

SALARY CARD 2023/24/25

WALES

Classroom Teachers		
SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MAIN PAY RANGE		
MIN M2	£30,742	£32,433
M3	£33,212	£35,039
M4	£35,771	£37,739
M5	£38,587	£40,710
MAX M6	£42,466	£44,802
UPPER PAY RANGE		
MIN U1	£44,024	£46,446
U2	£45,656	£48,168
MAX U3	£47,340	£49,944

Teaching & Learning Responsibilities (TLRs)		
PAYMENT 1 (TLR1)	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MIN	£9,436	£9,955
MAX	£15,965	£16,844
PAYMENT 2 (TLR2)	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MIN	£3,271	£3,451
MAX	£7,986	£8,426
PAYMENT 3 (TLR) (FIXED TERM)	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MIN	£650	£686
MAX	£3,225	£3,403

Additional Learning Needs (ALN) Allowances		
	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
ALN MIN	£2,585	£2,728
ALN MAX	£5,098	£5,379

Unqualified Teachers Pay Range		
SCALE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MIN 1	£20,674	£21,812
2	£23,078	£24,348
3	£25,482	£26,884
4	£27,885	£29,419
5	£30,292	£31,959
MAX 6	£32,696	£34,495

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 Range		
SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
L1	£48,012	£50,653
L2	£49,213	£51,920
L3	£50,441	£53,216
L4	£51,697	£54,541
L5	£52,985	£55,900
L6	£54,316	£57,304
L7	£55,776	£58,844
L8	£57,064	£60,203
L9	£58,488	£61,705
L10	£59,990	£63,290
L11	£61,547	£64,933
L12	£62,966	£66,430
L13	£64,540	£68,090
L14	£66,148	£69,787
L15	£67,794	£71,523
L16	£69,598	£73,426
L17	£71,195	£75,111
L18	£72,985	£77,000
L19	£74,796	£78,910
L20	£76,649	£80,865
L21	£78,547	£82,868
L22	£80,497	£84,925
L23	£82,490	£87,027
L24	£84,536	£89,186
L25	£86,636	£91,401
L26	£88,780	£93,663
L27	£90,980	£95,984
L28	£93,236	£98,364
L29	£95,545	£100,800
L30	£97,923	£103,309
L31	£100,343	£105,862
L32	£102,836	£108,492
L33	£105,390	£111,187
L34	£107,996	£113,936
L35	£110,681	£116,769
L36	£113,420	£119,659
L37	£116,240	£122,634
L38	£119,117	£125,669
L39	£122,020	£128,732
L40	£125,064	£131,943
L41	£128,189	£135,240
L42	£131,400	£138,627
L43	£133,350	£140,685

Ranges for Headteachers			
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	£54,316 - £72,263	£57,304 - £76,238
2	L8 - L21	£57,064 - £77,769	£60,203 - £82,047
3	L11 - L24	£61,547 - £83,699	£64,933 - £88,303
4	L14 - L27	£66,148 - £90,079	£69,787 - £95,034
5	L18 - L31	£72,985 - £99,347	£77,000 - £104,812
6	L21 - L35	£78,547 - £109,585	£82,868 - £115,613
7	L24 - L39	£84,536 - £120,811	£89,186 - £127,456
8	L28 - L43	£93,236 - £133,350	£98,364 - £140,685

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, by 6.5% in 2022, by 5% in 2023, and by 5.5% in 2024.

The NASUWT salary scales above are entirely consistent with those published by the Welsh Government for 2024. They incorporate the 5.5% pay uplift, which has been accepted by the Welsh Government.

Lead Practitioners Pay Range		
SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MIN 1	£48,248	£50,902
2	£49,457	£52,178
3	£50,691	£53,480
4	£51,952	£54,810
5	£53,246	£56,175
6	£54,582	£57,585
7	£56,053	£59,136
8	£57,344	£60,498
9	£58,776	£62,009
10	£60,287	£63,603
11	£61,851	£65,253
12	£63,276	£66,757
13	£64,857	£68,425
14	£66,474	£70,131
15	£68,128	£71,876
16	£69,940	£73,787
17	£71,545	£75,480
MAX 18	£73,347	£77,382

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

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CONTACT US

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