

**Salary Scales**

SCP	Job Evaluation Scores (GLPC scheme)	FTE SALARY	MONTHLY	HOURLY (National Living Wage £7.83 from 01/04/2018)	Hourly Living Wage £9.00 from 01/04/2019
NJC for Local Government (as at 1st April 2019) £17,364					
<b>GRADE 1</b>					
1	1 - 247	17364	1447.00	9.00	
<b>GRADE 2</b>					
2	248 - 286	17711	1475.92	9.18	
3		18065	1505.42	9.36	
<b>GRADE 3</b>					
3	287 - 327	18065	1505.42	9.36	
4		18426	1535.50	9.55	
5		18795	1566.25	9.74	
6		19171	1597.58	9.94	
<b>GRADE 4</b>					
6	328 - 369	19171	1597.58	9.94	
7		19554	1629.50	10.14	
8		19945	1662.08	10.34	
9		20344	1695.33	10.54	
11		21166	1763.83	10.97	
<b>GRADE 5</b>					
11	370 - 409	21166	1763.83	10.97	
12		21589	1799.08	11.19	
14		22462	1871.83	11.64	
15		22911	1909.25	11.88	
17		23836	1986.33	12.35	
19		24799	2066.58	12.85	
<b>GRADE 6</b>					
19	410 - 454	24799	2066.58	12.85	
20		25295	2107.92	13.11	
22		26317	2193.08	13.64	
23		26999	2249.92	13.99	
24		27905	2325.42	14.46	
25		28785	2398.75	14.92	
<b>GRADE 7</b>					
25	455 - 499	28785	2398.75	14.92	
26		29636	2469.67	15.36	
27		30507	2542.25	15.81	
28		31371	2614.25	16.26	
29		32029	2669.08	16.60	
30		32878	2739.83	17.04	
<b>GRADE 8</b>					
30	500 - 544	32878	2739.83	17.04	
31		33799	2816.58	17.52	
32		34788	2899.00	18.03	
33		35934	2994.50	18.63	
34		36876	3073.00	19.11	
<b>GRADE 9</b>					
34	545 - 589	36876	3073.00	19.11	
35		37849	3154.08	19.62	
36		38813	3234.42	20.12	
37		39782	3315.17	20.62	
<b>GRADE 10</b>					
37	590 +	39782	3315.17	20.62	
38		40760	3396.67	21.13	
39		41675	3472.92	21.60	
40		42683	3556.92	22.12	
Other		0	0.00	0.00	

\* SCP 10, 13, 16, 18 & 21 are not in use

SCP	FTE SALARY	MONTHLY	HOURLY
JNC CHIEF OFFICERS (as at 1st April 2019)			
<b>OM2</b>			
1	46552	3879.33	24.13
2	49000	4083.33	25.40
3	51132	4261.00	26.50
4	53681	4473.42	27.82
5	56233	4686.08	29.15
<b>OM1</b>			
1	56881	4740.08	29.48
2	60041	5003.42	31.12
3	63202	5266.83	32.76
4	66190	5515.83	34.31
5	69318	5776.50	35.93
<b>Chief Officer/Assistant Director</b>			
1	86603	7216.92	44.89
<b>Chief Digital Officer</b>			
1	102240	8520.00	52.99
<b>Director</b>			
1	127357	10613.08	66.01
<b>Corporate Director</b>			
1	137970	11497.50	71.51
JNC CHIEF EXECUTIVE (as at 1st April 2019)			
<b>Chief Executive</b>			
1	180423	15035.25	93.52
NATIONAL MINIMUM WAGE (as at 1st April 2019)			
<b>NMW - Point 1 (16 to 17 years of age)</b>			
1	8392	699.33	4.35
<b>NMW - Point 2 (18 to 20 years of age)</b>			
2	11865	988.75	6.15
<b>NMW - Point 3 (21 to 24 years of age)</b>			
3	14856	1238.00	7.70
<b>NMW - Point 4 (25 years and above)</b>			
4	15839	1319.92	8.21
<b>Apprentice Rate</b>			
1	7524	627.00	3.90

**Teacher (Main Pay Range)**

			Daily Rate (195hrs)
1	23,720	1976.67	121.64
2	25,344	2112.00	129.97
3	27,380	2281.67	140.41
4	29,488	2457.33	151.22
5	31,811	2650.92	163.13
6	35,008	2917.33	179.53

**Teacher (Upper Pay Range)**

			Daily Rate (195hrs)
1	36,646	3053.83	187.93
2	38,004	3167.00	194.89
3	39,406	3283.83	202.08

**Unqualified Teacher**

			Daily Rate (195hrs)
1	17,208	1434.00	88.25
2	19,210	1600.83	98.51
3	21,210	1767.50	108.77
4	23,212	1934.33	119.04
5	25,215	2101.25	129.31
6	27,216	2268.00	139.57

**Leadership Group Range**

	Min	Max
Group 1	45,213	60,153
Group 2	47,501	64,736
Group 3	51,234	69,673
Group 4	55,064	74,985
Group 5	60,755	82,701
Group 6	65,384	91,223
Group 7	70,370	100,568
Group 8	77,613	111,007

\* 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	40,162	2	41,168	3	42,196
2	41,168	3	42,196	4	43,246
3	42,196	4	43,246	5	44,324
4	43,246	5	44,324	6	45,435
5	44,324	6	45,435	7	46,658
LP04-LP08		LP05-LP09		LP06-LP10	
4	43,246	5	44,324	6	45,435
5	44,324	6	45,435	7	46,658
6	45,435	7	46,658	8	47,735
7	46,658	8	47,735	9	48,927
8	47,735	9	48,927	10	50,183
LP07-LP11		LP08-LP12		LP09-LP13	
7	46,658	8	47,735	9	48,927
8	47,735	9	48,927	10	50,183
9	48,927	10	50,183	11	51,486
10	50,183	11	51,486	12	52,672
11	51,486	12	52,672	13	53,989
LP10-LP14		LP11-LP15		LP12-LP16	
10	50,183	11	51,486	12	52,672
11	51,486	12	52,672	13	53,989
12	52,672	13	53,989	14	55,335
13	53,989	14	55,335	15	56,712
14	55,335	15	56,712	16	58,219
LP13-LP17		LP14-LP18			
13	53,989	14	55,335		
14	55,335	15	56,712		
15	56,712	16	58,219		
16	58,219	17	59,557		
17	59,557	18	61,055		

**Leadership Pay Range**

1	39,965
2	40,966
3	41,989
4	43,034
5	44,106
6	45,213
7	46,430
8	47,501
9	48,687
10	49,937
11	51,234
12	52,414
13	53,724
14	55,064
15	56,434
16	57,934
17	59,265
18*	60,153
18	60,755
19	62,262
20	63,806
21*	64,736
21	65,384
22	67,008
23	68,667
24*	69,673
24	70,370
25	72,119
26	73,903
27*	74,985
27	75,735
28	77,613
29	79,535
30	81,515
31*	82,701
31	83,528
32	85,605
33	87,732
34	89,900
35*	91,223
35	92,135
36	94,416
37	96,763
38	99,158
39*	100,568
39	101,574
40	104,109
41	106,709
42	109,383
43*	111,007

SOULBURY (as at 1st September 2018)

SCP	FTE SALARY	MONTHLY	HOURLY
EAI			
01	34749	2895.75	18.01
02	35993	2999.42	18.66
03	37168	3097.33	19.27
04	38359	3196.58	19.88
05	39543	3295.25	20.50
06	40727	3393.92	21.11
07	41971	3497.58	21.75
08	43168	3597.33	22.38
09	44563	3713.58	23.10
10	45807	3817.25	23.74
11	47035	3919.58	24.38
12	48223	4018.58	25.00
13	49569	4130.75	25.69
14	50769	4230.75	26.31
15	52095	4341.25	27.00
16	53293	4441.08	27.62
17	54495	4541.25	28.25
18	55674	4639.50	28.86
19	56891	4740.92	29.49
20	57519	4793.25	29.81
21	58727	4893.92	30.44
22	59780	4981.67	30.99
23	60939	5078.25	31.59
24	61978	5164.83	32.12
25	63089	5257.42	32.70
26	64173	5347.75	33.26
27	65282	5440.17	33.84
28	66405	5533.75	34.42
29	67532	5627.67	35.00
30	68656	5721.33	35.59
31	69771	5814.25	36.16
32	70903	5908.58	36.75
33	72036	6003.00	37.34
34	73197	6099.75	37.94
35	74353	6196.08	38.54
36	75544	6295.33	39.16
37	76715	6392.92	39.76
38	77899	6491.58	40.38
39	79066	6588.83	40.98
40	80233	6686.08	41.59
41	81406	6783.83	42.19
42	82578	6881.50	42.80
43	83749	6979.08	43.41
44	84925	7077.08	44.02
45	86099	7174.92	44.63
46	87274	7272.83	45.24
47	88454	7371.17	45.85
48	89623	7468.58	46.45
49	90797	7566.42	47.06

SCP	FTE SALARY	MONTHLY	HOURLY
EDPSY A			
01	36446	3037.17	18.89
02	38296	3191.33	19.85
03	40146	3345.50	20.81
04	41994	3499.50	21.77
05	43844	3653.67	22.73
06	45693	3807.75	23.68
07	47434	3952.83	24.59
08	49175	4097.92	25.49
09	50806	4233.83	26.33

SCP	FTE SALARY	MONTHLY	HOURLY
EDPSY B			
01	45693	3807.75	23.68
02	47434	3952.83	24.59
03	49175	4097.92	25.49
04	50806	4233.83	26.33
05	52439	4369.92	27.18
06	53961	4496.75	27.97
07	54586	4548.83	28.29
08	55754	4646.17	28.90
09	56911	4742.58	29.50
10	58089	4840.75	30.11
11	59243	4936.92	30.71
12	60420	5035.00	31.32

JNC YOUTH AND COMMUNITY (as at 1st September 2018)

SCP	FTE SALARY	MONTHLY	HOURLY	Hourly Living Wage £9.00 from 01/04/2019
<b>CE2</b>				£17,364
02	16757	1396.42	8.69	9.00
03	17681	1473.42	9.16	
04	18141	1511.75	9.40	
05	24153	2012.75	12.52	
06	24153	2012.75	12.52	
07	25955	2162.92	13.45	
08	29724	2477.00	15.41	
09	29724	2477.00	15.41	
10	35160	2930.00	18.22	

SCP	FTE SALARY	MONTHLY	HOURLY
<b>T00 1</b>			
11	22116	1843.00	11.46
12	23118	1926.50	11.98
13	24153	2012.75	12.52
14	25225	2102.08	13.07

<b>T00 2</b>			
18	28223	2351.92	14.63
19	28972	2414.33	15.02
20	29724	2477.00	15.41
21	30568	2547.33	15.84

<b>T00 3</b>			
20	29724	2477.00	15.41
21	30568	2547.33	15.84
22	31525	2627.08	16.34
23	32456	2704.67	16.82

<b>T00 4</b>			
22	31525	2627.08	16.34
23	32456	2704.67	16.82
24	33392	2782.67	17.31
25	34335	2861.25	17.80

<b>T00 4A</b>			
24	33392	2782.67	17.31
25	34335	2861.25	17.80
26	35277	2939.75	18.29
27	36221	3018.42	18.77

<b>T00 5</b>			
27	36221	3018.42	18.77
28	37175	3097.92	19.27
29	38122	3176.83	19.76
30	39070	3255.83	20.25

SCP	FTE SALARY	MONTHLY	HOURLY
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<b>T00 HRLY</b>			
02	16757	1396.42	8.69
03	17267	1438.92	8.95
04	17681	1473.42	9.16
05	18141	1511.75	9.40
06	18556	1546.33	9.62
07	19009	1584.08	9.85
08	19645	1637.08	10.18
09	20456	1704.67	10.60
10	21090	1757.50	10.93
11	22116	1843.00	11.46
12	23118	1926.50	11.98
13	24153	2012.75	12.52
14	25225	2102.08	13.07
15	25955	2162.92	13.45
16	26718	2226.50	13.85
17	27468	2289.00	14.24
18	28223	2351.92	14.63
19	28972	2414.33	15.02
20	29724	2477.00	15.41
21	30568	2547.33	15.84
22	31525	2627.08	16.34
23	32456	2704.67	16.82
24	33392	2782.67	17.31