

Salary Scales

SCP	Job Evaluation Scores (GLPC scheme)	FTE SALARY	MONTHLY	HOURLY (National Living Wage £8.91 from 01/04/2021)	Hourly Living Wage £9.50 from 01/04/2021
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NJC for Local Government (as at 1st April 2021)

£18,329

GRADE 1

1	1 - 247	18333	1527.75	9.50
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GRADE 2

2	248 - 286	18516	1543.00	9.60
3		18887	1573.92	9.79

GRADE 3

3	287 - 327	18887	1573.92	9.79
4		19264	1605.34	9.99
5		19650	1637.50	10.19
6		20043	1670.25	10.39

GRADE 4

6	328 - 369	20043	1670.25	10.39
7		20444	1703.67	10.60
8		20852	1737.67	10.81
9		21269	1772.42	11.02
11		22129	1844.09	11.47

GRADE 5

11	370 - 409	22129	1844.09	11.47
12		22571	1880.92	11.70
14		23484	1957.00	12.17
15		23953	1996.09	12.42
17		24920	2076.67	12.92
19		25927	2160.59	13.44

GRADE 6

19	410 - 454	25927	2160.59	13.44
20		26446	2203.84	13.71
22		27514	2292.84	14.26
23		28226	2352.17	14.63
24		29174	2431.17	15.12
25		30095	2507.92	15.60

GRADE 7

25	455 - 499	30095	2507.92	15.60
26		30984	2582.00	16.06
27		31895	2657.92	16.53
28		32798	2733.17	17.00
29		33486	2790.50	17.36
30		34373	2864.42	17.82

GRADE 8

30	500 - 544	34373	2864.42	17.82
31		35336	2944.67	18.32
32		36371	3030.92	18.85
33		37568	3130.67	19.47
34		38553	3212.75	19.98

GRADE 9

34	545 - 589	38553	3212.75	19.98
35		39571	3297.59	20.51
36		40578	3381.50	21.03
37		41591	3465.92	21.56

GRADE 10

37	590 +	41591	3465.92	21.56
38		42614	3551.17	22.09
39		43570	3630.84	22.58
40		44624	3718.67	23.13

Other		0	0.00	0.00
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* SCP 10, 13, 16, 18 & 21 are not in use

SCP	FTE SALARY	MONTHLY	HOURLY
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JNC CHIEF OFFICERS (as at 1st April 2021)

OM2

1	48549	4045.75	25.16
2	51103	4258.59	26.49
3	53326	4443.84	27.64
4	55984	4665.34	29.02
5	58646	4887.17	30.40

OM1

1	59322	4943.50	30.75
2	62617	5218.09	32.46
3	65914	5492.84	34.16
4	69030	5752.50	35.78
5	72292	6024.34	37.47

Chief Officer/Assistant Director

1	90320	7526.67	46.82
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Chief Digital Officer

1	106628	8885.67	55.27
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Director

1	132822	11068.50	68.85
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Corporate Director

1	143891	11990.92	74.58
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JNC CHIEF EXECUTIVE (as at 1st April 2021)

Chief Executive

1	188166	15680.50	97.53
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NATIONAL MINIMUM WAGE (as at 1st April 2021)

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

1	8913	742.75	4.62
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NMW - Point 2 (18 to 20 years of age)

2	12656	1054.67	6.56
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NMW - Point 3 (21 to 24 years of age)

3	16129	1344.08	8.36
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NMW - Point 4 (25 years and above)

4	17190	1432.50	8.91
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Apprentice Rate

1	8296	691.33	4.30
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TEACHERS (as at 1st September 2021)

Teacher (Main Pay Range)

			Daily Rate (195ths)
2	27,491	2290.92	140.98
3	29,699	2474.92	152.30
4	31,987	2665.58	164.04
5	34,506	2875.50	176.95
6	37,974	3164.50	194.74

Teacher (Upper Pay Range)

			Daily Rate (195ths)
1	39,368	3280.67	201.89
2	40,827	3402.25	209.37
3	42,333	3527.75	217.09

Unqualified Teacher

			Daily Rate (195ths)
1	18,487	1540.58	94.81
2	20,637	1719.75	105.83
3	22,786	1898.83	116.85
4	24,936	2078.00	127.88
5	27,088	2257.33	138.91
6	29,238	2436.50	149.94

Leadership Group Range

	Min	Max
Group 1	48,571	64,620
Group 2	51,029	69,544
Group 3	55,038	74,847
Group 4	59,153	80,553
Group 5	65,266	88,841
Group 6	70,240	97,996
Group 7	75,596	108,035
Group 8	83,376	119,248

* 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	43,145	2	44,226	3	45,330
2	44,226	3	45,330	4	46,458
3	45,330	4	46,458	5	47,615
4	46,458	5	47,615	6	48,809
5	47,615	6	48,809	7	50,124
LP04-LP08		LP05-LP09		LP06-LP10	
4	46,458	5	47,615	6	48,809
5	47,615	6	48,809	7	50,124
6	48,809	7	50,124	8	51,279
7	50,124	8	51,279	9	52,560
8	51,279	9	52,560	10	53,911
LP07-LP11		LP08-LP12		LP09-LP13	
7	50,124	8	51,279	9	52,560
8	51,279	9	52,560	10	53,911
9	52,560	10	53,911	11	55,309
10	53,911	11	55,309	12	56,584
11	55,309	12	56,584	13	57,998
LP10-LP14		LP11-LP15		LP12-LP16	
10	53,911	11	55,309	12	56,584
11	55,309	12	56,584	13	57,998
12	56,584	13	57,998	14	59,444
13	57,998	14	59,444	15	60,923
14	59,444	15	60,923	16	62,543
LP13-LP17		LP14-LP18			
13	57,998	14	59,444		
14	59,444	15	60,923		
15	60,923	16	62,543		
16	62,543	17	63,979		
17	63,979	18	65,590		

Leadership Pay Range

1	42,934
2	44,008
3	45,107
4	46,230
5	47,381
6	48,571
7	49,877
8	51,029
9	52,302
10	53,646
11	55,038
12	56,307
13	57,714
14	59,153
15	60,624
16	62,237
17	63,665
18*	64,620
18	65,266
19	66,886
20	68,543
21*	69,544
21	70,240
22	71,984
23	73,766
24*	74,847
24	75,596
25	77,474
26	79,391
27*	80,553
27	81,358
28	83,376
29	85,441
30	87,568
31*	88,841
31	89,731
32	91,961
33	94,245
34	96,575
35*	97,996
35	98,976
36	101,426
37	103,947
38	106,520
39*	108,035
39	109,116
40	111,838
41	114,632
42	117,504
43	119,248

JNC YOUTH AND COMMUNITY (as at 1st September 2020)

SCP	FTE SALARY	MONTHLY	HOURLY	Hourly Living Wage £9.50 from 01/04/2021
CE2				£18,329
05	25313	2109.42	13.12	
06	25313	2109.42	13.12	
07	27202	2266.83	14.10	
08	31152	2596.00	16.15	
09	31152	2596.00	16.15	
10	36849	3070.75	19.10	

SCP	FTE SALARY	MONTHLY	HOURLY
T00 1			
11	23178	1931.50	12.01
12	24228	2019.00	12.56
13	25313	2109.42	13.12
14	26437	2203.08	13.70
T00 2			
18	29579	2464.92	15.33
19	30364	2530.33	15.74
20	31152	2596.00	16.15
21	32036	2669.67	16.61
T00 3			
20	31152	2596.00	16.15
21	32036	2669.67	16.61
22	33039	2753.25	17.12
23	34015	2834.58	17.63
T00 4			
22	33039	2753.25	17.12
23	34015	2834.58	17.63
24	34997	2916.42	18.14
25	35985	2998.75	18.65
T00 4A			
24	34997	2916.42	18.14
25	35985	2998.75	18.65
26	36973	3081.08	19.16
27	37961	3163.42	19.68
T00 5			
27	37961	3163.42	19.68
28	38961	3246.75	20.19
29	39953	3329.42	20.71
30	40947	3412.25	21.22

SCP	FTE SALARY	MONTHLY	HOURLY
T00 HRLY			
05	19308	1609.00	10.01
06	19631	1635.92	10.18
07	19922	1660.17	10.33
08	20589	1715.75	10.67
09	21439	1786.58	11.11
10	22104	1842.00	11.46
11	23178	1931.50	12.01
12	24228	2019.00	12.56
13	25313	2109.42	13.12
14	26437	2203.08	13.70
15	27202	2266.83	14.10
16	28001	2333.42	14.51
17	28787	2398.92	14.92
18	29579	2464.92	15.33
19	30364	2530.33	15.74
20	31152	2596.00	16.15
21	32036	2669.67	16.61
22	33039	2753.25	17.12
23	34015	2834.58	17.63
24	34997	2916.42	18.14

SOULBURY (as at 1st September 2021)

SCP	FTE SALARY	MONTHLY	HOURLY
EAI			
01	37056	3088.00	19.21
02	38383	3198.59	19.89
03	39637	3303.09	20.54
04	40907	3408.92	21.20
05	42168	3514.00	21.86
06	43431	3619.25	22.51
07	44758	3729.84	23.20
08	46035	3836.25	23.86
09	47522	3960.17	24.63
10	48849	4070.75	25.32
11	50158	4179.84	26.00
12	51425	4285.42	26.65
13	52860	4405.00	27.40
14	54140	4511.67	28.06
15	55553	4629.42	28.79
16	56831	4735.92	29.46
17	58113	4842.75	30.12
18	59371	4947.59	30.77
19	60668	5055.67	31.45
20	61338	5111.50	31.79
21	62626	5218.84	32.46
22	63749	5312.42	33.04
23	64985	5415.42	33.68
24	66093	5507.75	34.26
25	67278	5606.50	34.87
26	68434	5702.84	35.47
27	69616	5801.34	36.08
28	70815	5901.25	36.71
29	72016	6001.34	37.33
30	73215	6101.25	37.95
31	74404	6200.34	38.57
32	75611	6300.92	39.19
33	76819	6401.59	39.82
34	78056	6504.67	40.46
35	79291	6607.59	41.10
36	80560	6713.34	41.76
37	81809	6817.42	42.40
38	83071	6922.59	43.06
39	84316	7026.34	43.70
40	85561	7130.09	44.35
41	86811	7234.25	45.00
42	88061	7338.42	45.64
43	89309	7442.42	46.29
44	90564	7547.00	46.94
45	91815	7651.25	47.59
46	93069	7755.75	48.24
47	94327	7860.59	48.89
48	95574	7964.50	49.54
49	96825	8068.75	50.19

SCP	FTE SALARY	MONTHLY	HOURLY
AEP			
01	30694	2557.84	15.91
02	31948	2662.34	16.56
03	33201	2766.75	17.21
04	34448	2870.67	17.86

SCP	FTE SALARY	MONTHLY	HOURLY
EDPSY A			
01	38865	3238.75	20.14
02	40838	3403.17	21.17
03	42811	3567.59	22.19
04	44782	3731.84	23.21
05	46755	3896.25	24.23
06	48727	4060.59	25.26
07	50584	4215.34	26.22
08	52440	4370.00	27.18
09	54179	4514.92	28.08
10	55921	4660.09	28.99
11	57544	4795.34	29.83

SCP	FTE SALARY	MONTHLY	HOURLY
EDPSY B			
01	48727	4060.59	25.26
02	50584	4215.34	26.22
03	52440	4370.00	27.18
04	54179	4514.92	28.08
05	55921	4660.09	28.99
06	57544	4795.34	29.83
07	58210	4850.84	30.17
08	59456	4954.67	30.82
09	60690	5057.50	31.46
10	61945	5162.09	32.11
11	63177	5264.75	32.75
12	64431	5369.25	33.40

ALLOWANCES

Single Status Contractual Allowances - NJC 37 Hours

Wage Type	Wage Type Text	£/Hours/Units	Comments
1015	Market Supplement £	£	Cash Amount
1020	Market Supplement %	Units	% of Annual Salary, amount auto populates
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.27 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	£	£2808 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	£31.5 per session
1620	Weekend Work	Hours	SCP * 1/2
1625	SEN	£	£507.12 PA, £42.26 monthly amount auto populates
1630	First Aid Allowance	£	£189.72 PA, £15.81 monthly amount auto populates
1632	Living Wage Supplement	£	Cash amount and only payable for scp 1
1650	Market Supplement - CS	£	£5000 PA pro rata , amount auto populates

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 £3.27 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	£31.5 per session
1620	Weekend Work	Hours	SCP * 1/2
1630	First Aid Allowance	£	£189.72 PA, £15.81 monthly amount auto populates
1632	Living Wage Supplement	£	Cash amount and only payable for scp 1
1634	Tool Allowance 1	£	£189.84 PA, £15.82 monthly amount auto populates
1636	Tool Allowance 2	£	£403.68 PA, £33.64 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 £3.27 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	£	£189.72 PA, £15.81 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	£	£189.72 PA, £15.81 monthly amount auto populates

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	£	£189.72 PA, £15.81 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 to the minimum and maximum for each academic year below
1375	First Aid - Teachers	£	£189.72 PA, £15.81 monthly amount auto populates
1376	TLR1	£	Cash Amount - please refer to the minimum and maximum for each academic year below.
1377	TLR2	£	Cash Amount - please refer to the minimum and maximum for each academic year below
1378	Safeguard Payment	£	Fixed term cash amount - normally ends after 3 years
1386	TLR3	£	Fixed term cash amount - requires an end date, please refer to the minimum and maximum for each academic year below
1388	Discretionary Payment HT	£	Cash Amount
1389	Discretionary Payment HT %	Units	% of Annual Salary, amount auto populates

Start Date	End Date	Allowance	Min	Max
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	31/08/2018	SEN - Teacher	£2,106	£4,158
01/09/2018	31/08/2019	SEN - Teacher	£2,149	£4,242
01/09/2019	31/08/2020	SEN - Teacher	£2,209	£4,359
01/09/2020	31/08/2021	SEN - Teacher	£2,270	£4,479
01/09/2021		ALN - Teacher	£2,310	£4,558
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	31/08/2018	TLR 1	£7,699	£13,027
01/09/2018	31/08/2019	TLR 1	£7,853	£13,288
01/09/2019	31/08/2020	TLR 1	£8,069	£13,654
01/09/2020	31/08/2021	TLR 1	£8,291	£14,030
01/09/2021		TLR 1	£8,437	£14,276
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	31/08/2018	TLR 2	£2,667	£6,515
01/09/2018	31/08/2019	TLR 2	£2,721	£6,646
01/09/2019	31/08/2020	TLR 2	£2,796	£6,829
01/09/2020	31/08/2021	TLR 2	£2,873	£7,017
01/09/2021		TLR 2	£2,924	£7,140
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	31/08/2018	TLR 3	£529	£2,630
01/09/2018	31/08/2019	TLR 3	£540	£2,683
01/09/2019	31/08/2020	TLR 3	£555	£2,757
01/09/2020	31/08/2021	TLR 3	£571	£2,833
01/09/2021		TLR 3	£581	£2,883