

Classroom Teachers England and Wales (excluding London and the Fringe)		
Spine point	1 Sept 2015 to 31 Aug 2016	1 Sept 2016 to 31 Aug 2017
Main Pay Range		
Min M1	£22,244	£22,467
M2	£24,002	£24,243
M3	£25,932	£26,192
M4	£27,927	£28,207
M5	£30,128	£30,430
Max M6	£32,831	£33,160
Upper Pay Range		
Min U1	£35,218	£35,571
U2	£36,523	£36,889
Max U3	£37,871	£38,250

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

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

The largest teachers' union in the UK

Leadership Group Pay Range (excluding London and the Fringe)		
Spine point	1 Sept 2015 to 31 Aug 2016	1 Sept 2016 to 31 Aug 2017
L1	£38,598	£38,984
L2	£39,564	£39,960
L3	£40,552	£40,958
L4	£41,562	£41,978
L5	£42,597	£43,023
L6	£43,665	£44,102
L7	£44,841	£45,290
L8	£45,876	£46,335
L9	£47,021	£47,491
L10	£48,228	£48,710
L11	£49,481	£49,976
L12	£50,620	£51,127
L13	£51,886	£52,405
L14	£53,180	£53,712
L15	£54,503	£55,048
L16	£55,951	£56,511
L17	£57,237	£57,810
L18	£58,677	£59,264
L19	£60,131	£60,733
L20	£61,623	£62,240
L21	£63,147	£63,779
L22	£64,715	£65,363
L23	£66,318	£66,982
L24	£67,963	£68,643
L25	£69,652	£70,349
L26	£71,375	£72,089
L27	£73,144	£73,876
L28	£74,958	£75,708
L29	£76,814	£77,582
L30	£78,726	£79,514
L31	£80,671	£81,478
L32	£82,676	£83,503
L33	£84,731	£85,579
L34	£86,825	£87,693
L35	£88,984	£89,874
L36	£91,187	£92,099
L37	£93,454	£94,389
L38	£95,766	£96,724
L39	£98,100	£99,081
L40	£100,548	£101,553
L41	£103,060	£104,091
L42	£105,642	£106,699
L43	£107,210	£108,283

Ranges for Headteachers England and Wales (excluding London and 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	£43,665 – £58,096	£44,102 – £58,677
2	L8 – L21	£45,876 – £62,521	£46,335 – £63,147
3	L11 – L24	£49,481 – £67,290	£49,976 – £67,963
4	L14 – L27	£53,180 – £72,419	£53,712 – £73,144
5	L18 – L31	£58,677 – £79,872	£59,264 – £80,671
6	L21 – L35	£63,147 – £88,102	£63,779 – £88,984
7	L24 – L39	£67,963 – £97,128	£68,643 – £98,100
8	L28 – L43	£74,958 – £107,210	£75,708 – £108,283

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.

Unqualified Teachers Pay Range England and Wales (excluding London and the Fringe)		
Scale point	1 Sept 2015 to 31 Aug 2016	1 Sept 2016 to 31 Aug 2017
Min 1	£16,298	£16,461
2	£18,194	£18,376
3	£20,088	£20,289
4	£21,984	£22,204
5	£23,881	£24,120
Max 6	£25,776	£26,034

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

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 2015 to 31 Aug 2016	1 Sept 2016 to 31 Aug 2017
Min 1	£38,598	£38,984
2	£39,564	£39,960
3	£40,552	£40,958
4	£41,562	£41,978
5	£42,597	£43,023
6	£43,665	£44,102
7	£44,841	£45,290
8	£45,876	£46,335
9	£47,021	£47,492
10	£48,228	£48,711
11	£49,481	£49,976
12	£50,620	£51,127
13	£51,886	£52,405
14	£53,180	£53,712
15	£54,503	£55,049
16	£55,951	£56,511
17	£57,237	£57,810
Max 18	£58,677	£59,264

Salary cards for Inner and Outer London and the Fringe have been produced and are available on the NASUWT website or from your Regional or National Centre.

NASUWT, Hillscourt Education Centre, Rose Hill, Rednal, Birmingham B45 8RS

Tel: 03330 145550

E-mail: advice@mail.nasuw.org.uk

Website: www.nasuw.org.uk