

| Qualified Teachers in the Fringe   |                            |                            |
|------------------------------------|----------------------------|----------------------------|
| Spine point                        | 1 Sept 2013 to 31 Aug 2014 | 1 Sept 2014 to 31 Aug 2015 |
| <b>Main pay scale</b>              |                            |                            |
| M1                                 | £22,853                    | £23,082                    |
| M2                                 | £24,575                    | £24,821                    |
| M3                                 | £26,466                    | £26,731                    |
| M4                                 | £28,428                    | £28,713                    |
| M5                                 | £30,581                    | £30,887                    |
| M6                                 | £32,914                    | £33,244                    |
| <b>Upper pay scale</b>             |                            |                            |
| U1                                 | £35,571                    | £35,927                    |
| U2                                 | £36,848                    | £37,217                    |
| U3                                 | £38,173                    | £38,555                    |
| Qualified Teachers in Outer London |                            |                            |
| <b>Main pay scale</b>              |                            |                            |
| M1                                 | £25,369                    | £25,623                    |
| M2                                 | £26,941                    | £27,211                    |
| M3                                 | £28,609                    | £28,896                    |
| M4                                 | £30,381                    | £30,685                    |
| M5                                 | £32,957                    | £33,287                    |
| M6                                 | £35,468                    | £35,823                    |
| <b>Upper pay scale</b>             |                            |                            |
| U1                                 | £37,975                    | £38,355                    |
| U2                                 | £39,381                    | £39,775                    |
| U3                                 | £40,838                    | £41,247                    |
| Qualified Teachers in Inner London |                            |                            |
| <b>Main pay scale</b>              |                            |                            |
| M1                                 | £27,270                    | £27,543                    |
| M2                                 | £28,693                    | £28,980                    |
| M3                                 | £30,188                    | £30,490                    |
| M4                                 | £31,761                    | £32,079                    |
| M5                                 | £34,204                    | £34,547                    |
| M6                                 | £36,751                    | £37,119                    |
| <b>Upper pay scale</b>             |                            |                            |
| U1                                 | £41,912                    | £42,332                    |
| U2                                 | £43,972                    | £44,412                    |
| U3                                 | £45,450                    | £45,905                    |

Members should contact their Regional Centre if the pay scales operated in their school do not match those on the NASUWT Salary Card.

| Teaching and Learning Responsibilities (TLRs) |                            |                            |
|---|----------------------------|----------------------------|
| Payment 1 (TLR1)                              | 1 Sept 2013 to 31 Aug 2014 | 1 Sept 2014 to 31 Aug 2015 |
| Minimum                                       | £7,397                     | £7,471                     |
| Maximum                                       | £12,517                    | £12,643                    |
| Payment 2 (TLR2)                              | 1 Sept 2013 to 31 Aug 2014 | 1 Sept 2014 to 31 Aug 2015 |
| Minimum                                       | £2,561                     | £2,587                     |
| Maximum                                       | £6,259                     | £6,322                     |
| Payment 3 (TLR) (Fixed Term)                  | 1 Sept 2013 to 31 Aug 2014 | 1 Sept 2014 to 31 Aug 2015 |
| Minimum                                       | £505                       | £511                       |
| Maximum                                       | £2,525                     | £2,551                     |

| Special Needs Allowances |                            |                            |
|--------------------------|----------------------------|----------------------------|
|                          | 1 Sept 2013 to 31 Aug 2014 | 1 Sept 2014 to 31 Aug 2015 |
| Special Needs 1          | £2,022                     | £2,043                     |
| Special Needs 2          | £3,994                     | £4,034                     |

| Unqualified Teachers in the Fringe |                            |                            |
|------------------------------------|----------------------------|----------------------------|
| Scale point                        | 1 Sept 2013 to 31 Aug 2014 | 1 Sept 2014 to 31 Aug 2015 |
| 1                                  | £17,025                    | £17,196                    |
| 2                                  | £18,882                    | £19,071                    |
| 3                                  | £20,740                    | £20,948                    |
| 4                                  | £22,598                    | £22,824                    |
| 5                                  | £24,456                    | £24,701                    |
| 6                                  | £26,313                    | £26,577                    |

| Unqualified Teachers in Outer London |                            |                            |
|--------------------------------------|----------------------------|----------------------------|
| Scale point                          | 1 Sept 2013 to 31 Aug 2014 | 1 Sept 2014 to 31 Aug 2015 |
| 1                                    | £18,977                    | £19,167                    |
| 2                                    | £20,836                    | £21,045                    |
| 3                                    | £22,695                    | £22,922                    |
| 4                                    | £24,555                    | £24,801                    |
| 5                                    | £26,412                    | £26,677                    |
| 6                                    | £28,272                    | £28,555                    |

| Unqualified Teachers in Inner London |                            |                            |
|--------------------------------------|----------------------------|----------------------------|
| Scale point                          | 1 Sept 2013 to 31 Aug 2014 | 1 Sept 2014 to 31 Aug 2015 |
| 1                                    | £20,092                    | £20,293                    |
| 2                                    | £21,949                    | £22,169                    |
| 3                                    | £23,807                    | £24,046                    |
| 4                                    | £25,665                    | £25,922                    |
| 5                                    | £27,522                    | £27,798                    |
| 6                                    | £29,379                    | £29,673                    |

| Lead Practitioners Pay Range in the Fringe |                            |                            |
|--|----------------------------|----------------------------|
| Spine point                                | 1 Sept 2013 to 31 Aug 2014 | 1 Sept 2014 to 31 Aug 2015 |
| L1   | £38,878                    | £39,267                    |
| L2   | £39,828                    | £40,227                    |
| L3   | £40,795                    | £41,203                    |
| L4   | £41,790                    | £42,208                    |
| L5   | £42,806                    | £43,235                    |
| L6   | £43,851                    | £44,290                    |
| L7   | £45,006                    | £45,457                    |
| L8   | £46,013                    | £46,474                    |
| L9   | £47,140                    | £47,612                    |
| L10  | £48,323                    | £48,807                    |
| L11  | £49,547                    | £50,043                    |
| L12  | £50,671                    | £51,178                    |
| L13  | £51,912                    | £52,432                    |
| L14  | £53,177                    | £53,709                    |
| L15  | £54,470                    | £55,015                    |
| L16  | £55,896                    | £56,455                    |
| L17  | £57,162                    | £57,734                    |
| L18  | £58,565                    | £59,151                    |

| Lead Practitioners Pay Range in Outer London |                            |                            |
|--|----------------------------|----------------------------|
| Spine point                                  | 1 Sept 2013 to 31 Aug 2014 | 1 Sept 2014 to 31 Aug 2015 |
| L1   | £40,838                    | £41,247                    |
| L2   | £41,787                    | £42,205                    |
| L3   | £42,752                    | £43,180                    |
| L4   | £43,748                    | £44,186                    |
| L5   | £44,762                    | £45,210                    |
| L6   | £45,805                    | £46,264                    |
| L7   | £46,961                    | £47,431                    |
| L8   | £47,974                    | £48,454                    |
| L9   | £49,096                    | £49,587                    |
| L10  | £50,282                    | £50,785                    |
| L11  | £51,503                    | £52,019                    |
| L12  | £52,628                    | £53,155                    |
| L13  | £53,869                    | £54,408                    |
| L14  | £55,129                    | £55,681                    |
| L15  | £56,428                    | £56,993                    |
| L16  | £57,850                    | £58,429                    |
| L17  | £59,112                    | £59,704                    |
| L18  | £60,525                    | £61,131                    |

| Lead Practitioners Pay Range in Inner London Fringe |                            |                            |
|---|----------------------------|----------------------------|
| Spine point   | 1 Sept 2013 to 31 Aug 2014 | 1 Sept 2014 to 31 Aug 2015 |
| L1  | £44,986                    | £45,436                    |
| L2  | £45,938                    | £46,398                    |
| L3  | £46,910                    | £47,380                    |
| L4  | £47,898                    | £48,377                    |
| L5  | £48,917                    | £49,407                    |
| L6  | £49,961                    | £50,461                    |
| L7  | £51,117                    | £51,629                    |
| L8  | £52,128                    | £52,650                    |
| L9  | £53,248                    | £53,781                    |
| L10   | £54,433                    | £54,978                    |
| L11   | £55,656                    | £56,213                    |
| L12   | £56,779                    | £57,347                    |
| L13   | £58,020                    | £58,601                    |
| L14   | £59,287                    | £59,880                    |
| L15   | £60,580                    | £61,186                    |
| L16   | £62,006                    | £62,627                    |
| L17   | £63,267                    | £63,900                    |
| L18   | £64,677                    | £65,324                    |

| Leadership Spine for the Fringe |                            |                            |
|---------------------------------|----------------------------|----------------------------|
| Spine point                     | 1 Sept 2013 to 31 Aug 2014 | 1 Sept 2014 to 31 Aug 2015 |
| L1                              | £38,878                    | £39,267                    |
| L2                              | £39,828                    | £40,226                    |
| L3                              | £40,795                    | £41,203                    |
| L4                              | £41,790                    | £42,208                    |
| L5                              | £42,806                    | £43,234                    |
| L6                              | £43,851                    | £44,290                    |
| L7                              | £45,006                    | £45,456                    |
| L8                              | £46,013                    | £46,474                    |
| L9                              | £47,140                    | £47,611                    |
| L10                             | £48,323                    | £48,806                    |
| L11                             | £49,547                    | £50,043                    |
| L12                             | £50,671                    | £51,178                    |
| L13                             | £51,912                    | £52,431                    |
| L14                             | £53,177                    | £53,709                    |
| L15                             | £54,470                    | £55,015                    |
| L16                             | £55,896                    | £56,455                    |
| L17                             | £57,162                    | £57,734                    |
| L18                             | £58,565                    | £59,151                    |
| L19                             | £59,992                    | £60,592                    |
| L20                             | £61,458                    | £62,073                    |
| L21                             | £62,955                    | £63,585                    |
| L22                             | £64,488                    | £65,133                    |
| L23                             | £66,054                    | £66,715                    |
| L24                             | £67,673                    | £68,350                    |
| L25                             | £69,323                    | £70,016                    |
| L26                             | £71,018                    | £71,728                    |
| L27                             | £72,746                    | £73,474                    |
| L28                             | £74,523                    | £75,269                    |
| L29                             | £76,349                    | £77,112                    |
| L30                             | £78,217                    | £78,999                    |
| L31                             | £80,130                    | £80,932                    |
| L32                             | £82,096                    | £82,917                    |
| L33                             | £84,110                    | £84,951                    |
| L34                             | £86,163                    | £87,025                    |
| L35                             | £88,279                    | £89,162                    |
| L36                             | £90,436                    | £91,340                    |
| L37                             | £92,658                    | £93,585                    |
| L38                             | £94,925                    | £95,874                    |
| L39                             | £97,209                    | £98,182                    |
| L40                             | £99,616                    | £100,612                   |
| L41                             | £102,076                   | £103,097                   |
| L42                             | £104,609                   | £105,655                   |
| L43                             | £107,199                   | £108,271                   |

| Leadership Spine for Outer London |                            |                            |
|-----------------------------------|----------------------------|----------------------------|
| Spine point                       | 1 Sept 2013 to 31 Aug 2014 | 1 Sept 2014 to 31 Aug 2015 |
| L1                                | £40,838                    | £41,247                    |
| L2                                | £41,787                    | £42,205                    |
| L3                                | £42,752                    | £43,180                    |
| L4                                | £43,748                    | £44,185                    |
| L5                                | £44,762                    | £45,210                    |
| L6                                | £45,805                    | £46,264                    |
| L7                                | £46,961                    | £47,431                    |
| L8                                | £47,974                    | £48,454                    |
| L9                                | £49,096                    | £49,587                    |
| L10                               | £50,282                    | £50,785                    |
| L11                               | £51,503                    | £52,019                    |
| L12                               | £52,628                    | £53,154                    |
| L13                               | £53,869                    | £54,408                    |
| L14                               | £55,129                    | £55,681                    |
| L15                               | £56,428                    | £56,992                    |
| L16                               | £57,850                    | £58,429                    |
| L17                               | £59,112                    | £59,703                    |
| L18                               | £60,525                    | £61,131                    |
| L19                               | £61,952                    | £62,572                    |
| L20                               | £63,412                    | £64,046                    |
| L21                               | £64,907                    | £65,557                    |
| L22                               | £66,440                    | £67,104                    |
| L23                               | £68,012                    | £68,692                    |
| L24                               | £69,624                    | £70,321                    |
| L25                               | £71,281                    | £71,994                    |
| L26                               | £72,970                    | £73,700                    |
| L27                               | £74,702                    | £75,450                    |
| L28                               | £76,483                    | £77,248                    |
| L29                               | £78,301                    | £79,084                    |
| L30                               | £80,175                    | £80,977                    |
| L31                               | £82,087                    | £82,908                    |
| L32                               | £84,048                    | £84,888                    |
| L33                               | £86,066                    | £86,927                    |
| L34                               | £88,119                    | £89,000                    |
| L35                               | £90,231                    | £91,134                    |
| L36                               | £92,388                    | £93,312                    |
| L37                               | £94,616                    | £95,562                    |
| L38                               | £96,881                    | £97,850                    |
| L39                               | £99,167                    | £100,159                   |
| L40                               | £101,571                   | £102,587                   |
| L41                               | £104,034                   | £105,074                   |
| L42                               | £106,558                   | £107,624                   |
| L43                               | £109,151                   | £110,243                   |

| Leadership Spine for Inner London |                            |                            |
|-----------------------------------|----------------------------|----------------------------|
| Spine point                       | 1 Sept 2013 to 31 Aug 2014 | 1 Sept 2014 to 31 Aug 2015 |
| L1                                | £44,986                    | £45,436                    |
| L2                                | £45,938                    | £46,397                    |
| L3                                | £46,910                    | £47,379                    |
| L4                                | £47,898                    | £48,377                    |
| L5                                | £48,917                    | £49,406                    |
| L6                                | £49,961                    | £50,461                    |
| L7                                | £51,117                    | £51,628                    |
| L8                                | £52,128                    | £52,650                    |
| L9                                | £53,248                    | £53,780                    |
| L10                               | £54,433                    | £54,977                    |
| L11                               | £55,656                    | £56,213                    |
| L12                               | £56,779                    | £57,347                    |
| L13                               | £58,020                    | £58,600                    |
| L14                               | £59,287                    | £59,880                    |
| L15                               | £60,580                    | £61,186                    |
| L16                               | £62,006                    | £62,626                    |
| L17                               | £63,267                    | £63,903                    |
| L18                               | £64,677                    | £65,324                    |
| L19                               | £66,103                    | £66,764                    |
| L20                               | £67,546                    | £68,240                    |
| L21                               | £69,059                    | £69,750                    |
| L22                               | £70,596                    | £71,302                    |
| L23                               | £72,162                    | £72,884                    |
| L24                               | £73,780                    | £74,518                    |
| L25                               | £75,433                    | £76,187                    |
| L26                               | £77,122                    | £77,893                    |
| L27                               | £78,853                    | £79,642                    |
| L28                               | £80,634                    | £81,441                    |
| L29                               | £82,457                    | £83,282                    |
| L30                               | £84,330                    | £85,173                    |
| L31                               | £86,238                    | £87,101                    |
| L32                               | £88,201                    | £89,083                    |
| L33                               | £90,216                    | £91,118                    |
| L34                               | £92,270                    | £93,193                    |
| L35                               | £94,386                    | £95,330                    |
| L36                               | £96,543                    | £97,508                    |
| L37                               | £98,771                    | £99,759                    |
| L38                               | £101,032                   | £102,042                   |
| L39                               | £103,319                   | £104,353                   |
| L40                               | £105,726                   | £106,783                   |
| L41                               | £108,190                   | £109,272                   |
| L42                               | £110,714                   | £111,821                   |
| L43                               | £113,303                   | £114,437                   |

| Ranges for Headteachers in the Fringe |                       |   |   |
|---------------------------------------|-----------------------|---|---|
| Group                                 | Range of spine points | Salary range 1 Sept 2013 to 31 Aug 2014 | Salary range 1 Sept 2014 to 31 Aug 2015 |
| 1                                     | L6 – L18              | £43,851 – £58,565                       | £44,290 – £59,151                       |
| 2                                     | L8 – L21              | £46,013 – £62,955                       | £46,474 – £63,585                       |
| 3                                     | L11 – L24             | £49,547 – £67,673                       | £50,043 – £68,350                       |
| 4                                     | L14 – L27             | £53,177 – £72,746                       | £53,709 – £73,474                       |
| 5                                     | L18 – L31             | £58,565 – £80,130                       | £59,151 – £80,932                       |
| 6                                     | L21 – L35             | £62,955 – £88,279                       | £63,585 – £87,025                       |
| 7                                     | L24 – L39             | £67,673 – £97,209                       | £68,350 – £98,182                       |
| 8                                     | L28 – L43             | £74,523 – £107,199                      | £75,269 – £108,271                      |

| Ranges for Headteachers in Outer London |                       |   |   |
|---|-----------------------|---|---|
| Group                                   | Range of spine points | Salary range 1 Sept 2013 to 31 Aug 2014 | Salary range 1 Sept 2014 to 31 Aug 2015 |
| 1                                       | L6 – L18              | £45,805 – £60,525                       | £46,264 – £61,131                       |
| 2                                       | L8 – L21              | £47,974 – £64,907                       | £48,454 – £65,557                       |
| 3                                       | L11 – L24             | £51,503 – £69,624                       | £52,019 – £70,321                       |
| 4                                       | L14 – L27             | £55,129 – £74,702                       | £55,681 – £75,450                       |
| 5                                       | L18 – L31             | £60,525 – £82,087                       | £61,131 – £82,908                       |
| 6                                       | L21 – L35             | £64,907 – £90,231                       | £65,557 – £91,134                       |
| 7                                       | L24 – L39             | £69,624 – £99,167                       | £70,321 – £100,159                      |
| 8                                       | L28 – L43             | £76,483 – £109,151                      | £77,248 – £110,243                      |

| Ranges for Headteachers in Inner London |                       |   |   |
|---|-----------------------|---|---|
| Group                                   | Range of spine points | Salary range 1 Sept 2013 to 31 Aug 2014 | Salary range 1 Sept 2014 to 31 Aug 2015 |
| 1                                       | L6 – L18              | £49,961 – £64,677                       | £50,461 – £65,324                       |
| 2                                       | L8 – L21              | £52,128 – £69,059                       | £52,650 – £69,750                       |
| 3                                       | L11 – L24             | £55,656 – £73,780                       | £56,213 – £74,518                       |
| 4                                       | L14 – L27             | £59,287 – £78,853                       | £59,880 – £79,642                       |
| 5                                       | L18 – L31             | £64,677 – £86,238                       | £65,324 – £87,101                       |
| 6                                       | L21 – L35             | £69,059 – £94,386                       | £69,750 – £95,330                       |
| 7                                       | L24 – L39             | £73,780 – £103,319                      | £74,518 – £104,353                      |
| 8                                       | L28 – L43             | £80,634 – £113,303                      | £81,441 – £114,437                      |

Please note that the Leadership Spine values are subject to further discussion with the Department for Education.