

APPENDIX 2: DISCRETIONARY REFERENCE POINTS 2023/24

Effective from 1.9.23

MAIN PAY RANGE

M1	30,000
M2	31,737
M3	33,814
M4	36,051
M5	38,330
M6	41,333

UPPER PAY RANGE

U1	43,266
U2	44,870
U3	46,525

UNQUALIFIED TEACHER PAY RANGE

1	20,598
2	22,961
3	25,323
4	27,406
5	29,772
6	32,134

LEADING PRACTITIONERS PAY RANGE

Minimum	47,417
Maximum	72,085

TEACHING AND LEARNING RESPONSIBILITY (TLR) PAYMENTS

	TLR1	TLR2	TLR3
Minimum	9,272	3,214	639
Maximum	15,690	7,847	3,169

SPECIAL EDUCATIONAL NEEDS (SEN) ALLOWANCES

Minimum	2,539
Maximum	5,009

Leadership Group Pay Range

		1.9.23
		1
		2
		3
		4
		5
		6
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		8
		9
		10
		11
		12
		13
		14
		15
		16
		17
		18 ^a
		18 ^b
		19
		20
		21 ^a
		21 ^b
		22
		23
		24 ^a
		24 ^b
		25
		26
		27 ^a
		27 ^b
		28
		29
		30
		31 ^a
		31 ^b
		32
		33
		34
		35 ^a
		35 ^b
		36
		37
		38
		39 ^a
		39 ^b
		40
		41
		42
		43

Group	Start	End
Group 1	6	17
Group 2	8	19
Group 3	10	21
Group 4	12	23
Group 5	14	25
Group 6	16	27
Group 7	18	29
Group 8	20	31

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.