

TEACHERS' PAY AWARD

1st September 2024



DCC summary of the revised Teachers' Salary Rates / Ranges etc applied to teachers' pay effective from 01/09/2024.

An increase of 5.5% applied to all pay and allowance ranges and advisory points, with higher increases to some parts of the Main Pay Range.

- Main Pay Range
- Upper Pay Range
- Allowance (TLR 1,2 & 3 & SEN Ranges)
- Leading Practitioner Pay Range
- Unqualified Teacher Pay Range
- Leadership Group Pay Spine
- Headteacher School Group Pay Ranges

Teachers' Salary Rates

1st September 2024

Basic Pay

Main Pay Range

Main Pay Salary Range 1st September 2024
£
31,650 to 43,607

From 1st September 2013 the Main Pay Scale became a salary range within which Governing Bodies were required to set reference points for pay progression. The DCC model Teachers' Pay Policy recommended that schools continued to adopt the previous 6 main scale points as their school MPS reference points.

From 1st September 2014 automatic service-based annual incremental progression ceased and increments are now awarded by individual performance review.

Set out below are the recommended reference points as will be set out in the DCC model Teachers' Pay Policy.

1st September 2023 £	Scale/Reference Point	1st September 2024 £
30,000	1	31,650
31,737	2	33,483
33,814	3	35,674
36,051	4	38,034
38,330	5	40,439
41,333	6	43,607

Teachers' Salary Rates

1st September 2024

Basic Pay

Upper Pay Range

Upper Pay Salary Range 1st September 2024
£
45,646 to 49,084

From 1st September 2013 the Upper Pay Scale became a salary range within which Governing Bodies were required to set reference points for pay progression.

The DCC model Teachers' Pay Policy recommended that schools continued to adopt the previous 3 Upper Pay Scale points as their school UPS reference points.

Progression within the range is by individual performance review.

Set out below are the recommended reference points as will be set out in the DCC model Teachers' Pay Policy.

1st September 2023 £	Scale/Reference Point	1st September 2024 £
43,266	1	45,646
44,870	2	47,338
46,525	3	49,084

Teachers' Salary Rates

1st September 2024

TLR's

TLR Ranges

1 st September 2023 £		1 st September 2024 £
9,272 to 15,690	TLR 1	9,782 to 16,553
3,214 to 7,847	TLR 2	3,391 to 8,279
639 to 3,169	TLR 3	675 to 3,344

*Note: TLR 3 was introduced wef 1st September 2013. It is a **Fixed-Term Allowance** and can be awarded for the following reasons.*

- For clearly time-limited school improvement projects*
- Or one-off externally driven responsibilities.*

*The SAP wage type for TLR 3 is **3143**. Please ensure that for each TLR 3 payment, an end date to the allowance is recorded.*

Important: TLR3 awards are not pro-rated for Part-Time teachers.

For information: Teachers cannot hold a TLR 1 & 2 concurrently but can hold a TLR 3 at the same time as a TLR 1 or 2.

DCC Recommended Pay Policy

The DCC recommended spot levels within each range are as follows;

TLR 1

1st Sept 2023	Level	1st Sept 2024
9,278	a	9,789
11,419	b	12,048
13,558	c	14,304
15,689	d	16,552

TLR 2

1st Sept 2023	Level	1st Sept 2024
3,217	a	3,394
5,360	b	5,655
7,495	c	7,908

TLR 3

1st Sept 2023	Level	1st Sept 2024
639	a	675
1,905	b	2,010
3,169	c	3,344

Teachers' Salary Rates

1st September 2024

Special Needs Allowances

1 st September 2023 £		1 st September 2024 £
2,539 to 5,009	SEN	2,679 to 5,285

Note: The SEN Allowance Range was introduced wef 1st September 2010. Until that date, there were set amounts for the SEN 1 and SEN 2 Allowances.

DCC Recommended Pay Policy

The DCC recommended spot levels with the SEN allowance range are the minimum and the maximum of the range.

SEN 1		SEN 2	
1 st September 2023	1 st September 2024	1 st September 2023	1 st September 2024
2,539	2,679	5,009	5,285

Teachers' Salary Rates

1st September 2024

Leading Practitioner Pay Range

Leading Practitioner Pay Range

1 st September 2023 £	1 st September 2024 £
47,417 to 72,085	50,025 to 76,050

*The Leading Practitioner Pay Range was introduced wef 1st September 2013.
These posts primarily have the purpose of modelling and leading the improvement of teaching skills.*

*The School Governing Body establish an individual pay range within the overall Leading Practitioner Pay Range.
(Different Leading Practitioner posts within a school may be on different individual ranges).*

Pay progression within an individual pay range is determined via performance review.

The DCC model Teachers' Pay Policy recommends that schools adopt an individual pay range from the following reference points.

If a school adopts any different reference points or salary rates within the Main Pay Range, please notify the HR Systems Team.

Reference Points for the Leading Practitioner Pay Range

	1/9/2023 £	1/9/2024 £		1/9/2023 £	1/9/2024 £
1	47,417	50,025	10	59,250	62,509
2	48,606	51,280	11	60,785	64,129
3	49,819	52,560	12	62,187	65,608
4	51,058	53,867	13	63,741	67,247
5	52,330	55,209	14	65,331	68,925
6	53,642	56,593	15	66,956	70,639
7	55,088	58,118	16	68,737	72,518
8	56,357	59,457	17	70,314	74,182
9	57,765	60,943	18	72,085	76,050

Note regarding former AST and ET posts.

Advanced Skills Teacher (AST) and Excellent Teacher (ET) posts were removed from the School Teachers' Pay & Conditions Document from 1st September 2013.

The DCC model Teachers' Pay Policy in 2013 included provision for the establishment of Leading Practitioner posts for teachers previously employed as ASTs or ETs.

Schools where AST or ET posts continue and are not considered compatible with the purpose of a Leading Practitioner post or where the post has ended should contact HR if they purchase the advice & guidance service.

Teachers' Salary Rates 1st September 2024

Unqualified Teachers' Pay Range

Unqualified Teachers' Salary Range 1st September 2024
£
21,731 to 33,902

From 1st September 2013 the Unqualified Teachers' Pay Scale became a salary range within which Governing Bodies were required to set reference points for pay progression. The DCC model Teachers' Pay Policy recommends that schools continue to adopt the previous 6 scale points as their school Unqualified Teachers' pay reference points.

From 1st September 2014 annual incremental progressions have been awarded by individual performance review rather than automatic award.

Set out below are the recommended reference points as will be set out in the DCC model Teachers' Pay Policy.

If a school adopts any different reference points or salary rates within the Unqualified Teachers' Pay Range, please notify the HR Systems Team.

1st September 2023 £	Scale/Reference Point	1st September 2024 £
20,598	1	21,731
22,961	2	24,224
25,323	3	26,716
27,406	4	28,914
29,772	5	31,410
32,134	6	33,902

Pay spine for the leadership group - 1st September 2024

Spine Pt.	Annual Salary Rate £					Spine Pt.	Annual Salary Rate £				
	1/9/23	1/9/24	Heads	Deputy Heads	Assistant Heads		1/9/23	1/9/24	Heads	Deputy Heads	Assistant Heads
1	47,185	49,781	Headteachers: Points 1 to 43 Deputy Heads: Points 1 to 34 Assistant Heads: Points 1 to 34 The highlighted scale points 18a, 21a, 24a, 27a, 31a, 35a & 39a should only be applied where a school has confirmed that their Head is on the maximum of the Headteacher Group pay range for the school.			24b	83,081	87,651	Headteachers: Points 1 to 43 Deputy Heads: Points 1 to 34 Assistant Heads: Points 1 to 34		
2	48,366	51,027				24a	82,258	86,783			
3	49,574	52,301				25	85,146	89,830			
4	50,807	53,602				26	87,253	92,052			
5	52,074	54,939				27b	89,414	94,332			
6	53,380	56,316				27a	88,530	93,400			
7	54,816	57,831				28	91,633	96,673			
8	56,082	59,167				29	93,902	99,067			
9	57,482	60,644				30	96,239	101,533			
10	58,959	62,202				31b	98,616	104,040			
11	60,488	63,815				31a	97,639	103,010			
12	61,882	65,286				32	101,067	106,626			
13	63,430	66,919				33	103,578	109,275			
14	65,010	68,586				34	106,138	111,976			
15	66,628	70,293				35b	108,776	114,759			
16	68,400	72,162				35a	107,700	113,624			
17	69,970	73,819				36	111,470	117,601			
18b	71,729	75,675				37	114,240	120,524			
18a	71,019	74,926				38	117,067	123,506			
19	73,509	77,552				39b	119,921	126,517			
20	75,331	79,475				39a	118,732	125,263			
21b	77,195	81,441				40	122,912	129,673			
21a	76,430	80,634				41	125,983	132,913			
22	79,112	83,464	42	129,140	136,243						
23	81,070	85,529	43	131,056	138,265						

Headteachers' Leadership Group

Pay Ranges

1st September 2024

<u>Salary Range</u> <u>1st September 2023</u> <u>£</u>	<u>Group</u>	<u>Range of</u> <u>Spine Points</u>	<u>Salary Range</u> <u>1st September 2024</u> <u>£</u>
53,380 – 71,019	1	L6 → L18a	56,316 – 74,926
56,082 – 76,430	2	L8 → L21a	59,167 – 80,634
60,488 – 82,258	3	L11 → L24a	63,815 – 86,783
65,010 – 88,530	4	L14 → L27a	68,586 – 93,400
71,729 – 97,639	5	L18 → L31a	75,675 – 103,010
77,195 – 107,700	6	L21 → L35a	81,441 – 113,624
83,081 – 118,732	7	L24 → L39a	87,651 – 125,263
91,633 – 131,056	8	L28 → L43	96,673 – 138,265