

SALARY CARD 2023/24/25

ENGLAND (EXCLUDING LONDON & FRINGE)

Classroom Teachers ENGLAND (EXCLUDING LONDON & FRINGE)		
SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MAIN PAY RANGE		
MIN M1	£30,000	£31,650
M2	£31,737	£33,483
M3	£33,814	£35,674
M4	£36,051	£38,034
M5	£38,330	£40,439
MAX M6	£41,333	£43,607
UPPER PAY RANGE		
MIN U1	£43,266	£45,646
U2	£44,870	£47,338
MAX U3	£46,525	£49,084

Teaching & Learning Responsibilities (TLRs)		
PAYMENT 1 (TLR1)	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MIN	£9,272	£9,782
MAX	£15,690	£16,553
PAYMENT 2 (TLR2)	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MIN	£3,214	£3,391
MAX	£7,847	£8,279
PAYMENT 3 (TLR) (FIXED TERM)	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MIN	£639	£675
MAX	£3,169	£3,344

Special Educational Needs (SEN) Allowances		
	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
SEN MIN	£2,539	£2,679
SEN MAX	£5,009	£5,285

Unqualified Teachers Pay Range ENGLAND (EXCLUDING LONDON & FRINGE)		
SCALE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MIN 1	£20,598	£21,731
2	£22,961	£24,224
3	£25,323	£26,716
4	£27,406	£28,914
5	£29,772	£31,410
MAX 6	£32,134	£33,902

Leadership Group Pay Range ENGLAND (EXCLUDING LONDON & FRINGE)		
SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
L1	£47,185	£49,781
L2	£48,366	£51,027
L3	£49,574	£52,301
L4	£50,807	£53,602
L5	£52,074	£54,939
L6	£53,380	£56,316
L7	£54,816	£57,831
L8	£56,082	£59,167
L9	£57,482	£60,644
L10	£58,959	£62,202
L11	£60,488	£63,815
L12	£61,882	£65,286
L13	£63,430	£66,919
L14	£65,010	£68,586
L15	£66,628	£70,293
L16	£68,400	£72,162
L17	£69,970	£73,819
L18	£71,729	£75,675
L19	£73,509	£77,552
L20	£75,331	£79,475
L21	£77,195	£81,441
L22	£79,112	£83,464
L23	£81,070	£85,529
L24	£83,081	£87,651
L25	£85,146	£89,830
L26	£87,253	£92,052
L27	£89,414	£94,332
L28	£91,633	£96,673
L29	£93,902	£99,067
L30	£96,239	£101,533
L31	£98,616	£104,040
L32	£101,067	£106,626
L33	£103,578	£109,275
L34	£106,138	£111,976
L35	£108,776	£114,759
L36	£111,470	£117,601
L37	£114,240	£120,524
L38	£117,067	£123,506
L39	£119,921	£126,517
L40	£122,912	£129,673
L41	£125,983	£132,913
L42	£129,140	£136,243
L43	£131,056	£138,265

NASUWT recommends that if the relevant body awards TLRs of different annual values to two or more teachers, the minimum difference in the annual value between each award of a TLR1 is £1,500 and between each award of a TLR2 is £1,500.

Ranges for Headteachers ENGLAND (EXCLUDING LONDON & FRINGE)			
GROUP	SPINE POINT RANGE	SALARY RANGE 1 SEPT 2023 TO 31 AUG 2024	SALARY RANGE 1 SEPT 2024 TO 31 AUG 2025
1	L6 – L18	£53,380 – £71,019	£56,316 – £74,926
2	L8 – L21	£56,082 – £76,430	£59,167 – £80,634
3	L11 – L24	£60,488 – £82,258	£63,815 – £86,783
4	L14 – L27	£65,010 – £88,530	£68,586 – £93,400
5	L18 – L31	£71,729 – £97,639	£75,675 – £103,010
6	L21 – L35	£77,195 – £107,700	£81,441 – £113,624
7	L24 – L39	£83,081 – £118,732	£87,651 – £125,263
8	L28 – L43	£91,633 – £131,056	£96,673 – £138,265

The School Teachers' Review Body (STRB) recommended that no pay uplift be applied to the maximum values on the Leadership Group Pay Range (LGPR) or to maximum values on any of the eight headteacher group pay ranges in 2015.

This restriction was applied to the maximum of each of the eight headteacher group pay ranges only. It does not apply where a headteacher or deputy/assistant headteacher is not earning the maximum on a headteacher group pay range, but is placed on one of the corresponding points on the LGPR - L18, L21, L24, L27, L31, L35 or L39, which have all increased by 1% in each year between 2014 and 2017, by 1.5% in 2018, by 2.75% in 2019 and 2020, by 0% in 2021, by 5% in 2022, by 6.5% in 2023, and by 5.5% in 2024.

Lead Practitioners Pay Range ENGLAND (EXCLUDING LONDON & FRINGE)		
SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MIN 1	£47,417	£50,025
2	£48,606	£51,280
3	£49,819	£52,560
4	£51,058	£53,867
5	£52,330	£55,209
6	£53,642	£56,593
7	£55,088	£58,118
8	£56,357	£59,457
9	£57,765	£60,943
10	£59,250	£62,509
11	£60,785	£64,129
12	£62,187	£65,608
13	£63,741	£67,247
14	£65,331	£68,925
15	£66,956	£70,639
16	£68,737	£72,518
17	£70,314	£74,182
MAX 18	£72,085	£76,050

Members should contact the **Member Support Advice Team** if the pay scales operated in their school do not match those on the NASUWT Salary Card.

NASUWT
Rose Hill, Rednal,
Birmingham
B45 8RS

CONTACT US

Call **03330 145550** or email advice@mail.nasuwat.org

Salary cards for England (excluding London and the Fringe), Inner London, Outer London, and the Fringe are all available on the NASUWT's website.