

NASUWT

The Teachers' Union

Leadership Spine (excluding London and the Fringe)			
Spine point	1 Sept 08	1 Sept 09	1 Sept 10
L1	£35,794	£36,618	£37,461
L2	£36,692	£37,536	£38,400
L3	£37,608	£38,473	£39,358
L4	£38,545	£39,432	£40,339
L5	£39,504	£40,413	£41,343
L6	£40,494	£41,426	£42,379
L7	£41,585	£42,542	£43,521
L8	£42,544	£43,523	£44,525
L9	£43,607	£44,610	£45,637
L10	£44,726	£45,755	£46,808
L11	£45,888	£46,944	£48,024
L12	£46,945	£48,025	£49,130
L13	£48,119	£49,226	£50,359
L14	£49,318	£50,453	£51,614
L15	£50,547	£51,710	£52,900
L16	£51,890	£53,084	£54,305
L17	£53,083	£54,304	£55,553
L18	£54,417	£55,669	£56,950
L19	£55,766	£57,049	£58,362
L20	£57,149	£58,464	£59,809
L21	£58,563	£59,910	£61,288
L22	£60,017	£61,398	£62,811
L23	£61,504	£62,919	£64,367
L24	£63,029	£64,479	£65,963
L25	£64,596	£66,082	£67,602
L26	£66,194	£67,717	£69,275
L27	£67,833	£69,394	£70,991
L28	£69,517	£71,116	£72,752
L29	£71,238	£72,877	£74,554
L30	£73,011	£74,691	£76,409
L31	£74,816	£76,537	£78,298
L32	£76,675	£78,439	£80,244
L33	£78,581	£80,389	£82,238
L34	£80,523	£82,376	£84,271
L35	£82,524	£84,423	£86,365
L36	£84,568	£86,514	£88,504
L37	£86,670	£88,664	£90,704
L38	£88,815	£90,858	£92,948
L39	£90,979	£93,072	£95,213
L40	£93,250	£95,395	£97,590
L41	£95,580	£97,779	£100,028
L42	£97,974	£100,228	£102,534
L43	£100,424	£102,734	£105,097

Classroom Teachers England and Wales (excluding London and the Fringe)			
Spine point	1 Sept 08	1 Sept 09	1 Sept 10
Main pay scale			
M1	£20,627	£21,102	£21,588
M2	£22,259	£22,771	£23,295
M3	£24,048	£24,602	£25,168
M4	£25,898	£26,494	£27,104
M5	£27,939	£28,582	£29,240
M6	£30,148	£30,842	£31,552
Upper pay scale			
U1	£32,660	£33,412	£34,181
U2	£33,870	£34,650	£35,447
U3	£35,121	£35,929	£36,756

The pay of teachers already placed on U4 or U5 has been frozen

Teaching and Learning Responsibilities (TLRs)			
Payment 2 (TLR2)	1 Sept 08	1 Sept 09	1 Sept 10
Minimum	£2,422	£2,478	£2,535
Maximum	£5,920	£6,057	£6,197
Payment 1 (TLR1)	1 Sept 08	1 Sept 09	1 Sept 10
Minimum	£6,997	£7,158	£7,323
Maximum	£11,841	£12,114	£12,393

If the relevant body awards TLRs of different annual values to two or more teachers, the minimum difference in the annual value between each award of a TLR1 is £1,500 and between each award of a TLR2 is £1,500

Special Needs Allowances			
	1 Sept 08	1 Sept 09	1 Sept 10
Special Needs 1	£1,912	£1,956	£2,001
Special Needs 2	£3,778	£3,865	£3,954

The large teachers' union in the UK

Ranges for Headteachers in England and Wales
(excluding London and the Fringe)

Group	Range of spine points	Salary range 1 Sept 08	Salary range 1 Sept 09	Salary range 1 Sept 10
1	L6 – L18	£40,494 – £54,417	£41,426 – £55,669	£42,379 – £56,950
2	L8 – L21	£42,544 – £58,563	£43,523 – £59,910	£44,525 – £61,288
3	L11 – L24	£45,888 – £63,029	£46,944 – £64,479	£48,024 – £65,963
4	L14 – L27	£49,318 – £67,833	£50,453 – £69,394	£51,614 – £70,991
5	L18 – L31	£54,417 – £74,816	£55,669 – £76,537	£56,950 – £78,298
6	L21 – L35	£58,563 – £82,524	£59,910 – £84,423	£61,288 – £86,365
7	L24 – L39	£63,029 – £90,979	£64,479 – £93,072	£65,963 – £95,213
8	L28 – L43	£69,517 – £100,424	£71,116 – £102,734	£72,752 – £105,097

Advanced Skills Teachers

England and Wales (excluding London and the Fringe)

Spine point	1 Sept 08	1 Sept 09	1 Sept 10
1	£35,794	£36,618	£37,461
2	£36,692	£37,536	£38,400
3	£37,608	£38,473	£39,358
4	£38,545	£39,432	£40,339
5	£39,504	£40,413	£41,343
6	£40,494	£41,426	£42,379
7	£41,585	£42,542	£43,521
8	£42,544	£43,523	£44,525
9	£43,607	£44,610	£45,637
10	£44,726	£45,755	£46,808
11	£45,888	£46,944	£48,024
12	£46,945	£48,025	£49,130
13	£48,119	£49,226	£50,359
14	£49,318	£50,453	£51,614
15	£50,547	£51,710	£52,900
16	£51,890	£53,084	£54,305
17	£53,083	£54,304	£55,553
18	£54,417	£55,669	£56,950

Unqualified Teachers

England and Wales (excluding London and the Fringe)

Scale point	1 Sept 08	1 Sept 09	1 Sept 10
1	£15,113	£15,461	£15,817
2	£16,871	£17,260	£17,657
3	£18,629	£19,058	£19,497
4	£20,387	£20,856	£21,336
5	£22,145	£22,655	£23,177
6	£23,903	£24,453	£25,016

Excellent Teachers in England and Wales

(excluding London and the Fringe)

	1 Sept 08	1 Sept 09	1 Sept 10
Minimum	£37,672	£38,804	£39,697
Maximum	£48,437	£50,918	£52,090

Salary cards for Inner and Outer London and the Fringe have been produced and are available from your Regional or National Centre.

**PLEASE RETAIN THIS CARD FOR
TLR AND SEN VALUES**

NASUWT

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