

## APPENDIX 2: DISCRETIONARY REFERENCE POINTS 2022/23

Effective from 1.9.22

### MAIN PAY RANGE

|    |        |
|----|--------|
| M1 | 28,000 |
| M2 | 29,800 |
| M3 | 31,750 |
| M4 | 33,850 |
| M5 | 35,990 |
| M6 | 38,810 |

### UPPER PAY RANGE

|    |        |
|----|--------|
| U1 | 40,625 |
| U2 | 42,131 |
| U3 | 43,685 |

### UNQUALIFIED TEACHER PAY RANGE

|   |        |
|---|--------|
| 1 | 19,340 |
| 2 | 21,559 |
| 3 | 23,777 |
| 4 | 25,733 |
| 5 | 27,954 |
| 6 | 30,172 |

### LEADING PRACTITIONERS PAY RANGE

|         |        |
|---------|--------|
| Minimum | 44,523 |
| Maximum | 67,685 |

### TEACHING AND LEARNING RESPONSIBILITY (TLR) PAYMENTS

|         | TLR1   | TLR2  | TLR3  |
|---------|--------|-------|-------|
| Minimum | 8,706  | 3,017 | 600   |
| Maximum | 14,732 | 7,368 | 2,975 |

### SPECIAL EDUCATIONAL NEEDS (SEN) ALLOWANCES

|         |       |
|---------|-------|
| Minimum | 2,384 |
| Maximum | 4,703 |

## Leadership Group Pay Range

|  |                 | 1.9.22  |
|--|-----------------|---------|
|  | 1               | 44,305  |
|  | 2               | 45,414  |
|  | 3               | 46,548  |
|  | 4               | 47,706  |
|  | 5               | 48,895  |
|  | 6               | 50,122  |
|  | 7               | 51,470  |
|  | 8               | 52,659  |
|  | 9               | 53,973  |
|  | 10              | 55,360  |
|  | 11              | 56,796  |
|  | 12              | 58,105  |
|  | 13              | 59,558  |
|  | 14              | 61,042  |
|  | 15              | 62,561  |
|  | 16              | 64,225  |
|  | 17              | 65,699  |
|  | 18 <sup>a</sup> | 66,684  |
|  | 18 <sup>b</sup> | 67,351  |
|  | 19              | 69,022  |
|  | 20              | 70,733  |
|  | 21 <sup>a</sup> | 71,765  |
|  | 21 <sup>b</sup> | 72,483  |
|  | 22              | 74,283  |
|  | 23              | 76,122  |
|  | 24 <sup>a</sup> | 77,237  |
|  | 24 <sup>b</sup> | 78,010  |
|  | 25              | 79,949  |
|  | 26              | 81,927  |
|  | 27 <sup>a</sup> | 83,126  |
|  | 27 <sup>b</sup> | 83,956  |
|  | 28              | 86,040  |
|  | 29              | 88,170  |
|  | 30              | 90,365  |
|  | 31 <sup>a</sup> | 91,679  |
|  | 31 <sup>b</sup> | 92,597  |
|  | 32              | 94,898  |
|  | 33              | 97,256  |
|  | 34              | 99,660  |
|  | 35 <sup>a</sup> | 101,126 |
|  | 35 <sup>b</sup> | 102,137 |
|  | 36              | 104,666 |
|  | 37              | 107,267 |
|  | 38              | 109,922 |
|  | 39 <sup>a</sup> | 111,485 |
|  | 39 <sup>b</sup> | 112,601 |
|  | 40              | 115,410 |
|  | 41              | 118,293 |
|  | 42              | 121,258 |
|  | 43              | 123,057 |

**N.B.** In 2015, there was no increase to the maxima of eight Head Teacher pay groups on the leadership scale (Points 18,21,24,27,31,35,39 and 43). Therefore, Head Teachers for whom these points represented the top of their salary range, did not receive the 1% uplift. However, for Head Teachers where these points fell mid-point in their pay range, and for other leadership posts ie Assistant and Deputy Head Teachers, the 1% uplift applied. This has meant that for these eight points on the leadership scale there are now 2 values, e.g. 18a where this is the top point for a Head Teacher pay range and 18b where this is a midpoint in a salary range.