

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 2017)
NJC for Local Government (as at 1st April 2017)					£16,302
GRADE 1					
6	1 - 247	15014	1251.17	7.78	8.45
7		15115	1259.58	7.83	8.45
GRADE 2					
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
GRADE 3					
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	
GRADE 4					
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	
GRADE 5					
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	
GRADE 6					
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	
GRADE 7					
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	
GRADE 8					
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	
GRADE 9					
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	
GRADE 10					
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	

Appendix 1 Annex 1

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

OM2			
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

OM1			
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

Chief Officer/Assistant Director			
1	83240	6936.67	43.15

Chief Digital Officer			
1	98270	8189.17	50.94

Director			
1	122412	10201.00	63.45

Corporate Director			
1	132613	11051.08	68.74

JNC CHIEF EXECUTIVE (as at 1st April 2017)

Chief Executive			
1	173417	14451.42	89.89

NATIONAL MINIMUM WAGE (as at 1st April 2017)

NMW - Point 1 (16 to 17 years of age)			
1	7814	651.17	4.05

NMW - Point 2 (18 to 20 years of age)			
2	10804	900.33	5.60

NMW - Point 3 (21 years and above)			
3	13601	1133.42	7.05

Apprentice Rate			
1	6752	562.67	3.50

TEACHERS (as at 1st September 2017)

Teacher (Main Pay Range)

			Daily Rate (195ths)
1	22,917	1909.75	117.52
2	24,486	2040.50	125.57
3	26,454	2204.50	135.66
4	28,490	2374.17	146.10
5	30,735	2561.25	157.62
6	33,824	2818.67	173.46

Teacher (Upper Pay Range)

			Daily Rate (195ths)
1	35,927	2993.92	184.24
2	37,258	3104.83	191.07
3	38,633	3219.42	198.12

Unqualified Teacher

			Daily Rate (195ths)
1	16,626	1385.50	85.26
2	18,560	1546.67	95.18
3	20,492	1707.67	105.09
4	22,427	1868.92	115.01
5	24,362	2030.17	124.93
6	26,295	2191.25	134.85

Leadership Group Range

	Min	Max
Group 1	44,544	59,264
Group 2	46,799	63,778
Group 3	50,476	68,642
Group 4	54,250	73,875
Group 5	59,857	81,478
Group 6	64,417	89,874
Group 7	69,330	98,100
Group 8	76,466	109,366

* 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	39,374	2	40,360	3	41,368
2	40,360	3	41,368	4	42,398
3	41,368	4	42,398	5	43,454
4	42,398	5	43,454	6	44,544
5	43,454	6	44,544	7	45,743
LP04-LP08		LP05-LP09		LP06-LP10	
4	42,398	5	43,454	6	44,544
5	43,454	6	44,544	7	45,743
6	44,544	7	45,743	8	46,799
7	45,743	8	46,799	9	47,967
8	46,799	9	47,967	10	49,199
LP07-LP11		LP08-LP12		LP09-LP13	
7	45,743	8	46,799	9	47,967
8	46,799	9	47,967	10	49,199
9	47,967	10	49,199	11	50,476
10	49,199	11	50,476	12	51,639
11	50,476	12	51,639	13	52,930
LP10-LP14		LP11-LP15		LP12-LP16	
10	49,199	11	50,476	12	51,639
11	50,476	12	51,639	13	52,930
12	51,639	13	52,930	14	54,250
13	52,930	14	54,250	15	55,600
14	54,250	15	55,600	16	57,077
LP13-LP17		LP14-LP18			
13	52,930	14	54,250		
14	54,250	15	55,600		
15	55,600	16	57,077		
16	57,077	17	58,389		
17	58,389	18	59,857		

Leadership Pay Range

1	39,374
2	40,360
3	41,368
4	42,398
5	43,454
6	44,544
7	45,743
8	46,799
9	47,967
10	49,199
11	50,476
12	51,639
13	52,930
14	54,250
15	55,600
16	57,077
17	58,389
18*	59,264
18	59,857
19	61,341
20	62,863
21*	63,778
21	64,417
22	66,017
23	67,652
24*	68,642
24	69,330
25	71,053
26	72,810
27*	73,875
27	74,615
28	76,466
29	78,359
30	80,310
31*	81,478
31	82,293
32	84,339
33	86,435
34	88,571
35*	89,874
35	90,773
36	93,020
37	95,333
38	97,692
39*	98,100
39	100,072
40	102,570
41	105,132
42	107,766
43*	109,366

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

SCP	FTE SALARY	MONTHLY	HOURLY	Living Wage Hourly Rate (as at 1st April 2017)
CE2				£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
T00 1			
11	21467	1788.92	11.13
12	22441	1870.08	11.63
13	23445	1953.75	12.15
14	24485	2040.42	12.69

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

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

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

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

T00 5			
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

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

SOULBURY (as at 1st September 2017)

SCP	FTE SALARY	MONTHLY	HOURLY
EAI			
01	34067	2838.92	17.66
02	35287	2940.58	18.29
03	36439	3036.58	18.89
04	37606	3133.83	19.49
05	38767	3230.58	20.09
06	39928	3327.33	20.70
07	41148	3429.00	21.33
08	42321	3526.75	21.94
09	43689	3640.75	22.65
10	44908	3742.33	23.28
11	46112	3842.67	23.90
12	47277	3939.75	24.50
13	48597	4049.75	25.19
14	49773	4147.75	25.80
15	51073	4256.08	26.47
16	52248	4354.00	27.08
17	53426	4452.17	27.69
18	54582	4548.50	28.29
19	55775	4647.92	28.91
20	56391	4699.25	29.23
21	57575	4797.92	29.84
22	58607	4883.92	30.38
23	59744	4978.67	30.97
24	60762	5063.50	31.49
25	61851	5154.25	32.06
26	62914	5242.83	32.61
27	64001	5333.42	33.17
28	65102	5425.17	33.74
29	66207	5517.25	34.32
30	67309	5609.08	34.89
31	68402	5700.17	35.45
32	69512	5792.67	36.03
33	70623	5885.25	36.61
34	71761	5980.08	37.20
35	72895	6074.58	37.78
36	74062	6171.83	38.39
37	75210	6267.50	38.98
38	76371	6364.25	39.59
39	77515	6459.58	40.18
40	78659	6554.92	40.77
41	79809	6650.75	41.37
42	80958	6746.50	41.96
43	82106	6842.17	42.56
44	83259	6938.25	43.16
45	84410	7034.17	43.75
46	85562	7130.17	44.35
47	86719	7226.58	44.95
48	87865	7322.08	45.54
49	89016	7418.00	46.14

SCP	FTE SALARY	MONTHLY	HOURLY
EDPSY A			
01	35731	2977.58	18.52
02	37545	3128.75	19.46
03	39359	3279.92	20.40
04	41171	3430.92	21.34
05	42984	3582.00	22.28
06	44797	3733.08	23.22
07	46504	3875.33	24.10
08	48211	4017.58	24.99
09	49810	4150.83	25.82

SCP	FTE SALARY	MONTHLY	HOURLY
EDPSY B			
01	44797	3733.08	23.22
02	46504	3875.33	24.10
03	48211	4017.58	24.99
04	49810	4150.83	25.82
05	51411	4284.25	26.65
06	52903	4408.58	27.42
07	53516	4459.67	27.74
08	54661	4555.08	28.33
09	55795	4649.58	28.92
10	56950	4745.83	29.52
11	58081	4840.08	30.10
12	59235	4936.25	30.70

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				
1306	Protected Allowance	£	SOP Protected Allowance				
1324	Dress Allowance	£	Cash				
1403	Secondment allowance	£	Cash				
1405	Acting Up Allowance	£	Cash				
1421	AMHP Payment	£	£1800 PA pro rata , amount auto populates				
1510	Term Time Only Wks	Units	44 Weeks				
1515	Term Time Leave Ent Days	Units	27 or 32				
1600	Contractual Overtime	Hours	SCP * 1.5				
1605	Night Allowance	Hours	SCP * 1/3				
1610	Shift Allowance 10%	£	10% of				
1615	Standby Duty	Units	£28.96 per				
1620	Weekend Work	Hours	SCP * 1/2				
1625	SEN	£	£466.16 PA,				
1630	First Aid Allowance	£	£174.44 PA,				
1632	Living Wage Supplement	£	Cash amount				

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				
1403	Secondment allowance	£	Cash				
1405	Acting Up Allowance	£	Cash				
1510	Term Time Only Wks	Units	44 Weeks				
1515	Term Time Leave Ent Days	Units	27 or 32				
1600	Contractual Overtime	Hours	SCP * 1.5				
1605	Night Allowance	Hours	SCP * 1/3				
1610	Shift Allowance 10%	£	10% of				
1615	Standby Duty	Units	£28.96 per				
1620	Weekend Work	Hours	SCP * 1/2				
1630	First Aid Allowance	£	£174.44 PA,				
1632	Living Wage Supplement	£	Cash amount				
1634	Tool Allowance 1	£	£177.29 PA,				
1636	Tool Allowance 2	£	£377.51 PA,				

Contractual Allowances - Chief Officers

Wage Type	Wage Type Text	£/Hours/Units	Comments				
1253	Travel Allowance	£	Cash Amount. Payments will be not considered				
1403	Secondment allowance	£	Cash				
1405	Acting Up Allowance	£	Cash				
1510	Term Time Only Wks	Units	44 Weeks				
1515	Term Time Leave Ent Days	Units	27 or 32				
1630	First Aid Allowance	£	£174.44 PA,				

Contractual Allowances - JNC Youth & Comm

Wage Type	Wage Type Text	£/Hours/Units	Comments				
1253	Travel Allowance	£	Cash Amount. Payments will be not considered				
1403	Secondment allowance	£	Cash				
1405	Acting Up Allowance	£	Cash				
1510	Term Time Only Wks	Units	44 Weeks				
1515	Term Time Leave Ent Days	Units	34 or 39				
1630	First Aid Allowance	£	£174.44 PA,				
1632	Living Wage Supplement	£	Cash amount				

Contractual Allowances - Soulbury

Wage Type	Wage Type Text	£/Hours/Units	Comments				
1253	Travel Allowance	£	Cash Amount. Payments will be not considered				
1403	Secondment allowance	£	Cash				
1405	Acting Up Allowance	£	Cash				
1510	Term Time Only Wks	Units	44 Weeks				
1515	Term Time Leave Ent Days	Units	29 or 34				
1630	First Aid Allowance	£	£174.44 PA,				

Contractual Allowances - Teachers

Wage Type	Wage Type Text	£/Hours/Units	Comments				
1313	Pay Supplement	£	Cash				
1360	SEN - Teacher	£	Cash				
1375	First Aid - Teachers	£	£174.44 PA,				
1376	TLR1	£	Cash				
1377	TLR2	£	Cash				
1378	Safeguard Payment	£	Fixed term				
1386	TLR3	£	Fixed term				
1388	Discretionary Payment HT	£	Cash				

Start Date	End Date	Allowance	Min	Max
01/09/2013	31/08/2014	SEN - Teacher	£2,022	£3,994
01/09/2014	31/08/2015	SEN - Teacher	£2,043	£4,034
01/09/2015	31/08/2016	SEN - Teacher	£2,064	£4,075
01/09/2016	31/08/2017	SEN - Teacher	£2,085	£4,116
01/09/2017		SEN - Teacher	£2,106	£4,158
01/09/2013	31/08/2014	TLR 1	£7,397	£12,517
01/09/2014	31/08/2015	TLR 1	£7,471	£12,643
01/09/2015	31/08/2016	TLR 1	£7,546	£12,770
01/09/2016	31/08/2017	TLR 1	£7,622	£12,898
01/09/2017		TLR 1	£7,699	£13,027
01/09/2013	31/08/2014	TLR 2	£2,561	£6,259
01/09/2014	31/08/2015	TLR 2	£2,587	£6,322
01/09/2015	31/08/2016	TLR 2	£2,613	£6,386
01/09/2016	31/08/2017	TLR 2	£2,640	£6,450
01/09/2017		TLR 2	£2,667	£6,515
01/09/2013	31/08/2014	TLR 3	£505	£2,525
01/09/2014	31/08/2015	TLR 3	£511	£2,551
01/09/2015	31/08/2016	TLR 3	£517	£2,577
01/09/2016	31/08/2017	TLR 3	£523	£2,603
01/09/2017		TLR 3	£529	£2,630