

## Salary Scales

SCP	Job Evaluation Scores (GLPC scheme)	FTE SALARY	MONTHLY	HOURLY (National Living Wage £7.50 from 1/4/2017)	Living Wage Hourly Rate (as at 1st April 2016)
<b>NJC for Local Government (as at 1st April 2017)</b>					
£16,302					
<b>GRADE 1</b>					
6	1 - 247	15014	1251.17	7.78	8.45
7		15115	1259.58	7.83	8.45
<b>GRADE 2</b>					
8	248 - 286	15246	1270.50	7.90	8.45
9		15375	1281.25	7.97	8.45
10		15613	1301.08	8.09	8.45
11		15807	1317.25	8.19	8.45
<b>GRADE 3</b>					
11	287 - 327	15807	1317.25	8.19	8.45
12		16123	1343.58	8.36	8.45
13		16491	1374.25	8.55	
14		16781	1398.42	8.70	
15		17072	1422.67	8.85	
16		17419	1451.58	9.03	
<b>GRADE 4</b>					
16	328 - 369	17419	1451.58	9.03	
17		17772	1481.00	9.21	
18		18070	1505.83	9.37	
19		18746	1562.17	9.72	
20		19430	1619.17	10.07	
21		20138	1678.17	10.44	
<b>GRADE 5</b>					
21	370 - 409	20138	1678.17	10.44	
22		20661	1721.75	10.71	
23		21268	1772.33	11.02	
24		21962	1830.17	11.38	
25		22658	1888.17	11.74	
26		23398	1949.83	12.13	
<b>GRADE 6</b>					
26	410 - 454	23398	1949.83	12.13	
27		24174	2014.50	12.53	
28		24964	2080.33	12.94	
29		25951	2162.58	13.45	
30		26822	2235.17	13.90	
31		27668	2305.67	14.34	
<b>GRADE 7</b>					
31	455 - 499	27668	2305.67	14.34	
32		28485	2373.75	14.76	
33		29323	2443.58	15.20	
34		30153	2512.75	15.63	
35		30785	2565.42	15.96	
36		31601	2633.42	16.38	
<b>GRADE 8</b>					
36	500 - 544	31601	2633.42	16.38	
37		32486	2707.17	16.84	
38		33437	2786.42	17.33	
39		34538	2878.17	17.90	
40		35444	2953.67	18.37	
<b>GRADE 9</b>					
40	545 - 589	35444	2953.67	18.37	
41		36379	3031.58	18.86	
42		37306	3108.83	19.34	
43		38237	3186.42	19.82	
<b>GRADE 10</b>					
43	590 +	38237	3186.42	19.82	
44		39177	3264.75	20.31	
45		40057	3338.08	20.76	
46		41025	3418.75	21.26	
Other		0	0.00	0.00	

SCP	FTE SALARY	MONTHLY	HOURLY
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**JNC CHIEF OFFICERS (as at 1st April 2017)**

<b>OM2</b>			
1	44744	3728.67	23.19
2	47097	3924.75	24.41
3	49146	4095.50	25.47
4	51596	4299.67	26.74
5	54049	4504.08	28.02

<b>OM1</b>			
1	54673	4556.08	28.34
2	57710	4809.17	29.91
3	60748	5062.33	31.49
4	63620	5301.67	32.98
5	66626	5552.17	34.53

<b>Chief Off/Asst Dir</b>			
1	83240	6936.67	43.15

<b>Director</b>			
1	122412	10201.00	63.45

<b>Corp Dir</b>			
1	132613	11051.08	68.74

**JNC CHIEF EXECUTIVE (as at 1st April 2017)**

<b>Chief Executive</b>			
1	173417	14451.42	89.89

**NATIONAL MINIMUM WAGE (as at 1st October 2016)**

<b>NMW - Point 1 (16 to 17 years of age)</b>			
1	7717	643.08	4.00

<b>NMW - Point 2 (18 to 20 years of age)</b>			
2	10707	892.25	5.55

<b>NMW - Point 3 (21 years and above)</b>			
3	13408	1117.33	6.95

<b>Apprentice Rate</b>			
1	6560	546.67	3.40

**Teacher (Main Pay Range)**

			Daily Rate (195ths)
1	22467	1872.25	115.22
2	24243	2020.25	124.32
3	26192	2182.67	134.32
4	28207	2350.58	144.65
5	30430	2535.83	156.05
6	33160	2763.33	170.05

**Teacher (Upper Pay Range)**

			Daily Rate (195ths)
1	35571	2964.25	182.42
2	36889	3074.08	189.17
3	38250	3187.50	196.15

**Unqualified Teacher**

			Daily Rate (195ths)
1	16461	1371.75	84.42
2	18376	1531.33	94.24
3	20289	1690.75	104.05
4	22204	1850.33	113.87
5	24120	2010.00	123.69
6	26034	2169.50	133.51

**Leadership Group Range**

	Min	Max
Group 1	44,102	58,677
Group 2	46,335	63,147
Group 3	49,976	67,963
Group 4	53,712	73,144
Group 5	59,264	80,671
Group 6	63,779	88,984
Group 7	68,643	98,100
Group 8	75,708	108,283

\* Scale points to be applied **only** to head teachers at the top of the school group range in the academic year 2015/16, indicating no uplift for 2016/17.

e.g  
Headteacher on Grade 12-18 (moves to sp18 on Sept 2016)  
Salary Range £51,127 - £58,677 (no uplift on point 18)

Headteacher on Grade 15-21 (moves to sp18 on Sept 2016)  
Salary Range £55,049 - £63,779 (sp18 = £59,264)

**Leading Practitioner Range**

LP01 - LP05		LP02 - LP06		LP03-LP07	
1	38,984	2	39,960	3	40,958
2	39,960	3	40,958	4	41,978
3	40,958	4	41,978	5	43,023
4	41,978	5	43,023	6	44,102
5	43,023	6	44,102	7	45,290
LP04-LP08		LP05-LP09		LP06-LP10	
4	41,978	5	43,023	6	44,102
5	43,023	6	44,102	7	45,290
6	44,102	7	45,290	8	46,335
7	45,290	8	46,335	9	47,492
8	46,335	9	47,492	10	48,711
LP07-LP11		LP08-LP12		LP09-LP13	
7	45,290	8	46,335	9	47,492
8	46,335	9	47,492	10	48,711
9	47,492	10	48,711	11	49,976
10	48,711	11	49,976	12	51,127
11	49,976	12	51,127	13	52,405
LP10-LP14		LP11-LP15		LP12-LP16	
10	48,711	11	49,976	12	51,127
11	49,976	12	51,127	13	52,405
12	51,127	13	52,405	14	53,712
13	52,405	14	53,712	15	55,049
14	53,712	15	55,049	16	56,511
LP13-LP17		LP14-LP18			
13	52,405	14	53,712		
14	53,712	15	55,049		
15	55,049	16	56,511		
16	56,511	17	57,810		
17	57,810	18	59,264		

**Leadership Pay Range**

1	38,984
2	39,960
3	40,958
4	41,978
5	43,023
6	44,102
7	45,290
8	46,335
9	47,492
10	48,711
11	49,976
12	51,127
13	52,405
14	53,712
15	55,049
16	56,511
17	57,810
18*	58,677
18	59,264
19	60,733
20	62,240
21*	63,147
21	63,779
22	65,363
23	66,982
24*	67,963
24	68,643
25	70,349
26	72,089
27*	73,144
27	73,876
28	75,708
29	77,583
30	79,514
31*	80,671
31	81,478
32	83,503
33	85,579
34	87,694
35*	88,984
35	89,874
36	92,099
37	94,389
38	96,724
39*	98,100
39	99,081
40	101,554
41	104,091
42	106,699
43*	108,283

**JNC YOUTH AND COMMUNITY (as at 1st September 2016)**

SCP	FTE SALARY	MONTHLY	HOURLY	Living Wage Hourly Rate (as at 1st April 2016)
				£16,302
02	15507	1292.25	8.04	8.45
03	17241	1436.75	8.94	
04	17828	1485.67	9.24	
05	23445	1953.75	12.15	
06	23445	1953.75	12.15	
07	25194	2099.50	13.06	
08	28852	2404.33	14.95	
09	28852	2404.33	14.95	
10	34129	2844.08	17.69	

SCP	FTE SALARY	MONTHLY	HOURLY
<b>T00 1</b>			
11	21467	1788.92	11.13
12	22441	1870.08	11.63
13	23445	1953.75	12.15
14	24485	2040.42	12.69

<b>T00 2</b>			
18	27396	2283.00	14.20
19	28123	2343.58	14.58
20	28852	2404.33	14.95
21	29672	2472.67	15.38

<b>T00 3</b>			
20	28852	2404.33	14.95
21	29672	2472.67	15.38
22	30601	2550.08	15.86
23	31505	2625.42	16.33

<b>T00 4</b>			
22	30601	2550.08	15.86
23	31505	2625.42	16.33
24	32413	2701.08	16.80
25	33329	2777.42	17.28

<b>T00 4A</b>			
24	32413	2701.08	16.80
25	33329	2777.42	17.28
26	34243	2853.58	17.75
27	35159	2929.92	18.22

<b>T00 5</b>			
27	35159	2929.92	18.22
28	36085	3007.08	18.70
29	37005	3083.75	19.18
30	37924	3160.33	19.66

SCP	FTE SALARY	MONTHLY	HOURLY
<b>T00 HRLY</b>			
02	15507	1292.25	8.04
03	16117	1343.08	8.35
04	16681	1390.08	8.65
05	17241	1436.75	8.94
06	17828	1485.67	9.24
07	18450	1537.50	9.56
08	19069	1589.08	9.88
09	19856	1654.67	10.29
10	20472	1706.00	10.61
11	21467	1788.92	11.13
12	22441	1870.08	11.63
13	23445	1953.75	12.15
14	24485	2040.42	12.69
15	25194	2099.50	13.06
16	25935	2161.25	13.44
17	26662	2221.83	13.82
18	27396	2283.00	14.20
19	28123	2343.58	14.58
20	28852	2404.33	14.95
21	29672	2472.67	15.38
22	30601	2550.08	15.86
23	31505	2625.42	16.33
24	32413	2701.08	16.80

**SOULBURY (as at 1st September 2016)**

SCP	FTE SALARY	MONTHLY	HOURLY
<b>EAI</b>			
01	33730	2810.83	17.48
02	34938	2911.50	18.11
03	36078	3006.50	18.70
04	37234	3102.83	19.30
05	38383	3198.58	19.89
06	39533	3294.42	20.49
07	40741	3395.08	21.12
08	41902	3491.83	21.72
09	43256	3604.67	22.42
10	44463	3705.25	23.05
11	45655	3804.58	23.66
12	46809	3900.75	24.26
13	48116	4009.67	24.94
14	49280	4106.67	25.54
15	50567	4213.92	26.21
16	51731	4310.92	26.81
17	52897	4408.08	27.42
18	54042	4503.50	28.01
19	55223	4601.92	28.62
20	55833	4652.75	28.94
21	57005	4750.42	29.55
22	58027	4835.58	30.08
23	59152	4929.33	30.66
24	60160	5013.33	31.18
25	61239	5103.25	31.74
26	62291	5190.92	32.29
27	63367	5280.58	32.84
28	64457	5371.42	33.41
29	65551	5462.58	33.98
30	66643	5553.58	34.54
31	67725	5643.75	35.10
32	68824	5735.33	35.67
33	69924	5827.00	36.24
34	71050	5920.83	36.83
35	72173	6014.42	37.41
36	73329	6110.75	38.01
37	74465	6205.42	38.60
38	75615	6301.25	39.19
39	76748	6395.67	39.78
40	77880	6490.00	40.37
41	79019	6584.92	40.96
42	80156	6679.67	41.55
43	81293	6774.42	42.14
44	82435	6869.58	42.73
45	83574	6964.50	43.32
46	84715	7059.58	43.91
47	85860	7155.00	44.50
48	86995	7249.58	45.09
49	88135	7344.58	45.68

SCP	FTE SALARY	MONTHLY	HOURLY
<b>EDPSY A</b>			
01	35377	2948.08	18.34
02	37173	3097.75	19.27
03	38969	3247.42	20.20
04	40764	3397.00	21.13
05	42558	3546.50	22.06
06	44353	3696.08	22.99
07	46044	3837.00	23.87
08	47734	3977.83	24.74
09	49317	4109.75	25.56

SCP	FTE SALARY	MONTHLY	HOURLY
<b>EDPSY B</b>			
01	44353	3696.08	22.99
02	46044	3837.00	23.87
03	47734	3977.83	24.74
04	49317	4109.75	25.56
05	50902	4241.83	26.38
06	52380	4365.00	27.15
07	52987	4415.58	27.46
08	54120	4510.00	28.05
09	55243	4603.58	28.63
10	56386	4698.83	29.23
11	57506	4792.17	29.81
12	58649	4887.42	30.40

## ALLOWANCES

### Single Status Contractual Allowances - NJC 37 Hours

Wage Type	Wage Type Text	£/Hours/Units	Comments
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.03 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1306	Protected Allowance	£	SOP Protected Allowance
1324	Dress Allowance	£	Cash Amount £21.81
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1421	AMHP Payment	£	£1800 PA pro rata , amount auto populates
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	27 or 32 Days
1600	Contractual Overtime	Hours	SCP * 1.5
1605	Night Allowance	Hours	SCP * 1/3
1610	Shift Allowance 10%	£	10% of Annual Salary, amount auto populates
1615	Standby Duty	Units	£28.67 per session
1620	Weekend Work	Hours	SCP * 1/2
1625	SEN	£	£461.57 PA, £38.46 monthly amount auto populates
1630	First Aid Allowance	£	£172.71 PA, £14.39 monthly amount auto populates
1632	Living Wage Supplement	£	Cash amount and only payable for scp 6-12

### Single Status Contractual Allowances - JNC Craft/Assoc

Wage Type	Wage Type Text	£/Hours/Units	Comments
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.03 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	27 or 32 Days
1600	Contractual Overtime	Hours	SCP * 1.5
1605	Night Allowance	Hours	SCP * 1/3
1610	Shift Allowance 10%	£	10% of Annual Salary, amount auto populates
1615	Standby Duty	Units	£28.67 per session
1620	Weekend Work	Hours	SCP * 1/2
1630	First Aid Allowance	£	£172.71 PA, £14.39 monthly amount auto populates
1632	Living Wage Supplement	£	Cash amount and only payable for scp 6-12
1634	Tool Allowance 1	£	£175.72 PA, £14.64 monthly amount auto populates
1636	Tool Allowance 2	£	£373.86 PA, £31.16 monthly amount auto populates

### Contractual Allowances - Chief Officers

Wage Type	Wage Type Text	£/Hours/Units	Comments
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.03 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	27 or 32 Days
1630	First Aid Allowance	£	£172.71 PA, £14.39 monthly amount auto populates

### Contractual Allowances - JNC Youth & Comm

Wage Type	Wage Type Text	£/Hours/Units	Comments
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.03 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	34 or 39 Days (Actual AL are 30 or 35)
1630	First Aid Allowance	£	£172.71 PA, £14.39 monthly amount auto populates
1632	Living Wage Supplement	£	Cash amount and only payable for CE1 scp 1 - 8, CE2 scp 1-2

**Contractual Allowances - Soulbury**

Wage Type	Wage Type Text	£/Hours/Units	Comments
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.03 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	29 or 34 Days (Actual AL are 25 or 30)
1630	First Aid Allowance	£	£172.71 PA, £14.39 monthly amount auto populates

**Contractual Allowances - Teachers**

Wage Type	Wage Type Text	£/Hours/Units	Comments
1313	Pay Supplement	£	Cash Amount
1360	SEN - Teacher	£	Cash Amount - please refer chart below
1375	First Aid - Teachers	£	£172.71 PA, amount auto populates
1376	TLR1	£	Cash Amount - please refer chart below
1377	TLR2	£	Cash Amount - please refer chart below
1378	Safeguard Payment	£	Fixed term cash amount - normally ends after 3 years
1386	TLR3	£	Fixed term cash amount - requires an end, please refer to chart below
1388	Discretionary Payment HT	£	Cash Amount

Start Date	End Date	Allowance	Min	Max
01/09/13	31/08/14	SEN - Teacher	£2,022	£3,994
01/09/14	31/08/15	SEN - Teacher	£2,043	£4,034
01/09/15	31/08/16	SEN - Teacher	£2,064	£4,075
01/09/16		SEN - Teacher	£2,085	£4,116
01/09/13	31/08/14	TLR 1	£7,397	£12,517
01/09/14	31/08/15	TLR 1	£7,471	£12,643
01/09/15	31/08/16	TLR 1	£7,546	£12,770
01/09/16		TLR 1	£7,622	£12,898
01/09/13	31/08/14	TLR 2	£2,561	£6,259
01/09/14	31/08/15	TLR 2	£2,587	£6,322
01/09/15	31/08/16	TLR 2	£2,613	£6,386
01/09/16		TLR 2	£2,640	£6,450
01/09/13	31/08/14	TLR 3	£505	£2,525
01/09/14	31/08/15	TLR 3	£511	£2,551
01/09/15	31/08/16	TLR 3	£517	£2,577
01/09/16		TLR 3	£523	£2,603