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July 2016

## Joint Advice on School Teachers' Pay 2016-17

The Government has confirmed its decision to accept the recommendations of the School Teachers' Review Body (STRB) on pay for 2016-17 and has published the draft 2016 School Teachers' Pay and Conditions Document (STPCD).

Our organisations have jointly welcomed the clear statement by the STRB that a pay increase “significantly higher than 1%” will be required “before the end of this Parliament”.

**This document sets out our organisations' joint advice on the application of the provisions of the STPCD for 2016-17, including the adoption of pay scales and the application of individual pay increases.**

### ***Consultation on pay policies***

The late publication of the STRB report and short timescale for consultation on the STPCD mean that the final version of the STPCD will not be published until August. **We believe it would be helpful for local authorities, school governing bodies and academy employers to announce as soon as possible that they intend to adopt the advice in this document.** They are, however, still required to consult formally with teachers and their representatives before finalising their pay policies and pay scales for September 2016. Such formal consultation must therefore take place at the start of the new academic year in order to comply with the requirement for meaningful consultation, while also ensuring that teacher pay uplifts are not delayed.

### ***Pay scales for 2016-17***

As you know, the STPCD now only prescribes pay ranges with minimum and maximum points. The DfE no longer publishes any pay scale points for reference, either in the STPCD or in Departmental advice documents. The STPCD continues, however, to permit the adoption of fixed pay scale points as the basis for teachers' pay progression, including by continuing to use previous STPCD pay scale points uprated as appropriate.

The STRB recommended a 1% increase in the minima and maxima of STPCD pay ranges. **We jointly advise that all values of pay scale points, allowances and ranges for allowances set out in school pay policies should therefore also be increased by 1%.** The pay scale points set out in this document reflect this increase. Where a school pay policy includes pay scale points other than those in this document, **we jointly advise that such points should also be increased by 1%.**

### ***Pay increases for 2016-17***

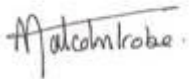
**We jointly advise that individual teachers should receive a 1% increase on all elements of pay, excluding any increase arising from progression to a higher pay scale point.**

The STPCD continues to provide at Part 1 that "schools must determine – in accordance with their own pay policy – how to apply the uplift to individual salaries and pay ranges". The STPCD provisions that "the decision whether or not to award pay progression must be related to the teacher's performance" (para 19.2.b) and that "pay decisions must be clearly attributable to the performance of the teacher in question" (para 19.2.d) require that teachers should meet relevant performance criteria for progression on their pay scale if eligible, but do not preclude a pay increase consequential upon the revalorisation of pay scales set out in the school's pay policy. Notwithstanding our differing positions on the principle of performance-related pay progression, we believe that a distinction can and should be maintained between pay increases arising from progression on pay scales and pay increases arising from the revalorisation of pay scales for cost of living purposes.

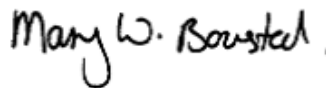
### ***Other matters***

The 2016 STPCD continues to preclude teachers "stepping down" from the Upper Pay Range to the Main Pay Range.

Yours sincerely



**Interim General Secretary  
ASCL**



**General Secretary  
ATL**



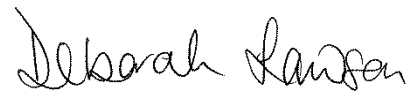
**General Secretary  
NAHT**



**General Secretary  
NUT**



**General Secretary  
UCAC**



**General Secretary  
Voice**

## School Teachers' Pay 2016-17: Pay Scale Points

## Appendix

### ***CLASSROOM TEACHERS***

Where a school pay policy includes pay scale points other than those in this document, we jointly advise that such points should be increased by 1% from their 2015-16 values.

#### **MAIN PAY RANGE**

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1 (minimum)	£22,467	£28,098	£26,139	£23,547
2	£24,243	£29,563	£27,759	£25,321
3	£26,192	£31,103	£29,477	£27,269
4	£28,207	£32,724	£31,302	£29,292
5	£30,430	£35,242	£33,957	£31,508
6 (maximum)	£33,160	£38,241	£36,906	£34,249

#### **UPPER PAY RANGE**

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1 (minimum)	£35,571	£43,184	£39,127	£36,650
2	£36,889	£45,306	£40,575	£37,966
3 (maximum)	£38,250	£46,829	£42,077	£39,331

#### **LEADING PRACTITIONER PAY RANGE**

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
minimum	£38,984	£46,350	£42,077	£40,057
maximum	£59,264	£66,638	£62,361	£60,341

**Note:**

The minimum and maximum of this range equate to the minimum of the Leadership Range and to recommended Leadership Range scale point L18 below. Schools wishing to use pay scale points on this range might therefore decide to use points L1 to L18 below.

## **LEADERSHIP GROUP TEACHERS**

Where a school pay policy includes pay scale points other than those in this document, we jointly advise that such points should be increased by 1% from their 2015-16 values.

### **LEADERSHIP GROUP PAY RANGE**

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1	£38,984	£46,350	£42,077	£40,057
2	£39,960	£47,330	£43,055	£41,036
3	£40,958	£48,332	£44,049	£42,033
4	£41,978	£49,350	£45,074	£43,058
5	£43,023	£50,401	£46,120	£44,104
6	£44,102	£51,476	£47,195	£45,181
7	£45,290	£52,667	£48,386	£46,371
8	£46,335	£53,709	£49,429	£47,409
9	£47,492	£54,862	£50,584	£48,569
10	£48,711	£56,083	£51,806	£49,788
11	£49,976	£57,344	£53,066	£51,050
12	£51,127	£58,501	£54,223	£52,207
13	£52,405	£59,778	£55,503	£53,486
14	£53,712	£61,084	£56,801	£54,790
15	£55,049	£62,416	£58,138	£56,122
16	£56,511	£63,886	£59,605	£57,591
17	£57,810	£65,185	£60,905	£58,896
18	£59,264	£66,638	£62,361	£60,341
19	£60,733	£68,107	£63,830	£61,810
20	£62,240	£69,613	£65,334	£63,321
21	£63,779	£71,153	£66,876	£64,864
22	£65,363	£72,737	£68,454	£66,443
23	£66,982	£74,350	£70,073	£68,057
24	£68,643	£76,017	£71,736	£69,725
25	£70,349	£77,719	£73,442	£71,425

26	£72,089	£79,459	£75,182	£73,171
27	£73,876	£81,244	£76,968	£74,952
28	£75,708	£83,079	£78,802	£76,783
29	£77,583	£84,957	£80,674	£78,663
30	£79,514	£86,886	£82,605	£80,587
31	£81,478	£88,853	£84,576	£82,560
32	£83,503	£90,874	£86,595	£84,585
33	£85,579	£92,951	£88,675	£86,660
34	£87,694	£95,067	£90,789	£88,775
35	£89,874	£97,247	£92,967	£90,955
36	£92,099	£99,469	£95,189	£93,177
37	£94,389	£101,765	£97,484	£95,467
38	£96,724	£104,094	£99,818	£97,802
39	£99,081	£106,451	£102,173	£100,156
40	£101,554	£108,930	£104,650	£102,636
41	£104,091	£111,469	£107,187	£105,170
42	£106,699	£114,070	£109,789	£107,780
43	£108,283	£115,582	£111,346	£109,354

### LEADERSHIP GROUP PAY RANGES - STPCD LIMITS

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
Group 1	£58,677	£65,978	£61,743	£59,743
Group 2	£63,147	£70,448	£66,213	£64,221
Group 3	£67,963	£75,264	£71,025	£69,034
Group 4	£73,144	£80,439	£76,205	£74,209
Group 5	£80,671	£87,973	£83,738	£81,742
Group 6	£88,984	£96,284	£92,046	£90,054
Group 7	£98,100	£105,397	£101,161	£99,164
Group 8	£108,283	£115,582	£111,346	£109,354

**Note:**

The STPCD sets out the above limits on head teachers' pay for each of the eight school groups. These apply unless the governing body has exercised its discretion, in accordance with the STPCD, to exceed these limits. Leadership group teachers who were at the maximum of their individual pay ranges last year and whose pay point coincided with the maximum of the relevant school group range may have had their pay frozen last year. Where this is the case, the maximum point of their individual pay range from September 2016, assuming no other adjustments are being made, will be as set out above.

## **UNQUALIFIED TEACHERS**

Where a school pay policy includes pay scale points other than those in this document, we jointly advise that such points should be increased by 1% from their 2015-16 values.

### **UNQUALIFIED TEACHER PAY RANGE**

	E&W (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1	£16,461	£20,701	£19,553	£17,542
2	£18,376	£22,615	£21,469	£19,455
3	£20,289	£24,530	£23,384	£21,370
4	£22,204	£26,444	£25,301	£23,284
5	£24,120	£28,357	£27,214	£25,199
6	£26,034	£30,270	£29,130	£27,112