

Salary Scales

SCP	Job Evaluation Scores (GLPC scheme)	FTE SALARY	MONTHLY	HOURLY (National Living Wage £8.72 from 01/04/2020)	Hourly Living Wage £9.30 from 01/04/2020
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NJC for Local Government (as at 1st April 2020)

£17,942

GRADE 1				
1	1 - 247	17842	1486.83	9.25

GRADE 2				
2	248 - 286	18198	1516.50	9.43
3		18562	1546.83	9.62

GRADE 3				
3	287 - 327	18562	1546.83	9.62
4		18933	1577.75	9.81
5		19312	1609.33	10.01
6		19698	1641.50	10.21

GRADE 4				
6	328 - 369	19698	1641.50	10.21
7		20092	1674.33	10.41
8		20493	1707.75	10.62
9		20903	1741.92	10.83
11		21748	1812.33	11.27

GRADE 5				
11	370 - 409	21748	1812.33	11.27
12		22183	1848.58	11.50
14		23080	1923.33	11.96
15		23541	1961.75	12.20
17		24491	2040.92	12.69
19		25481	2123.42	13.21

GRADE 6				
19	410 - 454	25481	2123.42	13.21
20		25991	2165.92	13.47
22		27041	2253.42	14.02
23		27741	2311.75	14.38
24		28672	2389.33	14.86
25		29577	2464.75	15.33

GRADE 7				
25	455 - 499	29577	2464.75	15.33
26		30451	2537.58	15.78
27		31346	2612.17	16.25
28		32234	2686.17	16.71
29		32910	2742.50	17.06
30		33782	2815.17	17.51

GRADE 8				
30	500 - 544	33782	2815.17	17.51
31		34728	2894.00	18.00
32		35745	2978.75	18.53
33		36922	3076.83	19.14
34		37890	3157.50	19.64

GRADE 9				
34	545 - 589	37890	3157.50	19.64
35		38890	3240.83	20.16
36		39880	3323.33	20.67
37		40876	3406.33	21.19

GRADE 10				
37	590 +	40876	3406.33	21.19
38		41881	3490.08	21.71
39		42821	3568.42	22.20
40		43857	3654.75	22.73

Other		0	0.00	0.00
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* SCP 10, 13, 16, 18 & 21 are not in use

SCP	FTE SALARY	MONTHLY	HOURLY
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JNC CHIEF OFFICERS (as at 1st April 2020)

OM2			
1	47832	3986.00	24.79
2	50348	4195.67	26.10
3	52538	4378.17	27.23
4	55157	4596.42	28.59
5	57779	4814.92	29.95

OM1			
1	58445	4870.42	30.29
2	61692	5141.00	31.98
3	64940	5411.67	33.66
4	68010	5667.50	35.25
5	71224	5935.33	36.92

Chief Officer/Assistant Director			
1	88985	7415.42	46.12

Chief Digital Officer			
1	105052	8754.33	54.45

Director			
1	130859	10904.92	67.83

Corporate Director			
1	141764	11813.67	73.48

JNC CHIEF EXECUTIVE (as at 1st April 2020)

Chief Executive			
1	185385	15448.75	96.09

NATIONAL MINIMUM WAGE (as at 1st April 2020)

NMW - Point 1 (16 to 17 years of age)			
1	8778	731.50	4.55

NMW - Point 2 (18 to 20 years of age)			
2	12444	1037.00	6.45

NMW - Point 3 (21 to 24 years of age)			
3	15820	1318.33	8.20

NMW - Point 4 (25 years and above)			
4	16823	1401.92	8.72

Apprentice Rate			
1	8006	667.17	4.15

Teacher (Main Pay Range)

	Daily Rate (195ths)		
1	27,018	2251.50	138.55
2	27,018	2251.50	138.55
3	29,188	2432.33	149.68
4	31,436	2619.67	161.21
5	33,912	2826.00	173.91
6	37,320	3110.00	191.38

Teacher (Upper Pay Range)

	Daily Rate (195ths)		
1	38,690	3224.17	198.41
2	40,124	3343.67	205.76
3	41,604	3467.00	213.35

Unqualified Teacher

	Daily Rate (195ths)		
1	18,169	1514.08	93.17
2	20,282	1690.17	104.01
3	22,394	1866.17	114.84
4	24,507	2042.25	125.68
5	26,622	2218.50	136.52
6	28,735	2394.58	147.36

Leadership Group Range

	Min	Max
Group 1	47,735	63,508
Group 2	50,151	68,347
Group 3	54,091	73,559
Group 4	58,135	79,167
Group 5	64,143	87,313
Group 6	69,031	96,310
Group 7	74,295	106,176
Group 8	81,942	117,197

* Scale points to be applied **only** to head teachers at the top of the school group range in the academic year 2015/16, indicating no uplift for 2016/17.

e.g
Headteacher on Grade 12-18 (moves to sp18 on Sept 2016)
Salary Range £51,127 - £58,677 (no uplift on point 18)

Headteacher on Grade 15-21 (moves to sp18 on Sept 2016)
Salary Range £55,049 - £63,779 (sp18 = £59,264)

Leading Practitioner Range

LP01 - LP05		LP02 - LP06		LP03-LP07	
1	42,402	2	43,465	3	44,550
2	43,465	3	44,550	4	45,658
3	44,550	4	45,658	5	46,796
4	45,658	5	46,796	6	47,969
5	46,796	6	47,969	7	49,261
LP04-LP08		LP05-LP09		LP06-LP10	
4	45,658	5	46,796	6	47,969
5	46,796	6	47,969	7	49,261
6	47,969	7	49,261	8	50,397
7	49,261	8	50,397	9	51,656
8	50,397	9	51,656	10	52,983
LP07-LP11		LP08-LP12		LP09-LP13	
7	49,261	8	50,397	9	51,656
8	50,397	9	51,656	10	52,983
9	51,656	10	52,983	11	54,357
10	52,983	11	54,357	12	55,610
11	54,357	12	55,610	13	57,000
LP10-LP14		LP11-LP15		LP12-LP16	
10	52,983	11	54,357	12	55,610
11	54,357	12	55,610	13	57,000
12	55,610	13	57,000	14	58,421
13	57,000	14	58,421	15	59,875
14	58,421	15	59,875	16	61,467
LP13-LP17		LP14-LP18			
13	57,000	14	58,421		
14	58,421	15	59,875		
15	59,875	16	61,467		
16	61,467	17	62,878		
17	62,878	18	64,461		

Leadership Pay Range

1	42,195
2	43,251
3	44,331
4	45,434
5	46,566
6	47,735
7	49,019
8	50,151
9	51,402
10	52,723
11	54,091
12	55,338
13	56,721
14	58,135
15	59,581
16	61,166
17	62,570
18*	63,508
18	64,143
19	65,735
20	67,364
21*	68,347
21	69,031
22	70,745
23	72,497
24*	73,559
24	74,295
25	76,141
26	78,025
27*	79,167
27	79,958
28	81,942
29	83,971
30	86,061
31*	87,313
31	88,187
32	90,379
33	92,624
34	94,914
35*	96,310
35	97,273
36	99,681
37	102,159
38	104,687
39*	106,176
39	107,239
40	109,914
41	112,660
42	115,483
43	117,197

JNC YOUTH AND COMMUNITY (as at 1st September 2020)

SCP	FTE SALARY	MONTHLY	HOURLY	Hourly Living Wage £9.30 from 01/04/2020
CE2				£17,942
05	25313	2109.42	13.12	
06	25313	2109.42	13.12	
07	27202	2266.83	14.10	
08	31152	2596.00	16.15	
09	31152	2596.00	16.15	
10	36849	3070.75	19.10	

SCP	FTE SALARY	MONTHLY	HOURLY
T00 1			
11	23178	1931.50	12.01
12	24228	2019.00	12.56
13	25313	2109.42	13.12
14	26437	2203.08	13.70

T00 2			
18	29579	2464.92	15.33
19	30364	2530.33	15.74
20	31152	2596.00	16.15
21	32036	2669.67	16.61

T00 3			
20	31152	2596.00	16.15
21	32036	2669.67	16.61
22	33039	2753.25	17.12
23	34015	2834.58	17.63

T00 4			
22	33039	2753.25	17.12
23	34015	2834.58	17.63
24	34997	2916.42	18.14
25	35985	2998.75	18.65

T00 4A			
24	34997	2916.42	18.14
25	35985	2998.75	18.65
26	36973	3081.08	19.16
27	37961	3163.42	19.68

T00 5			
27	37961	3163.42	19.68
28	38961	3246.75	20.19
29	39953	3329.42	20.71
30	40947	3412.25	21.22

SCP	FTE SALARY	MONTHLY	HOURLY
T00 HRLY			
05	19308	1609.00	10.01
06	19631	1635.92	10.18
07	19922	1660.17	10.33
08	20589	1715.75	10.67
09	21439	1786.58	11.11
10	22104	1842.00	11.46
11	23178	1931.50	12.01
12	24228	2019.00	12.56
13	25313	2109.42	13.12
14	26437	2203.08	13.70
15	27202	2266.83	14.10
16	28001	2333.42	14.51
17	28787	2398.92	14.92
18	29579	2464.92	15.33
19	30364	2530.33	15.74
20	31152	2596.00	16.15
21	32036	2669.67	16.61
22	33039	2753.25	17.12
23	34015	2834.58	17.63
24	34997	2916.42	18.14

SOULBURY (as at 1st September 2020)

SCP	FTE SALARY	MONTHLY	HOURLY
EAI			
01	36419	3034.92	18.88
02	37723	3143.58	19.55
03	38955	3246.25	20.19
04	40203	3350.25	20.84
05	41443	3453.58	21.48
06	42684	3557.00	22.12
07	43988	3665.67	22.80
08	45243	3770.25	23.45
09	46705	3892.08	24.21
10	48009	4000.75	24.88
11	49295	4107.92	25.55
12	50541	4211.75	26.20
13	51951	4329.25	26.93
14	53209	4434.08	27.58
15	54598	4549.83	28.30
16	55854	4654.50	28.95
17	57114	4759.50	29.60
18	58350	4862.50	30.24
19	59625	4968.75	30.91
20	60283	5023.58	31.25
21	61549	5129.08	31.90
22	62653	5221.08	32.47
23	63867	5322.25	33.10
24	64956	5413.00	33.67
25	66121	5510.08	34.27
26	67257	5604.75	34.86
27	68419	5701.58	35.46
28	69597	5799.75	36.07
29	70777	5898.08	36.69
30	71956	5996.33	37.30
31	73124	6093.67	37.90
32	74311	6192.58	38.52
33	75498	6291.50	39.13
34	76714	6392.83	39.76
35	77927	6493.92	40.39
36	79174	6597.83	41.04
37	80402	6700.17	41.67
38	81642	6803.50	42.32
39	82866	6905.50	42.95
40	84089	7007.42	43.59
41	85318	7109.83	44.22
42	86546	7212.17	44.86
43	87773	7314.42	45.50
44	89006	7417.17	46.13
45	90236	7519.67	46.77
46	91468	7622.33	47.41
47	92705	7725.42	48.05
48	93930	7827.50	48.69
49	95160	7930.00	49.32

SCP	FTE SALARY	MONTHLY	HOURLY
AEP			
01	30166	2513.83	15.64
02	31399	2616.58	16.27
03	32630	2719.17	16.91
04	33856	2821.33	17.55

SCP	FTE SALARY	MONTHLY	HOURLY
EDPSY A			
01	38197	3183.08	19.80
02	40136	3344.67	20.80
03	42075	3506.25	21.81
04	44012	3667.67	22.81
05	45951	3829.25	23.82
06	47889	3990.75	24.82
07	49714	4142.83	25.77
08	51538	4294.83	26.71
09	53247	4437.25	27.60
10	54959	4579.92	28.49
11	56554	4712.83	29.31

SCP	FTE SALARY	MONTHLY	HOURLY
EDPSY B			
01	47889	3990.75	24.82
02	49714	4142.83	25.77
03	51538	4294.83	26.71
04	53247	4437.25	27.60
05	54959	4579.92	28.49
06	56554	4712.83	29.31
07	57209	4767.42	29.65
08	58433	4869.42	30.29
09	59646	4970.50	30.92
10	60880	5073.33	31.56
11	62090	5174.17	32.18
12	63323	5276.92	32.82

ALLOWANCES

Single Status Contractual Allowances - NJC 37 Hours

Wage Type	Wage Type Text	£/Hours/Units	Comments
1015	Market Supplement £	£	Cash Amount
1020	Market Supplement %	Units	% of Annual Salary, amount auto populates
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.27 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1306	Protected Allowance	£	SOP Protected Allowance
1324	Dress Allowance	£	Cash Amount £21.81
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1421	AMHP Payment	£	£1800 PA pro rata , amount auto populates
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	27 or 32 Days
1600	Contractual Overtime	Hours	SCP * 1.5
1605	Night Allowance	Hours	SCP * 1/3
1610	Shift Allowance 10%	£	10% of Annual Salary, amount auto populates
1615	Standby Duty	Units	£30.96 per session
1620	Weekend Work	Hours	SCP * 1/2
1625	SEN	£	£498.36 PA, £41.53 monthly amount auto populates
1630	First Aid Allowance	£	£186.48 PA, £15.54 monthly amount auto populates
1632	Living Wage Supplement	£	Cash amount and only payable for scp 1
1650	Market Supplement - CS	£	£5000 PA pro rata , amount auto populates

Single Status Contractual Allowances - JNC Craft/Assoc

Wage Type	Wage Type Text	£/Hours/Units	Comments
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.27 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	27 or 32 Days
1600	Contractual Overtime	Hours	SCP * 1.5
1605	Night Allowance	Hours	SCP * 1/3
1610	Shift Allowance 10%	£	10% of Annual Salary, amount auto populates
1615	Standby Duty	Units	£30.96 per session
1620	Weekend Work	Hours	SCP * 1/2
1630	First Aid Allowance	£	£186.48 PA, £15.54 monthly amount auto populates
1632	Living Wage Supplement	£	Cash amount and only payable for scp 1
1634	Tool Allowance 1	£	£189.84 PA, £15.82 monthly amount auto populates
1636	Tool Allowance 2	£	£403.68 PA, £33.64 monthly amount auto populates

Contractual Allowances - Chief Officers

Wage Type	Wage Type Text	£/Hours/Units	Comments
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.27 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	27 or 32 Days
1630	First Aid Allowance	£	£186.48 PA, £15.54 monthly amount auto populates

Contractual Allowances - JNC Youth & Comm

Wage Type	Wage Type Text	£/Hours/Units	Comments
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.03 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	34 or 39 Days (Actual AL are 30 or 35)
1630	First Aid Allowance	£	£186.48 PA, £15.54 monthly amount auto populates

Contractual Allowances - Soulbury

Wage Type	Wage Type Text	£/Hours/Units	Comments
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.03 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	29 or 34 Days (Actual AL are 25 or 30)
1630	First Aid Allowance	£	£186.48 PA, £15.54 monthly amount auto populates

Contractual Allowances - Teachers

Wage Type	Wage Type Text	£/Hours/Units	Comments
1313	Pay Supplement	£	Cash Amount
1360	SEN - Teacher	£	Cash Amount - please refer to the minimum and maxium for each academic year below
1375	First Aid - Teachers	£	£186.48 PA, £15.54 monthly amount auto populates
1376	TLR1	£	Cash Amount - please refer to the minimum and maxium for each academic year below.
1377	TLR2	£	Cash Amount - please refer to the minimum and maxium for each academic year below
1378	Safeguard Payment	£	Fixed term cash amount - normally ends after 3 years
1386	TLR3	£	Fixed term cash amount - requires an end date, lease refer to the minimum and maxium for each academic year below
1388	Discretionary Payment HT	£	Cash Amount
1389	Discretionary Payment HT %	Units	% of Annual Salary, amount auto populates

Start Date	End Date	Allowance	Min	Max
01/09/2014	31/08/2015	SEN - Teacher	£2,043	£4,034
01/09/2015	31/08/2016	SEN - Teacher	£2,064	£4,075
01/09/2016	31/08/2017	SEN - Teacher	£2,085	£4,116
01/09/2017	31/08/2018	SEN - Teacher	£2,106	£4,158
01/09/2018	31/08/2019	SEN - Teacher	£2,149	£4,242
01/09/2019	31/08/2020	SEN - Teacher	£2,209	£4,359
01/09/2020		SEN - Teacher	£2,270	£4,479
01/09/2014	31/08/2015	TLR 1	£7,471	£12,643
01/09/2015	31/08/2016	TLR 1	£7,546	£12,770
01/09/2016	31/08/2017	TLR 1	£7,622	£12,898
01/09/2017	31/08/2018	TLR 1	£7,699	£13,027
01/09/2018	31/08/2019	TLR 1	£7,853	£13,288
01/09/2019	31/08/2020	TLR 1	£8,069	£13,654
01/09/2020		TLR 1	£8,291	£14,030
01/09/2014	31/08/2015	TLR 2	£2,587	£6,322
01/09/2015	31/08/2016	TLR 2	£2,613	£6,386
01/09/2016	31/08/2017	TLR 2	£2,640	£6,450
01/09/2017	31/08/2018	TLR 2	£2,667	£6,515
01/09/2018	31/08/2019	TLR 2	£2,721	£6,646
01/09/2019	31/08/2020	TLR 2	£2,796	£6,829
01/09/2020		TLR 2	£2,873	£7,017
01/09/2014	31/08/2015	TLR 3	£511	£2,551
01/09/2015	31/08/2016	TLR 3	£517	£2,577
01/09/2016	31/08/2017	TLR 3	£523	£2,603
01/09/2017	31/08/2018	TLR 3	£529	£2,630
01/09/2018	31/08/2019	TLR 3	£540	£2,683
01/09/2019	31/08/2020	TLR 3	£555	£2,757
01/09/2020		TLR 3	£571	£2,833