

**IoM Teacher Pay Scales**

The proposed pay from September 2023 reflects the 6.5% uplift as set out in STPCD and retains an Isle of Man weighting of 4% as set out below.

	Sep-22			Sep-23				Sep-22			Sep-23		
	The Fringe	IOM Weighting	Isle of Man	The Fringe	IOM Weighting	Isle of Man		The Fringe	IOM Weighting	Isle of Man	The Fringe	IOM Weighting	Isle of Man
<b>Main Scale</b>							<b>Leadership</b>						
4	35,151	4%	36,557	37,436	4%	<b>38,933</b>	1	45,524	4%	47,345	48,484	4%	<b>50,422</b>
5	37,264	4%	38,755	39,687	4%	<b>41,274</b>	2	46,636	4%	48,501	49,668	4%	<b>51,654</b>
6	40,083	4%	41,686	42,689	4%	<b>44,397</b>	3	47,770	4%	49,681	50,876	4%	<b>52,910</b>
7	41,858	4%	43,532	44,579	4%	<b>46,362</b>	4	48,935	4%	50,892	52,116	4%	<b>54,200</b>
8	43,360	4%	45,094	46,179	4%	<b>48,026</b>	5	50,124	4%	52,129	53,383	4%	<b>55,517</b>
9	44,919	4%	46,716	47,839	4%	<b>49,753</b>	6	51,347	4%	53,401	54,685	4%	<b>56,872</b>
<b>Unqualified</b>							7	52,700	4%	54,808	56,126	4%	<b>58,371</b>
1	20,594	4%	21,418	21,933	4%	<b>22,810</b>	8	53,880	4%	56,035	57,383	4%	<b>59,677</b>
2	22,810	4%	23,722	24,293	4%	<b>25,265</b>	9	55,197	4%	57,405	58,785	4%	<b>61,136</b>
3	25,029	4%	26,030	26,656	4%	<b>27,722</b>	10	56,583	4%	58,846	60,261	4%	<b>62,671</b>
4	26,984	4%	28,063	28,738	4%	<b>29,888</b>	11	58,017	4%	60,338	61,789	4%	<b>64,260</b>
5	29,203	4%	30,371	31,102	4%	<b>32,346</b>	12	59,332	4%	61,705	63,189	4%	<b>65,716</b>
6	31,421	4%	32,678	33,464	4%	<b>34,803</b>	13	60,785	4%	63,216	64,737	4%	<b>67,325</b>
<b>TLR</b>							14	62,268	4%	64,759	66,316	4%	<b>68,968</b>
TLR1a	8,706	4%	9,054	9,272	4%	<b>9,643</b>	15	63,782	4%	66,333	67,928	4%	<b>70,645</b>
TLR1b	10,711	4%	11,139	11,408	4%	<b>11,864</b>	16	65,450	4%	68,068	69,705	4%	<b>72,492</b>
TLR1c	12,717	4%	13,226	13,544	4%	<b>14,086</b>	17	66,934	4%	69,611	71,285	4%	<b>74,136</b>
TLR1d	14,732	4%	15,321	15,690	4%	<b>16,318</b>	18	68,576	4%	71,319	73,034	4%	<b>75,955</b>
TLR2a	3,017	4%	3,138	3,214	4%	<b>3,343</b>	19	70,245	4%	73,055	74,811	4%	<b>77,804</b>
TLR2b	5,190	4%	5,398	5,528	4%	<b>5,749</b>	20	71,963	4%	74,842	76,641	4%	<b>79,707</b>
TLR2c	7,368	4%	7,663	7,847	4%	<b>8,161</b>	21	73,715	4%	76,664	78,507	4%	<b>81,647</b>
HOMTOSHead			6,000	6,390		<b>6,390</b>	22	75,510	4%	78,530	80,419	4%	<b>83,634</b>
HOMTOSDep			3,500	3,728		<b>3,728</b>	23	77,345	4%	80,439	82,373	4%	<b>85,668</b>
HOMTOSx3			12,000	12,780		<b>12,780</b>	24	79,240	4%	82,410	84,391	4%	<b>87,767</b>
<b>Special Needs Allowance</b>							25	81,173	4%	84,420	86,450	4%	<b>89,907</b>
Type 1	2,384	4%	2,479	2,539	4%	<b>2,641</b>	26	83,155	4%	86,481	88,561	4%	<b>92,102</b>
Type 2	4,703	4%	4,891	5,009	4%	<b>5,209</b>	27	85,181	4%	88,588	90,718	4%	<b>94,346</b>
Protected	1,218	4%	1,267	1,298	4%	<b>1,350</b>	28	87,261	4%	90,751	92,933	4%	<b>96,650</b>
							29	89,396	4%	92,972	95,207	4%	<b>99,015</b>
							30	91,583	4%	95,246	97,536	4%	<b>101,437</b>
							31	93,825	4%	97,578	99,924	4%	<b>103,921</b>
							32	96,127	4%	99,972	102,376	4%	<b>106,470</b>
							33	98,485	4%	102,424	104,887	4%	<b>109,082</b>
							34	100,888	4%	104,924	107,446	4%	<b>111,744</b>
							35	103,366	4%	107,501	110,085	4%	<b>114,489</b>
							36	105,891	4%	110,127	112,774	4%	<b>117,285</b>
							37	108,494	4%	112,834	115,547	4%	<b>120,168</b>
							38	111,148	4%	115,594	118,373	4%	<b>123,108</b>
							39	113,823	4%	118,376	121,222	4%	<b>126,070</b>
							40	116,641	4%	121,307	124,223	4%	<b>129,192</b>
							41	119,520	4%	124,301	127,289	4%	<b>132,381</b>
							42	122,486	4%	127,385	130,448	4%	<b>135,665</b>
							43	124,274	4%	129,245	132,352	4%	<b>137,646</b>

## IoM Lecturer Pay Scales

The September 2022 pay spine points are as published within the University College Isle of Man (UCM) Pay Policy for Lecturers November 2023 and include the 4% Isle of Man Weighting.

	Sep-22		➔	Sep-23	
<b>Main Pay Spine</b>					
MPS 2	36,400	6.5%		38,766	
MPS 3	38,850	6.5%		41,375	
MPS 4	41,351	6.5%		44,039	
MPS 5	44,392	6.5%		47,277	
<b>Upper Pay Spine</b>					
UPS 1	46,629	6.5%		49,660	
UPS 2	47,593	6.5%		50,687	
UPS 3	48,563	6.5%		51,720	
UPS 4	50,503	6.5%		53,786	
UPS 5	51,498	6.5%		54,845	
<b>Assistant Programme Manager/Curriculum Manager</b>					
APM 1	51,614	6.5%		54,969	
APM 2	52,607	6.5%		56,026	
APM 3	53,531	6.5%		57,011	
APM 4	54,521	6.5%		58,065	
APM 5	55,474	6.5%		59,080	
<b>Programme Manager</b>					
PM 1	55,719	6.5%		59,341	
PM 2	56,705	6.5%		60,391	
PM 3	57,696	6.5%		61,446	
PM 4	58,624	6.5%		62,435	
PM 5	59,611	6.5%		63,486	
<b>Assistant Faculty Manager</b>					
AFM 1	52,898	6.5%		56,336	
AFM 2	54,275	6.5%		57,803	
AFM 3	55,644	6.5%		59,261	
AFM 4	58,773	6.5%		62,593	
AFM 5	60,409	6.5%		64,336	

  

	Sep-22		➔	Sep-23	
<b>Faculty Managers</b>					
FM 1	63,671	6.5%		67,810	
FM 2	65,279	6.5%		69,522	
FM 3	66,889	6.5%		71,237	
FM 4	68,537	6.5%		72,992	
<b>Assistant Principal</b>					
AP 01	76,657	6.5%		81,640	
AP 02	78,523	6.5%		83,627	
AP 03	80,468	6.5%		85,698	
AP 04	82,402	6.5%		87,758	
AP 05	84,416	6.5%		89,903	
<b>Vice Principal</b>					
VP 01	86,477	6.5%		92,098	
VP 02	88,581	6.5%		94,339	
VP 03	90,745	6.5%		96,643	
VP 04	92,965	6.5%		99,008	
VP 05	95,239	6.5%		101,430	
<b>Principal</b>					
PRIN 01	112,828	6.5%		120,161	
PRIN 02	115,589	6.5%		123,103	
PRIN 03	118,368	6.5%		126,062	
PRIN 04	124,296	6.5%		132,375	
PRIN 05	127,381	6.5%		135,660	

	Sep-22			➔	Sep-23		
	Hourly	Holiday Pay	Rate (incl holiday pay)		Hourly	Holiday Pay	Rate (incl holiday pay)
<b>Sessional Lecturer Hourly Rates</b>							
Sessional - Curriculum	£ 40.70	£ 3.39	£ 44.09	6.5%	£ 43.35	£ 3.61	£ 46.96
Sessional - Leisure	£ 28.13	£ 2.34	£ 30.47	6.5%	£ 29.96	£ 2.50	£ 32.46
Life Model	£ 15.90	£ 1.32	£ 17.22	6.5%	£ 16.93	£ 1.41	£ 18.34
Outcentre	£ 21.91	£ 1.83	£ 23.74	6.5%	£ 23.33	£ 1.94	£ 25.27
Meeting and training rate	£ 15.24	£ 1.27	£ 16.51	6.5%	£ 16.23	£ 1.35	£ 17.58

	Sep-22		➔	Sep-23	
Responsibility Allowance	2,060	6.5%		2,194	