

Classroom Teachers		
Spine point	1 Sept 2021 to 31 Aug 2022	1 Sept 2022 to 31 Aug 2023
<b>Main Pay Range</b>		
Min M2	£27,491	£28,866
M3	£29,699	£31,184
M4	£31,987	£33,587
M5	£34,506	£36,232
Max M6	£37,974	£39,873
<b>Upper Pay Range</b>		
Min U1	£39,368	£41,337
U2	£40,827	£42,869
Max U3	£42,333	£44,450

Teaching and Learning Responsibilities (TLRs)		
Payment 1 (TLR1)	1 Sept 2021 to 31 Aug 2022	1 Sept 2022 to 31 Aug 2023
Min	£8,437	£8,859
Max	£14,276	£14,990
Payment 2 (TLR2)	1 Sept 2021 to 31 Aug 2022	1 Sept 2022 to 31 Aug 2023
Min	£2,924	£3,071
Max	£7,140	£7,497
Payment 3 (TLR) (Fixed Term)	1 Sept 2021 to 31 Aug 2022	1 Sept 2022 to 31 Aug 2023
Min	£581	£611
Max	£2,883	£3,028

The 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.

Leadership Group Pay Spine in Wales		
Spine point	1 Sept 2021 to 31 Aug 2022	1 Sept 2022 to 31 Aug 2023
L1	£42,934	£45,081
L2	£44,008	£46,209
L3	£45,107	£47,363
L4	£46,230	£48,542
L5	£47,381	£49,751
L6	£48,571	£51,000
L7	£49,877	£52,371
L8	£51,029	£53,581
L9	£52,302	£54,918
L10	£53,646	£56,329
L11	£55,038	£57,790
L12	£56,307	£59,123
L13	£57,714	£60,600
L14	£59,153	£62,111
L15	£60,624	£63,656
L16	£62,237	£65,349
L17	£63,665	£66,849
L18	£65,266	£68,530
L19	£66,886	£70,231
L20	£68,543	£71,971
L21	£70,240	£73,752
L22	£71,984	£75,584
L23	£73,766	£77,455
L24	£75,596	£79,376
L25	£77,474	£81,348
L26	£79,391	£83,361
L27	£81,358	£85,426
L28	£83,376	£87,545
L29	£85,441	£89,714
L30	£87,568	£91,947
L31	£89,731	£94,218
L32	£91,961	£96,560
L33	£94,245	£98,958
L34	£96,575	£101,404
L35	£98,976	£103,925
L36	£101,426	£106,498
L37	£103,947	£109,145
L38	£106,520	£111,846
L39	£109,116	£114,572
L40	£111,838	£117,430
L41	£114,632	£120,364
L42	£117,504	£123,380
L43	£119,248	£125,211

Please also see the pay ranges for headteachers if you are at the top of a headteacher pay range.

Annual Pay Ranges for Headteachers in Wales			
Group	Range of spine points	Salary range (1 Sept 2021 to 31 Aug 2022)	Salary range (1 Sept 2022 to 31 Aug 2023)
1	L6 – L18	£48,571 – £64,620	£51,000 – £67,851
2	L8 – L21	£51,029 – £69,544	£53,581 – £73,022
3	L11 – L24	£55,038 – £74,847	£57,790 – £78,590
4	L14 – L27	£59,153 – £80,553	£62,111 – £84,581
5	L18 – L31	£65,266 – £88,841	£68,530 – £93,284
6	L21 – L35	£70,240 – £97,996	£73,752 – £102,896
7	L24 – L39	£75,596 – £108,035	£79,376 – £113,437
8	L28 – L43	£83,376 – £119,248	£87,545 – £125,211

The School Teachers' Review Body (STRB) recommended that no pay uplift be applied to the maximum values on the Leadership Group Pay Spine (LGPS) 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 head/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 LGPS - 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 both 2019 and 2020, by 1.75% in 2021, and by 5% in 2022.

Unqualified Teacher Pay Scale		
Scale point	1 Sept 2021 to 31 Aug 2022	1 Sept 2022 to 31 Aug 2023
Min 1	£18,487	£19,412
2	£20,637	£21,669
3	£22,786	£23,926
4	£24,936	£26,183
5	£27,088	£28,443
Max 6	£29,238	£30,700

Additional Learning Needs (ALN)		
	1 Sept 2021 to 31 Aug 2022	1 Sept 2022 to 31 Aug 2023
ALN (Min)	£2,310	£2,426
ALN (Max)	£4,558	£4,786

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

Lead Practitioners Pay Range in Wales		
Spine Point	1 Sept 2021 to 31 Aug 2022	1 Sept 2022 to 31 Aug 2023
Min 1	£43,145	£45,303
2	£44,226	£46,438
3	£45,330	£47,597
4	£46,458	£48,781
5	£47,615	£49,996
6	£48,809	£51,250
7	£50,124	£52,631
8	£51,279	£53,843
9	£52,560	£55,188
10	£53,911	£56,607
11	£55,309	£58,075
12	£56,584	£59,414
13	£57,998	£60,898
14	£59,444	£62,417
15	£60,923	£63,970
16	£62,543	£65,671
17	£63,979	£67,178
Max 18	£65,590	£68,870