                |                 | 30,364  | 2,530.33    | 17.3141  | 16.18        | Point 19 | 20.81                  | 20.8073 |                      | 20.34 | 20.3385 |  |
| YPR 7 (17-20)        | Point 20                                                |                 | 31,152  | 2,596.00    | 17.7339  | 16.60        | Point 20 | 21.31                  | 21.3118 |                      | 20.83 | 20.8317 |  |
| YPR 8 (18-21)        | Point 21                                                |                 | 32,036  | 2,669.67    | 18.2048  | 17.07        | Point 21 | 21.88                  | 21.8777 |                      | 21.38 | 21.3849 |  |
| YPR 9 (19-22)        | Point 22                                                |                 | 33,039  | 2,753.25    | 18.7391  | 17.60        | Point 22 | 22.52                  | 22.5198 |                      | 22.01 | 22.0125 |  |
| YPR 10 (20-23)       | Point 23                                                |                 | 34,015  | 2,834.58    | 19.2591  | 18.12        | Point 23 | 23.14                  | 23.1447 |                      | 22.62 | 22.6233 |  |
| YPR 11 (21-24)       | Point 24                                                |                 | 34,997  | 2,916.42    | 19.7822  | 18.64        | Point 24 | 23.77                  | 23.7734 |                      | 23.24 | 23.2378 |  |
| YPR 12 (22-25)       | Point 25                                                |                 | 35,985  | 2,998.75    | 20.1913  | 19.17        | Point 25 | 24.41                  | 24.4059 |                      | 23.86 | 23.8561 |  |
| YPR 13 (23-26)       | Point 26                                                |                 | 36,973  | 3,081.08    | 20.8349  | 19.70        | Point 26 | 25.04                  | 25.0384 |                      | 24.47 | 24.4743 |  |
| YPR 14 (24-27)       | Point 27                                                |                 | 37,961  | 3,163.42    | 21.2440  | 20.22        | Point 27 | 25.67                  | 25.6709 |                      | 25.09 | 25.0926 |  |
| YPR 15 (25-28)       | Point 28                                                |                 | 38,961  | 3,246.75    | 21.8939  | 20.76        | Point 28 | 26.31                  | 26.3111 |                      | 25.72 | 25.7184 |  |
| YPR 16 (26-29)       | Point 29                                                |                 | 39,953  | 3,329.42    | 22.4224  | 21.28        | Point 29 | 26.95                  | 26.9462 |                      | 26.34 | 26.3392 |  |
| YPR 17 (27-30)       | Point 30                                                |                 | 40,947  | 3,412.25    | 22.9519  | 21.81        | Point 30 | 27.58                  | 27.5826 |                      | 26.96 | 26.9612 |  |
| Discretionary Points | Point 31                                                |                 | 41,617  | 3,468.08    | 22.1704  | 22.17        | Point 31 | 28.01                  | 28.0115 |                      | 27.38 | 27.3805 |  |
| Discretionary Points | Point 32                                                |                 | 42,718  | 3,559.83    | 22.7569  | 22.76        | Point 32 | 28.72                  | 28.7164 |                      | 28.07 | 28.0695 |  |

**TEACHERS SALARY SCALES 1.9.2020**

| LBH.<br>SP.PT. | SPINAL<br>POINT | ANNUAL | MONTHLY |  |  | HOURLY | DAILY |
|----------------|-----------------|--------|---------|--|--|--------|-------|
|----------------|-----------------|--------|---------|--|--|--------|-------|

**LOWER PAY SPINE                      Neg Body T                      Emp Type 003 Teachers                      SpTable TCHL**

|     |     |         |          |  |  |         |        |
|-----|-----|---------|----------|--|--|---------|--------|
| 01  | M1  | £29,915 | 2,492.92 |  |  | 23.6016 | 153.41 |
| 02  | M2  | £31,604 | 2,633.67 |  |  | 24.9341 | 162.07 |
| 03  | M3  | £33,383 | 2,781.92 |  |  | 26.3377 | 171.19 |
| 04  | M4  | £35,264 | 2,938.67 |  |  | 27.8217 | 180.84 |
| 05  | M5  | £38,052 | 3,171.00 |  |  | 30.0213 | 195.14 |
| 06a | M6a | £40,731 | 3,394.25 |  |  | 32.1349 | 208.88 |
| 06b | M6b | £41,136 | 3,428.00 |  |  | 32.4544 | 210.95 |

**UPPER PAY SPINE                      Neg Body T                      Emp Type 003 Teachers                      SpTable TCHU**

|         |   |         |          |  |  |         |                   |
|---------|---|---------|----------|--|--|---------|-------------------|
| page 73 |   |         |          |  |  |         | <b>Grade TCHU</b> |
|         | 1 | £42,559 | 3,546.58 |  |  | 33.5771 | 218.25            |
|         | 2 | £44,133 | 3,677.75 |  |  | 34.8189 | 226.32            |
|         | 3 | £45,766 | 3,813.83 |  |  | 36.1073 | 234.70            |

**UNQUALIFIED TEACHERS**

|         |   |         |          |  |  |         |        |
|---------|---|---------|----------|--|--|---------|--------|
| page 73 |   |         |          |  |  |         |        |
| 151     | 1 | £21,582 | 1,798.50 |  |  | 17.0272 | 110.68 |
| 152     | 2 | £23,696 | 1,974.67 |  |  | 18.6951 | 121.52 |
| 153     | 3 | £25,809 | 2,150.75 |  |  | 20.3621 | 132.35 |
| 154     | 4 | £27,926 | 2,327.17 |  |  | 22.0323 | 143.21 |
| 155     | 5 | £30,037 | 2,503.08 |  |  | 23.6978 | 154.04 |
| 156     | 6 | £32,151 | 2,679.25 |  |  | 25.3657 | 164.88 |

**TEACHERS SALARY SCALES 1.9.2020**

|  |        |                  |         |  |        |
|--|--------|------------------|---------|--|--------|
|  | SP.PT. | ANNUAL<br>SALARY | MONTHLY |  | HOURLY |
|--|--------|------------------|---------|--|--------|

**LEADERSHIP SPINE**

**Neg Body T**

**Emp Type 003 Teachers**

**SpTable TCHL  
LEAD**

page 8

|     |          |           |  |  |         | <b>Grades</b> |
|-----|----------|-----------|--|--|---------|---------------|
| 1   | £45,542  | 3795.17   |  |  | 35.9306 |               |
| 2   | £46,601  | 3883.42   |  |  | 36.7661 | <b>HEAD</b>   |
| 3   | £47,676  | 3973.00   |  |  | 37.6142 | <b>DEPU</b>   |
| 4   | £48,785  | 4065.42   |  |  | 38.4892 | <b>SRMA</b>   |
| 5   | £49,919  | 4159.92   |  |  | 39.3838 |               |
| 6   | £51,082  | 4256.83   |  |  | 40.3014 |               |
| 7   | £52,371  | 4364.25   |  |  | 41.3183 |               |
| 8   | £53,499  | 4458.25   |  |  | 42.2083 |               |
| 9   | £54,750  | 4562.50   |  |  | 43.1953 |               |
| 10  | £56,072  | 4672.67   |  |  | 44.2383 |               |
| 11  | £57,436  | 4786.33   |  |  | 45.3144 |               |
| 12  | £58,688  | 4890.67   |  |  | 46.3022 |               |
| 13  | £60,073  | 5006.08   |  |  | 47.3949 |               |
| 14  | £61,479  | 5123.25   |  |  | 48.5041 |               |
| 15  | £62,926  | 5243.83   |  |  | 49.6458 |               |
| 16  | £64,514  | 5376.17   |  |  | 50.8986 |               |
| 17  | £65,921  | 5493.42   |  |  | 52.0087 |               |
| 18a | £66,827  | 5568.92   |  |  | 52.7235 |               |
| 18b | £67,496  | 5624.67   |  |  | 53.2513 |               |
| 19  | £69,087  | 5757.25   |  |  | 54.5065 |               |
| 20  | £70,713  | 5892.75   |  |  | 55.7893 |               |
| 21a | £71,666  | 5972.17   |  |  | 56.5412 |               |
| 21b | £72,383  | 6031.92   |  |  | 57.1069 |               |
| 22  | £74,090  | 6174.17   |  |  | 58.4536 |               |
| 23  | £75,842  | 6320.17   |  |  | 59.8359 |               |
| 24a | £76,874  | 6406.17   |  |  | 60.6501 |               |
| 24b | £77,643  | 6470.25   |  |  | 61.2568 |               |
| 25  | £79,489  | 6624.08   |  |  | 62.7132 |               |
| 26  | £81,372  | 6781.00   |  |  | 64.1988 |               |
| 27a | £82,480  | 6873.33   |  |  | 65.0730 |               |
| 27b | £83,305  | 6942.08   |  |  | 65.7239 |               |
| 28  | £85,290  | 7107.50   |  |  | 67.2899 |               |
| 29  | £87,316  | 7276.33   |  |  | 68.8884 |               |
| 30  | £89,406  | 7450.50   |  |  | 70.5373 |               |
| 31a | £90,632  | 7552.67   |  |  | 71.5045 |               |
| 31b | £91,539  | 7628.25   |  |  | 72.2201 |               |
| 32  | £93,724  | 7810.33   |  |  | 73.9440 |               |
| 33  | £95,975  | 7,997.92  |  |  | 75.7199 |               |
| 34  | £98,263  | 8,188.58  |  |  | 77.5250 |               |
| 35a | £99,624  | 8,302.00  |  |  | 78.5988 |               |
| 35b | £100,620 | 8,385.00  |  |  | 79.3846 |               |
| 36  | £103,026 | 8,585.50  |  |  | 81.2828 |               |
| 37  | £105,509 | 8,792.42  |  |  | 83.2418 |               |
| 38  | £108,037 | 9,003.08  |  |  | 85.2363 |               |
| 39a | £109,489 | 9,124.08  |  |  | 86.3819 |               |
| 39b | £110,584 | 9,215.33  |  |  | 87.2458 |               |
| 40  | £113,266 | 9,438.83  |  |  | 89.3617 |               |
| 41  | £116,010 | 9,667.50  |  |  | 91.5266 |               |
| 42  | £118,828 | 9,902.33  |  |  | 93.7499 |               |
| 43  | £120,513 | 10,042.75 |  |  | 95.0793 |               |

**TEACHERS SALARY SCALES 1.9.2020  
ALLOWANCES**

| <b>Recruitment &amp; Retention</b> |        |        |  |  |        |         |
|------------------------------------|--------|--------|--|--|--------|---------|
| <b>R.R1</b>                        | £1,002 | 83.50  |  |  | 0.7905 | 5.1385  |
| <b>R.R2</b>                        | £1,971 | 164.25 |  |  | 1.5550 | 10.1077 |
| <b>R.R3</b>                        | £2,985 | 248.75 |  |  | 2.3550 | 15.3077 |
| <b>R.R4</b>                        | £4,158 | 346.50 |  |  | 3.2805 | 21.3231 |
| <b>R.R5</b>                        | £5,415 | 451.25 |  |  | 4.2722 | 27.7692 |

No Chang  
No Chang  
No Chang  
No Chang  
No Chang

min  
max

| <b>SPECIAL NEEDS</b> |        |        | page 30 |        |         |
|----------------------|--------|--------|---------|--------|---------|
| <b>S.N1</b>          | £2,270 | 189.17 |         | 1.7909 | 11.6410 |
| <b>S.N2</b>          | £4,479 | 373.25 |         | 3.5337 | 22.9692 |

| <b>Teacher Learning Responsibilities</b> |         |  |         |  |  |
|------------------------------------------|---------|--|---------|--|--|
| <b>TLR3</b>                              |         |  |         |  |  |
| <b>min</b>                               | £571    |  |         |  |  |
| <b>max</b>                               | £2,833  |  |         |  |  |
| <b>TLR2</b>                              |         |  |         |  |  |
| <b>min</b>                               | £2,873  |  |         |  |  |
| <b>max</b>                               | £7,017  |  |         |  |  |
| <b>TLR1</b>                              |         |  | page 27 |  |  |
| <b>min</b>                               | £8,291  |  |         |  |  |
| <b>max</b>                               | £14,030 |  |         |  |  |

| <b>Leading Practitioners</b> |         |         |  |         |          |
|------------------------------|---------|---------|--|---------|----------|
| <b>min</b>                   | £45,766 | 3813.83 |  | 36.1073 | 234.6974 |
| <b>max</b>                   | £67,828 | 5652.33 |  | 53.5132 | 347.8359 |

|  |  |  |  |  |  |  |
|--|--|--|--|--|--|--|
|  |  |  |  |  |  |  |
|--|--|--|--|--|--|--|