

20 September 2019

Dear Colleague,

### **School teachers' pay 2019/20**

The Department for Education (DfE) has published the final 2019 School Teachers' Pay and Conditions Document (STPCD). The changes primarily show the amendments to pay based on:

- a 2.75% uplift applied to the statutory minima and maxima of all pay ranges and allowances.

This circular has been produced to assist with the deliberations on its implications for school pay policies.

As time goes by since greater flexibility was introduced into the pay arrangements for schoolteachers, it has become more difficult to issue any national guidance that is straightforward. You will recall that in 2014 we last issued joint guidance on reference points with the teaching unions. However in 2015 that was not possible because of differing views on the application of the 1% and 2% at the top of the Main Pay Range (MPR) (the M6a and M6b issue).

The legacy of that precluded any joint reference points being issued in 2016 and 2017. We recognise that changes in recent years have also resulted in some erosion of what had previously been fairly consistent gaps between pay points in the national framework.

Over recent years the approach within the STPCD has been to move away from any separation of pay increases that might be attributable to 'the cost of living' and those linked to the performance of individual teachers. The expectation is that approaches to this will be taken locally and will also consider affordability at school level. In that context an approach based on increasing only the bottom and top of the range as part of the national framework while staying silent on pay rates within that range can be seen as consistent from a Department for Education perspective.

However, the NEOST view based on feedback from our stakeholders is that the majority of schools do still want a consistent pay spine produced for them which they can use to manage the required performance-related progression at school-level. School pay policies for 2018/19 will have set out the basis for

determining the level of any pay progression for the school's teachers, including the head teacher, from 1 September 2019. There remains broad support within the sector for not conflating cost of living and performance awards.

**For avoidance of doubt, we are not recommending any particular approach be taken. The aim of this circular is set out issues that will influence local decision-making and then to 'do the maths' on what we think are likely to be the most common models.**

The Appendix contains, two tables for the MPR for 2019. Both have uprated the 2018 figures by 2.75%. We assume that the one to be adopted (where there is a wish locally to take the same approach on pay points as in previous years) will depend on whether schools had uprated all MPR pay points by 2% in 2017 or only applied 1% to M2 to M6a.

For other ranges, the figures are more straightforward and have been uprated in line with the percentages set out above.

However, Points 18\*, 21\*, 24\*, 27\*, 31\*, 35\*, 39\* and 43 on the Leadership Pay Range are the salary figures for head teachers at, or moving to, the top of the school group ranges only. These different figures are a legacy of the 2015 STPCD which provided for no uplift to the maxima of the eight head teacher group ranges.

Yours faithfully

A handwritten signature in black ink, appearing to read 'S. Lansley', written in a cursive style.

Selena Lansley  
Principal Negotiating Officer

## Appendix

<b>MAIN PAY RANGE Option A</b>				
<b>Discretionary reference points 2019/20 (M2-M6a 1% increase in 2017)</b>				
		<b>England</b>	<b>Inner London</b>	<b>Outer London</b>
<b>Minimum</b>	M1	24,373	30,480	28,355
	M2	26,041	31,755	29,818
	M3	28,133	33,410	31,663
	M4	30,299	35,150	33,623
	M5	32,686	37,855	36,475
	M6a	35,269	40,673	39,253
<b>Maximum</b>	M6b	35,971	41,483	40,035

<b>MAIN PAY RANGE Option B</b>				
<b>Discretionary reference points 2019/20 (M2-M6a 2% increase in 2017)</b>				
		<b>England</b>	<b>Inner London</b>	<b>Outer London</b>
<b>Minimum</b>	M1	24,373	30,480	28,355
	M2	26,298	32,070	30,113
	M3	28,413	33,741	31,976
	M4	30,599	35,499	33,956
	M5	33,010	38,230	36,836
	M6a	35,619	41,076	39,641
<b>Maximum</b>	M6b	35,971	41,483	40,035

**UPPER PAY RANGE**

**Discretionary reference points 2019/20**

		<b>England</b>	<b>Inner London</b>	<b>Outer London</b>
<b>Minimum</b>	U1	37,654	45,713	41,419
	U2	39,050	47,960	42,951
<b>Maximum</b>	U3	40,490	49,571	44,541

**LEADERSHIP GROUP PAY RANGE**

**Discretionary reference points 2019/20**

	<b>England</b>	<b>Inner London</b>	<b>Outer London</b>	<b>Fringe Area</b>
1	41,065	48,824	44,323	42,195
2	42,093	49,857	45,353	43,226
3	43,144	50,912	46,400	44,277
4	44,218	51,984	47,479	45,356
5	45,319	53,091	48,582	46,459
6	46,457	54,223	49,714	47,592
7	47,707	55,477	50,969	48,846
8	48,808	56,576	52,067	49,940
9	50,026	57,790	53,284	51,161
10	51,311	59,076	54,571	52,445
11	52,643	60,404	55,898	53,775
12	53,856	61,624	57,117	54,993
13	55,202	62,968	58,465	56,340
14	56,579	64,344	59,833	57,714
15	57,986	65,747	61,241	59,118
16	59,528	67,295	62,787	60,664
17	60,895	68,663	64,156	62,039

**LEADERSHIP GROUP PAY RANGE****Discretionary reference points 2019/20**

	<b>England</b>	<b>Inner London</b>	<b>Outer London</b>	<b>Fringe Area</b>
<b>18*</b>	<b>61,808</b>	<b>69,499</b>	<b>65,038</b>	<b>62,932</b>
18	62,426	70,194	65,689	63,562
19	63,975	71,742	67,237	65,109
20	65,561	73,328	68,820	66,701
<b>21*</b>	<b>66,517</b>	<b>74,208</b>	<b>69,747</b>	<b>67,648</b>
21	67,183	74,949	70,445	68,325
22	68,851	76,618	72,107	69,989
23	70,556	78,318	73,812	71,689
<b>24*</b>	<b>71,590</b>	<b>79,280</b>	<b>74,816</b>	<b>72,718</b>
24	72,306	80,074	75,564	73,446
25	74,103	81,867	77,361	75,237
26	75,936	83,699	79,194	77,075
<b>27*</b>	<b>77,048</b>	<b>84,731</b>	<b>80,272</b>	<b>78,170</b>
27	77,818	85,579	81,075	78,952
28	79,748	87,512	83,007	80,880
29	81,723	89,491	84,979	82,860
30	83,757	91,522	87,013	84,886
<b>31*</b>	<b>84,976</b>	<b>92,667</b>	<b>88,206</b>	<b>86,104</b>
31	85,826	93,594	89,089	86,965
32	87,960	95,722	91,215	89,098
33	90,145	97,911	93,406	91,284
34	92,373	100,140	95,633	93,511

**LEADERSHIP GROUP PAY RANGE****Discretionary reference points 2019/20**

	<b>England</b>	<b>Inner London</b>	<b>Outer London</b>	<b>Fringe Area</b>
<b>35*</b>	<b>93,732</b>	<b>101,421</b>	<b>96,957</b>	<b>94,859</b>
35	94,669	102,436	97,927	95,808
36	97,013	104,776	100,268	98,148
37	99,424	107,194	102,685	100,561
38	101,885	109,648	105,145	103,021
<b>39*</b>	<b>103,334</b>	<b>111,020</b>	<b>106,558</b>	<b>104,455</b>
39	104,368	112,131	107,624	105,500
40	106,972	114,742	110,234	108,112
41	109,644	117,416	112,905	110,781
42	112,392	120,156	115,647	113,530
43	114,060	121,749	117,287	115,188

\* These points and point 43 are the maximum salaries for the eight head teacher group ranges