

SALARY CARD 2023/24/25

THE FRINGE

Classroom Teachers THE FRINGE		
SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MAIN PAY RANGE		
MIN M1	£31,350	£33,075
M2	£33,150	£34,974
M3	£35,204	£37,141
M4	£37,436	£39,495
M5	£39,687	£41,870
MAX M6	£42,689	£45,037
UPPER PAY RANGE		
MIN U1	£44,579	£47,031
U2	£46,179	£48,719
MAX U3	£47,839	£50,471

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 THE FRINGE		
SCALE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MIN 1	£21,933	£23,140
2	£24,293	£25,630
3	£26,656	£28,123
4	£28,738	£30,319
5	£31,102	£32,813
MAX 6	£33,464	£35,305

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 THE FRINGE		
SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
L1	£48,484	£51,151
L2	£49,668	£52,400
L3	£50,876	£53,675
L4	£52,116	£54,983
L5	£53,383	£56,320
L6	£54,685	£57,693
L7	£56,126	£59,213
L8	£57,383	£60,540
L9	£58,785	£62,019
L10	£60,261	£63,576
L11	£61,789	£65,188
L12	£63,189	£66,665
L13	£64,737	£68,298
L14	£66,316	£69,964
L15	£67,928	£71,665
L16	£69,705	£73,539
L17	£71,285	£75,206
L18	£73,034	£77,051
L19	£74,811	£78,926
L20	£76,641	£80,857
L21	£78,507	£82,825
L22	£80,419	£84,843
L23	£82,373	£86,904
L24	£84,391	£89,033
L25	£86,450	£91,205
L26	£88,561	£93,432
L27	£90,718	£95,708
L28	£92,933	£98,045
L29	£95,207	£100,444
L30	£97,536	£102,901
L31	£99,924	£105,420
L32	£102,376	£108,007
L33	£104,887	£110,656
L34	£107,446	£113,356
L35	£110,085	£116,140
L36	£112,774	£118,977
L37	£115,547	£121,903
L38	£118,373	£124,884
L39	£121,222	£127,890
L40	£124,223	£131,056
L41	£127,289	£134,290
L42	£130,448	£137,623
L43	£132,352	£139,632

Ranges for Headteachers THE 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	£54,685 - £72,311	£57,693 - £76,289
2	L8 - L21	£57,383 - £77,730	£60,540 - £82,006
3	L11 - L24	£61,789 - £83,554	£65,188 - £88,150
4	L14 - L27	£66,316 - £89,818	£69,964 - £94,758
5	L18 - L31	£73,034 - £98,935	£77,051 - £104,377
6	L21 - L35	£78,507 - £108,995	£82,825 - £114,990
7	L24 - L39	£84,391 - £120,021	£89,033 - £126,623
8	L28 - L43	£92,933 - £132,352	£98,045 - £139,632

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 THE FRINGE		
SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
MIN 1	£48,723	£51,403
2	£49,913	£52,659
3	£51,126	£53,938
4	£52,372	£55,253
5	£53,645	£56,596
6	£54,956	£57,979
7	£56,401	£59,504
8	£57,666	£60,838
9	£59,076	£62,326
10	£60,557	£63,888
11	£62,094	£65,510
12	£63,501	£66,994
13	£65,055	£68,634
14	£66,641	£70,307
15	£68,262	£72,017
16	£70,048	£73,901
17	£71,635	£75,575
MAX 18	£73,393	£77,430

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.nasuwt.org

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