



August 2017

Joint Advice on School Teachers' Pay 2017-18

The Government has published the recommendations of the School Teachers' Review Body (STRB) on teachers' pay for 2017-18 and indicated its intention, following formal consultation, to implement them with effect from 1 September 2017.

We set out here our organisations' joint advice on the application of these proposed changes, including the adoption of pay scales and the application of individual pay increases. This joint advice will be sent to all schools following the formal confirmation of the proposed changes and the publication of the 2017 School Teachers' Pay and Conditions Document (STPCD).

Consultation on pay policies

This year again, due to a delay in the Government's announcement, the revised English version of the STPCD will not be published until August and the Welsh version may not be published until later.

Formal consultation should take place with teachers and their union representatives before pay policies and pay scales for September 2017 are finalised.

This should happen at the start of the new academic year, in order to comply with the requirement for meaningful consultation while also ensuring that teacher pay uplifts are not delayed. Notwithstanding this, we believe that it would be helpful for local authorities, school governing bodies and academy employers to announce as soon as possible whether or not they intend to adopt the advice set out here.

Pay scales for 2017-18

Although the STPCD (since 2014) only prescribed pay ranges with minimum and maximum points, it continues to permit the adoption of fixed pay scale points as the basis for pay progression.

The Secretary of State proposes to implement a 2% increase to the minimum and maximum of the Main Pay Range and a 1% increase to the minima and maxima of other pay and allowance ranges.

We jointly advise that the percentage uplift (either 2% or 1%) should apply to all teachers and leaders within the relevant range. We will only support pay policies that reflect this principle. The pay scale points below reflect this principle and are based on the pay ranges in place prior to 1 September 2014. In line with this year's recommendations they have been uprated by 2% on the Main Pay Range and 1% on all other scale points and allowances.

Where a school pay policy includes pay scale points other than those set out here, **we jointly advise that such scale points should be similarly increased (i.e., by 2% for scale points on the Main Pay Range and 1% otherwise, including TLR payments and SEN allowances).**

Pay increases for 2017-18

We jointly advise that all teachers should receive an individual pay increase corresponding to the increases set out above, excluding any increase arising from progression to a higher pay scale point.

The uplift recommended by the STRB was in response to recruitment and retention problems that affect the whole school system, and appropriate pay increases for all teachers are required to address those problems.

The draft 2017 STPCD provides at Section 2 that "schools must determine – in accordance with their own pay policy – how to take account of the uplift to the national framework in making individual pay progression decisions." These provisions require that teachers should meet relevant performance criteria for progression on their pay scale if eligible, but do not preclude a pay increase consequential upon the revalorisation of pay scales set out in the school's pay policy.

Notwithstanding our differing positions on the principle of performance-related pay progression, we agree that a distinction can and should be maintained between pay increases arising from progression on pay scales and pay increases arising from the revalorisation of pay scales for cost of living purposes. This is the only way to ensure that the profession returns to a competitive position in the graduate market place.

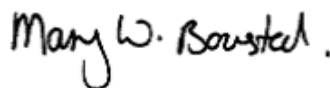
Other matters

The teacher unions remain committed to securing additional funding from the Government to support teacher pay increases this year and in future years.

Yours sincerely



**General Secretary
ASCL**



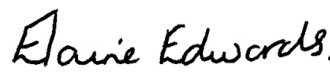
**General Secretary
ATL**



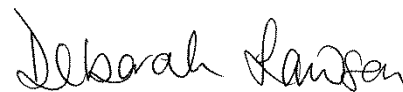
**General Secretary Designate
NAHT**



**General Secretary
NUT**



**General Secretary
UCAC**



**General Secretary
Voice**

School Teachers' Pay 2017-18: Pay Scale Points

Appendix

CLASSROOM TEACHERS

Where a school pay policy includes pay scale points other than those in this document, we jointly advise that Main Pay Range points should be increased by 2% from their 2016-17 values. Upper Pay Range and Leading Practitioner points should be increased by 1% from their 2016-17 values.

MAIN PAY RANGE

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1 (minimum)	£22,917	£28,660	£26,662	£24,018
2	£24,728	£30,155	£28,315	£25,828
3	£26,716	£31,726	£30,067	£27,815
4	£28,772	£33,379	£31,929	£29,878
5	£31,039	£35,947	£34,637	£32,139
6 (maximum)	£33,824	£39,006	£37,645	£34,934

UPPER PAY RANGE

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1 (minimum)	£35,927	£43,616	£39,519	£37,017
2	£37,258	£45,760	£40,981	£38,346
3 (maximum)	£38,633	£47,298	£42,498	£39,725

LEADING PRACTITIONER PAY RANGE

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
minimum	£39,374	£46,814	£42,498	£40,458
maximum	£59,857	£67,305	£62,985	£60,945

Note:

The minimum and maximum of this range equate to the minimum of the Leadership Range and to recommended Leadership Range scale point L18 below. Schools wishing to use pay scale points on this range might therefore decide to use points L1 to L18 below.

LEADERSHIP GROUP TEACHERS

Where a school pay policy includes pay scale points other than those in this document, we jointly advise that such points should be increased by 1% from their 2016-17 values.

LEADERSHIP GROUP PAY RANGE

These recommended points on the Leadership Group Range do not directly correspond with the statutory maxima of the STPCD's eight Headteacher Group Ranges. See below for advice on the application of the statutory maxima for head teachers. Please ensure you are using the correct range.

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1	£39,374	£46,814	£42,498	£40,458
2	£40,360	£47,804	£43,486	£41,447
3	£41,368	£48,816	£44,490	£42,454
4	£42,398	£49,844	£45,525	£43,489
5	£43,454	£50,906	£46,582	£44,546
6	£44,544	£51,991	£47,667	£45,633
7	£45,743	£53,194	£48,870	£46,835
8	£46,799	£54,247	£49,924	£47,884
9	£47,967	£55,411	£51,090	£49,055
10	£49,199	£56,644	£52,325	£50,286
11	£50,476	£57,918	£53,597	£51,561
12	£51,639	£59,087	£54,766	£52,730
13	£52,930	£60,376	£56,059	£54,021
14	£54,250	£61,695	£57,370	£55,338
15	£55,600	£63,041	£58,720	£56,684
16	£57,077	£64,525	£60,202	£58,167
17	£58,389	£65,837	£61,515	£59,485
18	£59,857	£67,305	£62,985	£60,945
19	£61,341	£68,789	£64,469	£62,429
20	£62,863	£70,310	£65,988	£63,955
21	£64,417	£71,865	£67,545	£65,513
22	£66,017	£73,465	£69,139	£67,108

23	£67,652	£75,094	£70,774	£68,738
24	£69,330	£76,778	£72,454	£70,423
25	£71,053	£78,497	£74,177	£72,140
26	£72,810	£80,254	£75,934	£73,903
27	£74,615	£82,057	£77,738	£75,702
28	£76,466	£83,910	£79,591	£77,551
29	£78,359	£85,807	£81,481	£79,450
30	£80,310	£87,755	£83,432	£81,393
31	£82,293	£89,742	£85,422	£83,386
32	£84,339	£91,783	£87,461	£85,431
33	£86,435	£93,881	£89,562	£87,527
34	£88,571	£96,018	£91,697	£89,663
35	£90,773	£98,220	£93,897	£91,865
36	£93,020	£100,464	£96,141	£94,109
37	£95,333	£102,783	£98,459	£96,422
38	£97,692	£105,135	£100,817	£98,781
39	£100,072	£107,516	£103,195	£101,158
40	£102,570	£110,020	£105,697	£103,663
41	£105,132	£112,584	£108,259	£106,222
42	£107,766	£115,211	£110,887	£108,858
43	£109,366	£116,738	£112,460	£110,448

HEADTEACHER GROUP PAY RANGES - STPCD LIMITS

**The STPCD statutory maxima for the eight Headteacher Group Ranges no longer correspond with recommended scale points on the Leadership Group Range, or the corresponding point where it falls mid-range, due to the Government's decision to freeze those maxima in 2015. We jointly advise that the statutory maxima should only be used where they are the maximum point of a headteacher's individual range and the discretion to exceed the maximum of the range has not been exercised.*

HEADTEACHER PAY RANGES

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
Group 1	£59,264	£66,638	£62,361	£60,341
Group 2	£63,779	£71,153	£66,876	£64,864
Group 3	£68,643	£76,017	£71,736	£69,725
Group 4	£73,876	£81,244	£76,968	£74,952
Group 5	£81,478	£88,853	£84,576	£82,560
Group 6	£89,874	£97,247	£92,967	£90,955
Group 7	£99,081	£106,451	£102,173	£100,156
Group 8	£109,366	£116,738	£112,460	£110,448

HEADTEACHER GROUP ONE

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
6	44,544	51,991	47,667	45,633
7	45,743	53,194	48,870	46,835
8	46,799	54,247	49,924	47,884
9	47,967	55,411	51,090	49,055
10	49,199	56,644	52,325	50,286
11	50,476	57,918	53,597	51,561
12	51,639	59,087	54,766	52,730
13	52,930	60,376	56,059	54,021
14	54,250	61,695	57,370	55,338
15	55,600	63,041	58,720	56,684
16	57,077	64,525	60,202	58,167
17	58,389	65,837	61,515	59,485
18	59,264	66,638	62,361	60,341

HEADTEACHER GROUP TWO

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
8	46,799	54,247	49,924	47,884
9	47,967	55,411	51,090	49,055
10	49,199	56,644	52,325	50,286

11	50,476	57,918	53,597	51,561
12	51,639	59,087	54,766	52,730
13	52,930	60,376	56,059	54,021
14	54,250	61,695	57,370	55,338
15	55,600	63,041	58,720	56,684
16	57,077	64,525	60,202	58,167
17	58,389	65,837	61,515	59,485
18	59,857	67,305	62,985	60,945
19	61,341	68,789	64,469	62,429
20	62,863	70,310	65,988	63,955
21*	63,778	71,153	66,876	64,864

HEADTEACHER GROUP THREE

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
11	50,476	57,918	53,597	51,561
12	51,639	59,087	54,766	52,730
13	52,930	60,376	56,059	54,021
14	54,250	61,695	57,370	55,338
15	55,600	63,041	58,720	56,684
16	57,077	64,525	60,202	58,167
17	58,389	65,837	61,515	59,485
18	59,857	67,305	62,985	60,945
19	61,341	68,789	64,469	62,429
20	62,863	70,310	65,988	63,955
21	64,417	71,865	67,545	65,513
22	66,017	73,465	69,139	67,108
23	67,652	75,094	70,774	68,738
24*	68,643	76,017	71,736	69,725

HEADTEACHER GROUP FOUR

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
14	54,250	61,695	57,370	55,338
15	55,600	63,041	58,720	56,684
16	57,077	64,525	60,202	58,167
17	58,389	65,837	61,515	59,485
18	59,857	67,305	62,985	60,945
19	61,341	68,789	64,469	62,429
20	62,863	70,310	65,988	63,955
21	64,417	71,865	67,545	65,513
22	66,017	73,465	69,139	67,108

23	67,652	75,094	70,774	68,738
24	69,330	76,778	72,454	70,423
25	71,053	78,497	74,177	72,140
26	72,810	80,254	75,934	73,903
27*	73,876	81,244	76,968	74,952

HEADTEACHER GROUP FIVE

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
18	59,857	67,305	62,985	60,945
19	61,341	68,789	64,469	62,429
20	62,863	70,310	65,988	63,955
21	64,417	71,865	67,545	65,513
22	66,017	73,465	69,139	67,108
23	67,652	75,094	70,774	68,738
24	69,330	76,778	72,454	70,423
25	71,053	78,497	74,177	72,140
26	72,810	80,254	75,934	73,903
27	74,615	82,057	77,738	75,702
28	76,466	83,910	79,591	77,551
29	78,359	85,807	81,481	79,450
30	80,310	87,755	83,432	81,393
31*	81,478	88,853	84,576	82,560

HEADTEACHER GROUP SIX

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
21	64,417	71,865	67,545	65,513
22	66,017	73,465	69,139	67,108
23	67,652	75,094	70,774	68,738
24	69,330	76,778	72,454	70,423
25	71,053	78,497	74,177	72,140
26	72,810	80,254	75,934	73,903
27	74,615	82,057	77,738	75,702
28	76,466	83,910	79,591	77,551
29	78,359	85,807	81,481	79,450
30	80,310	87,755	83,432	81,393
31	82,293	89,742	85,422	83,386
32	84,339	91,783	87,461	85,431
33	86,435	93,881	89,562	87,527
34	88,571	96,018	91,697	89,663
35*	89,874	97,247	92,967	90,955

HEADTEACHER GROUP SEVEN

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
24	69,330	76,778	72,454	70,423
25	71,053	78,497	74,177	72,140
26	72,810	80,254	75,934	73,903
27	74,615	82,057	77,738	75,702
28	76,466	83,910	79,591	77,551
29	78,359	85,807	81,481	79,450
30	80,310	87,755	83,432	81,393
31	82,293	89,742	85,422	83,386
32	84,339	91,783	87,461	85,431
33	86,435	93,881	89,562	87,527
34	88,571	96,018	91,697	89,663
35	90,773	98,220	93,897	91,865
36	93,020	100,464	96,141	94,109
37	95,333	102,783	98,459	96,422
38	97,692	105,135	100,817	98,781
39*	99,081	106,451	102,173	100,156

HEADTEACHER GROUP EIGHT

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
28	76,466	83,910	79,591	77,551
29	78,359	85,807	81,481	79,450
30	80,310	87,755	83,432	81,393
31	82,293	89,742	85,422	83,386
32	84,339	91,783	87,461	85,431
33	86,435	93,881	89,562	87,527
34	88,571	96,018	91,697	89,663
35	90,773	98,220	93,897	91,865
36	93,020	100,464	96,141	94,109
37	95,333	102,783	98,459	96,422
38	97,692	105,135	100,817	98,781
39	100,072	107,516	103,195	101,158
40	102,570	110,020	105,697	103,663
41	105,132	112,584	108,259	106,222
42	107,766	115,211	110,887	108,858
43*	109,366	116,738	112,460	110,448

UNQUALIFIED TEACHERS

Where a school pay policy includes pay scale points other than those in this document, we jointly advise that such points should be increased by 1% from their 2016-17 values.

UNQUALIFIED TEACHER PAY RANGE

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1	£16,626	£20,909	£19,749	£17,718
2	£18,560	£22,842	£21,684	£19,650
3	£20,492	£24,776	£23,618	£21,584
4	£22,427	£26,709	£25,555	£23,517
5	£24,362	£28,641	£27,487	£25,451
6	£26,295	£30,573	£29,422	£27,384