

Salary Scales

| SCP | Job Evaluation Scores (GLPC scheme) | FTE SALARY | MONTHLY | HOURLY (National Living Wage £9.50 from 01/04/2022) | Hourly Living Wage £9.90 from 01/04/2022 |
|-----------------|-------------------------------------|------------|---------|---|--|
| GRADE 1 | | | | | |
| 1 | 1 - 247 | 20258 | 1688.17 | 10.50 | |
| GRADE 2 | | | | | |
| 2 | 248 - 286 | 20441 | 1703.42 | 10.60 | |
| 3 | | 20812 | 1734.34 | 10.79 | |
| GRADE 3 | | | | | |
| 3 | 287 - 327 | 20812 | 1734.34 | 10.79 | |
| 4 | | 21189 | 1765.75 | 10.98 | |
| 5 | | 21575 | 1797.92 | 11.18 | |
| 6 | | 21968 | 1830.67 | 11.39 | |
| GRADE 4 | | | | | |
| 6 | 328 - 369 | 21968 | 1830.67 | 11.39 | |
| 7 | | 22369 | 1864.09 | 11.59 | |
| 8 | | 22777 | 1898.09 | 11.81 | |
| 9 | | 23194 | 1932.84 | 12.02 | |
| 11 | | 24054 | 2004.50 | 12.47 | |
| GRADE 5 | | | | | |
| 11 | 370 - 409 | 24054 | 2004.50 | 12.47 | |
| 12 | | 24496 | 2041.34 | 12.70 | |
| 14 | | 25409 | 2117.42 | 13.17 | |
| 15 | | 25878 | 2156.50 | 13.41 | |
| 17 | | 26845 | 2237.09 | 13.91 | |
| 19 | | 27852 | 2321.00 | 14.44 | |
| GRADE 6 | | | | | |
| 19 | 410 - 454 | 27852 | 2321.00 | 14.44 | |
| 20 | | 28371 | 2364.25 | 14.71 | |
| 22 | | 29439 | 2453.25 | 15.26 | |
| 23 | | 30151 | 2512.59 | 15.63 | |
| 24 | | 31099 | 2591.59 | 16.12 | |
| 25 | | 32020 | 2668.34 | 16.60 | |
| GRADE 7 | | | | | |
| 25 | 455 - 499 | 32020 | 2668.34 | 16.60 | |
| 26 | | 32909 | 2742.42 | 17.06 | |
| 27 | | 33820 | 2818.34 | 17.53 | |
| 28 | | 34723 | 2893.59 | 18.00 | |
| 29 | | 35411 | 2950.92 | 18.35 | |
| 30 | | 36298 | 3024.84 | 18.81 | |
| GRADE 8 | | | | | |
| 30 | 500 - 544 | 36298 | 3024.84 | 18.81 | |
| 31 | | 37261 | 3105.09 | 19.31 | |
| 32 | | 38296 | 3191.34 | 19.85 | |
| 33 | | 39493 | 3291.09 | 20.47 | |
| 34 | | 40478 | 3373.17 | 20.98 | |
| GRADE 9 | | | | | |
| 34 | 545 - 589 | 40478 | 3373.17 | 20.98 | |
| 35 | | 41496 | 3458.00 | 21.51 | |
| 36 | | 42503 | 3541.92 | 22.03 | |
| 37 | | 43516 | 3626.34 | 22.56 | |
| GRADE 10 | | | | | |
| 37 | 590 + | 43516 | 3626.34 | 22.56 | |
| 38 | | 44539 | 3711.59 | 23.09 | |
| 39 | | 45495 | 3791.25 | 23.58 | |
| 40 | | 46549 | 3879.09 | 24.13 | |
| 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 2022)

| OM2 | | | |
|------------|-------|---------|-------|
| 1 | 50474 | 4206.17 | 26.16 |
| 2 | 53028 | 4419.00 | 27.49 |
| 3 | 55251 | 4604.25 | 28.64 |
| 4 | 57909 | 4825.75 | 30.02 |
| 5 | 60571 | 5047.59 | 31.40 |

| OM1 | | | |
|------------|-------|---------|-------|
| 1 | 61247 | 5103.92 | 31.75 |
| 2 | 64542 | 5378.50 | 33.45 |
| 3 | 67839 | 5653.25 | 35.16 |
| 4 | 70955 | 5912.92 | 36.78 |
| 5 | 74217 | 6184.75 | 38.47 |

| Chief Officer/Assistant Director | | | |
|---|-------|---------|-------|
| 1 | 92245 | 7687.08 | 47.81 |

| Chief Digital Officer | | | |
|------------------------------|--------|---------|-------|
| 1 | 108553 | 9046.08 | 56.27 |

| Director | | | |
|-----------------|--------|----------|-------|
| 1 | 134747 | 11228.92 | 69.84 |

| Corporate Director | | | |
|---------------------------|--------|----------|-------|
| 1 | 145816 | 12151.33 | 75.58 |

JNC CHIEF EXECUTIVE (as at 1st April 2022)

| Chief Executive | | | |
|------------------------|--------|----------|-------|
| 1 | 190091 | 15840.92 | 98.53 |

NATIONAL MINIMUM WAGE (as at 1st April 2022)

| NMW - Point 1 (16 to 17 years of age) | | | |
|--|------|--------|------|
| 1 | 9280 | 773.33 | 4.81 |

| NMW - Point 2 (18 to 20 years of age) | | | |
|--|-------|---------|------|
| 2 | 13177 | 1098.08 | 6.83 |

| NMW - Point 3 (21 to 24 years of age) | | | |
|--|-------|---------|------|
| 3 | 17711 | 1475.92 | 9.18 |

| NMW - Point 4 (25 years and above) | | | |
|---|-------|---------|------|
| 4 | 18333 | 1527.75 | 9.50 |

| Apprentice Rate | | | |
|------------------------|------|--------|------|
| 1 | 9280 | 773.33 | 4.81 |

TEACHERS (as at 1st September 2022)

Teacher (Main Pay Range)

| | Daily Rate (193rds) | | |
|---|---------------------|---------|--------|
| 2 | 28,866 | 2405.50 | 149.56 |
| 3 | 31,184 | 2598.67 | 161.58 |
| 4 | 33,587 | 2798.92 | 174.03 |
| 5 | 36,232 | 3019.33 | 187.73 |
| 6 | 39,873 | 3322.75 | 206.60 |

Teacher (Upper Pay Range)

| | Daily Rate (193rds) | | |
|---|---------------------|---------|--------|
| 1 | 41,337 | 3444.75 | 214.18 |
| 2 | 42,869 | 3572.42 | 222.12 |
| 3 | 44,450 | 3704.17 | 230.31 |

Unqualified Teacher

| | Daily Rate (193rds) | | |
|---|---------------------|---------|--------|
| 1 | 19,412 | 1617.67 | 100.58 |
| 2 | 21,669 | 1805.75 | 112.27 |
| 3 | 23,926 | 1993.83 | 123.97 |
| 4 | 26,183 | 2181.92 | 135.66 |
| 5 | 28,443 | 2370.25 | 147.37 |
| 6 | 30,700 | 2558.33 | 159.07 |

Leadership Group Range

| | Min | Max |
|---------|--------|---------|
| Group 1 | 51,000 | 67,851 |
| Group 2 | 53,580 | 73,022 |
| Group 3 | 57,790 | 78,590 |
| Group 4 | 62,111 | 84,581 |
| Group 5 | 68,529 | 93,284 |
| Group 6 | 73,752 | 102,896 |
| Group 7 | 79,376 | 113,437 |
| Group 8 | 87,545 | 125,210 |

* 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 | 45,303 | 2 | 46,438 | 3 | 47,597 |
| 2 | 46,438 | 3 | 47,597 | 4 | 48,781 |
| 3 | 47,597 | 4 | 48,781 | 5 | 49,996 |
| 4 | 48,781 | 5 | 49,996 | 6 | 51,250 |
| 5 | 49,996 | 6 | 51,250 | 7 | 52,631 |
| LP04-LP08 | | LP05-LP09 | | LP06-LP10 | |
| 4 | 48,781 | 5 | 49,996 | 6 | 51,250 |
| 5 | 49,996 | 6 | 51,250 | 7 | 52,631 |
| 6 | 51,250 | 7 | 52,631 | 8 | 53,843 |
| 7 | 52,631 | 8 | 53,843 | 9 | 55,188 |
| 8 | 53,843 | 9 | 55,188 | 10 | 56,607 |
| LP07-LP11 | | LP08-LP12 | | LP09-LP13 | |
| 7 | 52,631 | 8 | 53,843 | 9 | 55,188 |
| 8 | 53,843 | 9 | 55,188 | 10 | 56,607 |
| 9 | 55,188 | 10 | 56,607 | 11 | 58,075 |
| 10 | 56,607 | 11 | 58,075 | 12 | 59,414 |
| 11 | 58,075 | 12 | 59,414 | 13 | 60,898 |
| LP10-LP14 | | LP11-LP15 | | LP12-LP16 | |
| 10 | 56,607 | 11 | 58,075 | 12 | 59,414 |
| 11 | 58,075 | 12 | 59,414 | 13 | 60,898 |
| 12 | 59,414 | 13 | 60,898 | 14 | 62,417 |
| 13 | 60,898 | 14 | 62,417 | 15 | 63,970 |
| 14 | 62,417 | 15 | 63,970 | 16 | 65,671 |
| LP13-LP17 | | LP14-LP18 | | | |
| 13 | 60,898 | 14 | 62,417 | | |
| 14 | 62,417 | 15 | 63,970 | | |
| 15 | 63,970 | 16 | 65,671 | | |
| 16 | 65,671 | 17 | 67,178 | | |
| 17 | 67,178 | 18 | 68,870 | | |

Leadership Pay Range

| | |
|-----|---------|
| 1 | 45,081 |
| 2 | 46,208 |
| 3 | 47,362 |
| 4 | 48,542 |
| 5 | 49,750 |
| 6 | 51,000 |
| 7 | 52,371 |
| 8 | 53,580 |
| 9 | 54,917 |
| 10 | 56,328 |
| 11 | 57,790 |
| 12 | 59,122 |
| 13 | 60,600 |
| 14 | 62,111 |
| 15 | 63,655 |
| 16 | 65,349 |
| 17 | 66,848 |
| 18* | 67,851 |
| 18 | 68,529 |
| 19 | 70,230 |
| 20 | 71,970 |
| 21* | 73,022 |
| 21 | 73,752 |
| 22 | 75,583 |
| 23 | 77,454 |
| 24* | 78,590 |
| 24 | 79,376 |
| 25 | 81,348 |
| 26 | 83,361 |
| 27* | 84,581 |
| 27 | 85,426 |
| 28 | 87,545 |
| 29 | 89,713 |
| 30 | 91,946 |
| 31* | 93,284 |
| 31 | 94,218 |
| 32 | 96,559 |
| 33 | 98,957 |
| 34 | 101,404 |
| 35* | 102,896 |
| 35 | 103,925 |
| 36 | 106,497 |
| 37 | 109,144 |
| 38 | 111,846 |
| 39* | 113,437 |
| 39 | 114,572 |
| 40 | 117,430 |
| 41 | 120,364 |
| 42 | 123,379 |
| 43 | 125,210 |

JNC YOUTH AND COMMUNITY (as at 1st September 2022)

| SCP | FTE SALARY | MONTHLY | HOURLY | Hourly Living Wage £9.90 from 01/04/2022 |
|-----|------------|---------|--------|--|
| | CE2 | | | £19,100 |
| 05 | 27681 | 2306.75 | 14.35 | |
| 07 | 29603 | 2466.92 | 15.34 | |
| 09 | 33622 | 2801.83 | 17.43 | |
| 10 | 39419 | 3284.92 | 20.43 | |

| SCP | FTE SALARY | MONTHLY | HOURLY |
|-----|--------------|---------|--------|
| | T00 1 | | |
| 11 | 25509 | 2125.75 | 13.22 |
| 12 | 26576 | 2214.67 | 13.78 |
| 13 | 27681 | 2306.75 | 14.35 |
| 14 | 28825 | 2402.08 | 14.94 |

| T00 2 | | | |
|--------------|-------|---------|-------|
| 18 | 32021 | 2668.42 | 16.60 |
| 19 | 32820 | 2735.00 | 17.01 |
| 20 | 33622 | 2801.83 | 17.43 |
| 21 | 34522 | 2876.83 | 17.89 |

| T00 3 | | | |
|--------------|-------|---------|-------|
| 20 | 33622 | 2801.83 | 17.43 |
| 21 | 34522 | 2876.83 | 17.89 |
| 22 | 35542 | 2961.83 | 18.42 |
| 23 | 36536 | 3044.67 | 18.94 |

| T00 4 | | | |
|--------------|-------|---------|-------|
| 22 | 35542 | 2961.83 | 18.42 |
| 23 | 36536 | 3044.67 | 18.94 |
| 24 | 37534 | 3127.83 | 19.45 |
| 25 | 38540 | 3211.67 | 19.98 |

| T00 4A | | | |
|---------------|-------|---------|-------|
| 24 | 37534 | 3127.83 | 19.45 |
| 25 | 38540 | 3211.67 | 19.98 |
| 26 | 39545 | 3295.42 | 20.50 |
| 27 | 40550 | 3379.17 | 21.02 |

| T00 5 | | | |
|--------------|-------|---------|-------|
| 27 | 40550 | 3379.17 | 21.02 |
| 28 | 41568 | 3464.00 | 21.55 |
| 29 | 42577 | 3548.08 | 22.07 |
| 30 | 43588 | 3632.33 | 22.59 |

| SCP | FTE SALARY | MONTHLY | HOURLY |
|-----|-----------------|---------|--------|
| | T00 HRLY | | |
| 05 | 21571 | 1797.58 | 11.18 |
| 06 | 21900 | 1825.00 | 11.35 |
| 07 | 22196 | 1849.67 | 11.50 |
| 08 | 22874 | 1906.17 | 11.86 |
| 09 | 23739 | 1978.25 | 12.30 |
| 10 | 24416 | 2034.67 | 12.66 |
| 11 | 25509 | 2125.75 | 13.22 |
| 12 | 26576 | 2214.67 | 13.78 |
| 13 | 27681 | 2306.75 | 14.35 |
| 14 | 28852 | 2404.33 | 14.95 |
| 15 | 29603 | 2466.92 | 15.34 |
| 16 | 30416 | 2534.67 | 15.77 |
| 17 | 31216 | 2601.33 | 16.18 |
| 18 | 32021 | 2668.42 | 16.60 |
| 19 | 32820 | 2735.00 | 17.01 |
| 20 | 33622 | 2801.83 | 17.43 |
| 21 | 34522 | 2876.83 | 17.89 |
| 22 | 35542 | 2961.83 | 18.42 |
| 23 | 36536 | 3044.67 | 18.94 |
| 24 | 37534 | 3127.83 | 19.45 |

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 | £32.77 per session |
| 1620 | Weekend Work | Hours | SCP * 1/2 |
| 1625 | SEN | £ | £527.61 PA, £43.97 monthly amount auto populates |
| 1630 | First Aid Allowance | £ | £198.38 PA, £16.45 monthly amount auto populates |
| 1632 | Living Wage Supplement | £ | Cash amount and only payable for scp 1, 2, and 3 |
| 1650 | Market Supplement - CS | £ | £5000 PA pro rata, amount auto populates |
| 1658 | Market Supplement - AS | £ | £1000 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 | £32.77 per session |
| 1620 | Weekend Work | Hours | SCP * 1/2 |
| 1630 | First Aid Allowance | £ | £198.38 PA, £16.45 monthly amount auto populates |
| 1632 | Living Wage Supplement | £ | Cash amount and only payable for scp 1, 2, and 3 |
| 1634 | Tool Allowance 1 | £ | £200.76 PA, £16.73 monthly amount auto populates |
| 1636 | Tool Allowance 2 | £ | £427.56 PA, £35.63 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 | £ | £198.38 PA, £16.45 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 | £ | £198.38 PA, £16.45 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 | £ | £198.38 PA, £16.45 monthly amount auto populates |

Contractual Allowances - Teachers

| Wage Type | Wage Type Text | £/Hours/Units | Comments |
|-----------|----------------------------|---------------|---|
| 1313 | Pay Supplement | £ | Cash Amount |
| 1360 | ALN - Teacher | £ | Cash Amount - please refer to the minimum and maximum for each academic year below |
| 1375 | First Aid - Teachers | £ | £198.38 PA, £16.45 monthly amount auto populates |
| 1376 | TLR 1 PRO RATA | £ | Cash Amount - please refer to the minimum and maximum for each academic year below. |
| 1377 | TLR 2 PRO RATA | £ | 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 |
| 1389 | Discretionary Payment HT % | Units | % of Annual Salary, amount auto populates |
| 1651 | TLR 1 Full Rate | £ | Cash Amount - please refer to the minimum and maximum for each academic year below. PART TIME TEACHERS ONLY |
| 1652 | TLR 2 Full Rate | £ | Cash Amount - please refer to the minimum and maximum for each academic year below. PART TIME TEACHERS ONLY |
| 1401 | R & R Allowance | £ | Cash Amount |

| Start Date | End Date | Allowance | Annual Min | Annual Max |
|------------|----------|----------------|------------|------------|
| 01/09/15 | 31/08/16 | SEN - Teacher | £2,064 | £4,075 |
| 01/09/16 | 31/08/17 | SEN - Teacher | £2,085 | £4,116 |
| 01/09/17 | 31/08/18 | SEN - Teacher | £2,106 | £4,158 |
| 01/09/18 | 31/08/19 | SEN - Teacher | £2,149 | £4,242 |
| 01/09/19 | 31/08/20 | SEN - Teacher | £2,209 | £4,359 |
| 01/09/20 | 31/08/21 | SEN - Teacher | £2,270 | £4,479 |
| 01/09/21 | 31/08/22 | ALN - Teacher | £2,310 | £4,558 |
| 01/09/22 | | ALN - Teacher | £2,426 | £4,786 |
| 01/09/15 | 31/08/16 | TLR 1 Pro Rata | £7,546 | £12,770 |
| 01/09/16 | 31/08/17 | TLR 1 Pro Rata | £7,622 | £12,898 |
| 01/09/17 | 31/08/18 | TLR 1 Pro Rata | £7,699 | £13,027 |
| 01/09/18 | 31/08/19 | TLR 1 Pro Rata | £7,853 | £13,288 |
| 01/09/19 | 31/08/20 | TLR 1 Pro Rata | £8,069 | £13,654 |
| 01/09/20 | 31/08/21 | TLR 1 Pro Rata | £8,291 | £14,030 |
| 01/09/21 | 31/08/22 | TLR 1 Pro Rata | £8,437 | £14,276 |
| 01/09/22 | | TLR 1 Pro Rata | £8,859 | £14,990 |
| 01/09/15 | 31/08/16 | TLR 2 Pro Rata | £2,613 | £6,386 |
| 01/09/16 | 31/08/17 | TLR 2 Pro Rata | £2,640 | £6,450 |
| 01/09/17 | 31/08/18 | TLR 2 Pro Rata | £2,667 | £6,515 |
| 01/09/18 | 31/08/19 | TLR 2 Pro Rata | £2,721 | £6,646 |
| 01/09/19 | 31/08/20 | TLR 2 Pro Rata | £2,796 | £6,829 |
| 01/09/20 | 31/08/21 | TLR 2 Pro Rata | £2,873 | £7,017 |
| 01/09/21 | 31/08/22 | TLR 2 Pro Rata | £2,924 | £7,140 |
| 01/09/22 | | TLR 2 Pro Rata | £3,071 | £7,497 |
| 01/09/15 | 31/08/16 | TLR 3 | £517 | £2,577 |
| 01/09/16 | 31/08/17 | TLR 3 | £523 | £2,603 |
| 01/09/17 | 31/08/18 | TLR 3 | £529 | £2,630 |
| 01/09/18 | 31/08/19 | TLR 3 | £540 | £2,683 |
| 01/09/19 | 31/08/20 | TLR 3 | £555 | £2,757 |
| 01/09/20 | 31/08/21 | TLR 3 | £571 | £2,833 |
| 01/09/21 | 31/08/22 | TLR 3 | £581 | £2,883 |
| 01/09/22 | | TLR 3 | £611 | £3,028 |