

# School Teachers Pay and Conditions Document 2018

**For the attention of Headteachers, SBMs and Governors**

**The purpose of this email is to confirm the details of the changes to the 2018 STP&CD**

**Queries to: Jo Hardy/Claire Connolly, HR Team Manager**

Dear all

Further to the briefing paper that was sent out on 18 September 2018 regarding the STP&CD 2018. We have been asked by a number of schools to provide an additional illustration of alternative options that schools could consider when applying the pay award, due to budget constraints in schools.

**Please be aware this is an illustration only and should not be taken as any kind of recommendation as to the appropriate action that should be taken.** You should ensure that you have a thorough and detailed discussion with your Governors regarding how the pay award should be applied in your school to ensure that they are fully aware of the implications of their decision. Particular attention should be given to appropriate pay differentials as well as possible recruitment and retention issues should you decide to apply the award in a different way to other schools in the area. Whilst we are sure that all members of staff will be keen to have their pay award applied, along with any appropriate incremental progression related to performance, we are sure that staff will want to know that the Governors have considered this issue carefully, both in terms of affordability for now and in the future.

Therefore to aid your discussions, please see attached a further two options that Governors may wish to discuss. The options highlighted in the previous briefing paper are still valid options for consideration, and should be considered alongside the two options illustrated below (hence naming them options 4 and 5).

## **Option 4 (See values attached – NB these values do not include on costs)**

- A 3.5% uplift to the minima and maxima of the MPR and unqualified pay range
- A 2% uplift to the UPR, the minima and maxima of the leading practitioner range and the minima and maxima of TLR1 and TLR2 values, as well as SEN allowances

- A 1.5% uplift to all values on the leadership group pay range
- A 2% uplift to all other mid point values across all other pay ranges and allowances.

**Option 5 (See values attached – NB these values do not include on costs)**

- A 3.5% uplift to the minima and maxima of the MPR and unqualified pay range
- A 2% uplift to the minima and maxima of the UPR, the minima and maxima of the leading practitioner range and the minima and maxima of TLR1 and TLR2 values, as well as SEN allowances
- A 1.5% uplift to the minima and maxima of the leadership group pay range, as well as the minima and the maxima of the group points
- A 1% uplift to all other mid point values across all other pay ranges and allowances.

As explained previously, any decisions that Governors make, will also need to be reflected in the pay policy for the school – a revised guidance document will be issued to schools as soon as practicable.

**Given that there are no longer any nationally agreed or recognised pay points, it is critical that during any interview process you make it clear the value of the post that you are offering to an individual, i.e. not quoting M5, but actually quoting the value of M5 at your school. You will need to ensure that your administrative teams are also aware of this change to avoid any confusion over starting salaries etc. You may even wish to consider providing all candidates with a copy of your pay policy, so that they are aware of the pay point values in place at your school to ensure that they are fully informed.**

## Option 4

### Main pay range + 3.5% min and max, 2% elsewhere

MIN	£23,720.00
M2	£25,223.00
M3	£27,251.00
M4	£29,348.00
M5	£31,660.00
M6	£34,162.00
MAX	£35,008.00

### UPR + 2%

UPR1	£36,646.00
UPR2	£37,817.00
UPR3	£39,406.00

### TLR 3 + 2%

MIN	£540.00
MAX	£2,683.00

### TLR 2 + 2%

MIN	£2,721.00
MAX	£6,646.00

### TLR 1 + 2%

MIN	£7,853.00
MAX	£13,288.00

### SEN allowances + 2%

MIN	£2,149.00
MAX	£4,242.00

### Unqualified pay range + 3.5% min and max, 2% elsewhere

MIN	£17,208.00
	£18,932.00
	£20,902.00
	£22,876.00
	£24,850.00
MAX	£27,216.00

### Lead practitioner + 2%

MIN	£40,162.00
MAX	£61,055.00

### Heads national groups + 1.5 %

From

To

Group 1	<b>£45,213.00</b>	<b>£60,153.00</b>
Group 2	<b>£47,501.00</b>	<b>£64,736.00</b>
Group 3	<b>£51,234.00</b>	<b>£69,673.00</b>
Group 4	<b>£55,064.00</b>	<b>£74,985.00</b>
Group 5	<b>£60,755.00</b>	<b>£82,701.00</b>
Group 6	<b>£65,384.00</b>	<b>£91,223.00</b>
Group 7	<b>£70,370.00</b>	<b>£100,568.00</b>
Group 8	<b>£77,613.00</b>	<b>£111,007.00</b>

**Leadership group + 1.5%**

MIN	<b>£39,965.00</b>	
L2	<b>£40,966.00</b>	
L3	<b>£41,989.00</b>	
L4	<b>£43,034.00</b>	
L5	<b>£44,106.00</b>	
L6	<b>£45,213.00</b>	
L7	<b>£46,430.00</b>	
L8	<b>£47,501.00</b>	
L9	<b>£48,687.00</b>	
L10	<b>£49,937.00</b>	
L11	<b>£51,234.00</b>	
L12	<b>£52,414.00</b>	
L13	<b>£53,724.00</b>	
L14	<b>£55,064.00</b>	
L15	<b>£56,434.00</b>	
L16	<b>£57,934.00</b>	
L17	<b>£59,265.00</b>	
L18 MAX GP 1	<b>£60,153.00</b>	MAX GP 1
L18	<b>£60,755.00</b>	
L19	<b>£62,262.00</b>	
L20	<b>£63,806.00</b>	
L21 MAX GP 2	<b>£64,736.00</b>	MAX GP 2
L21	<b>£65,384.00</b>	
L22	<b>£67,008.00</b>	
L23	<b>£68,667.00</b>	
L24 MAX GP 3	<b>£69,673.00</b>	MAX GP 3
L24	<b>£70,370.00</b>	
L25	<b>£72,119.00</b>	
L26	<b>£73,903.00</b>	
L27 MAX GP 4	<b>£74,985.00</b>	MAX GP 4
L27	<b>£75,735.00</b>	
L28	<b>£77,613.00</b>	
L29	<b>£79,535.00</b>	
L30	<b>£81,515.00</b>	
L31 MAX GP 5	<b>£82,701.00</b>	MAX GP 5
L31	<b>£83,528.00</b>	
L32	<b>£85,605.00</b>	
L33	<b>£87,732.00</b>	
L34	<b>£89,900.00</b>	
L35 MAX GP 6	<b>£91,223.00</b>	MAX GP 6
L35	<b>£92,135.00</b>	

L36	£94,416.00	
L37	£96,763.00	
L38	£99,158.00	
L39 MAX GP 7	£100,568.00	MAX GP 7
L39	£101,574.00	
L40	£104,109.00	
L41	£106,709.00	
L42	£109,383.00	
MAX	£111,007.00	MAX GP 8

## Option 5

### Main pay range + 3.5% min and max, 1% elsewhere

MIN	£23,720.00
M2	£24,976.00
M3	£26,984.00
M4	£29,060.00
M5	£31,350.00
M6	£33,827.00
MAX	£35,008.00

### UPR + 2% min and max, 1% elsewhere

UPR1	£36,646.00
UPR2	£37,631.00
UPR3	£39,406.00

### TLR 3 + 2%

MIN	£540.00
MAX	£2,683.00

### TLR 2 + 2%

MIN	£2,721.00
MAX	£6,646.00

### TLR 1 + 2%

MIN	£7,853.00
MAX	£13,288.00

### SEN allowances + 2%

MIN	£2,149.00
MAX	£4,242.00

### Unqualified pay range + 3.5% min and max, 1% elsewhere

MIN	£17,208.00
	£18,746.00
	£20,697.00

	<b>£22,652.00</b>
	<b>£24,606.00</b>
MAX	<b>£27,216.00</b>

**Lead practitioner + 2%**

MIN	<b>£40,162.00</b>
MAX	<b>£61,055.00</b>

**Leadership pay range +1.5% min and max and min and max of national groups, 1% elsewhere (1.5% uplifted values highlighted in red)**

<b>MIN</b>	<b>£39,965.00</b>	
L2	£40,764.00	
L3	£41,782.00	
L4	£42,822.00	
L5	£43,889.00	
<b>L6</b>	<b>£45,213.00</b>	
L7	£46,201.00	
<b>L8</b>	<b>£47,501.00</b>	
L9	£48,447.00	
L10	£49,691.00	
<b>L11</b>	<b>£51,234.00</b>	
L12	£52,156.00	
L13	£53,460.00	
<b>L14</b>	<b>£55,064.00</b>	
L15	£56,156.00	
L16	£57,648.00	
L17	£58,973.00	
<b>L18 MAX GP 1</b>	<b>£60,153.00</b>	<b>MAX GP 1</b>
<b>L18</b>	<b>£60,755.00</b>	
L19	£61,955.00	
L20	£63,492.00	
<b>L21 MAX GP 2</b>	<b>£64,736.00</b>	<b>MAX GP 2</b>
<b>L21</b>	<b>£65,384.00</b>	
L22	£66,678.00	
L23	£68,329.00	
<b>L24 MAX GP 3</b>	<b>£69,673.00</b>	<b>MAX GP 3</b>
<b>L24</b>	<b>£70,370.00</b>	
L25	£71,764.00	
L26	£73,539.00	
<b>L27 MAX GP 4</b>	<b>£74,985.00</b>	<b>MAX GP 4</b>
L27	£75,362.00	
<b>L28</b>	<b>£77,613.00</b>	
L29	£79,143.00	
L30	£81,114.00	
<b>L31 MAX GP 5</b>	<b>£82,701.00</b>	<b>MAX GP 5</b>
L31	£83,116.00	
L32	£85,183.00	
L33	£87,300.00	
L34	£89,457.00	

L35 MAX GP 6	<b>£91,223.00</b>	MAX GP 6
L35	<b>£91,681.00</b>	
L36	<b>£93,951.00</b>	
L37	<b>£96,287.00</b>	
L38	<b>£98,669.00</b>	
L39 MAX GP 7	<b>£100,568.00</b>	MAX GP 7
L39	<b>£101,073.00</b>	
L40	<b>£103,596.00</b>	
L41	<b>£106,184.00</b>	
L42	<b>£108,844.00</b>	
MAX	<b>£111,007.00</b>	MAX GP 8

## Contact details

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