

12 October 2022

Dear colleague

School Teachers' Pay 2022/23

Introduction

The Department for Education (DfE) are expected to publish the final School Teachers' Pay and Conditions Document 2022 (STPCD) to come into force on or around the 14 October 2022 (backdated to 1 September 2022).

Process for completion of the 2022 STRB cycle

The STPCD will be laid in parliament for a 21-calendar day 'praying period' once the STPCD 2022 has been published to enable MPs to raise any objections. This is the statutory process and while in theory this means an MP could submit changes to the STPCD, this has never happened in practice. The DfE have advised that the STPCD 2022 is a legally enforceable document once published, expected to be on or around the 14 October 2022, and it is for an employer that is covered or adopts the STPCD to decide when to implement the pay award for 2022, backdated to 1 September 2022.

The provisions set out in Section 2 of the Document have effect on and after 1st September 2022 for the purposes of determining:

1. The remuneration of schoolteachers.
2. Other conditions of employment of schoolteachers which relate to their professional duties or working time.

Headlines on teachers' pay 2022

The Government has accepted the [School Teachers' Review Body's \(STRB's\) recommendations](#) in full for 2022.

Headlines include a five per cent increase on all pay ranges and allowances and advisory points, with higher increases for early career teachers as part of the process to move starting pay to £30,000 by 2023. The highest increase is 8.9 per cent on the bottom point of the Main Pay Range in England (equating to a starting salary of £28,000).

Pay reference points

Greater flexibility was introduced into the pay arrangements for schoolteachers in 2014. It has become increasingly difficult since then to issue joint national guidance that is straightforward for the remaining leadership pay ranges that do not have advisory pay points within the STPCD. The last time we issued joint guidance with the teaching unions on reference points was in 2014. From 2015 onwards our aim has been to set out within this circular, issues that will influence local decision-making and then to calculate what we think are likely to be the most common models.

It is recognised that some authorities and schools will have local pay structures, which have not followed the STPCD advisory pay points. You will note that the STPCD Advisory Main Pay Range pay points do not include points 6a and 6b, which have been used by some local authorities and schools and have been a past feature of the LGA modelled pay scales, up to 2019. The STPCD does not contain guidance on how assimilation onto the proposed advisory pay points should be managed in these cases, and local authorities and schools will need to determine (in consultation with their unions and staff representative bodies) an appropriate methodology and timescale where they choose to move to the published advisory pay points.

The [NEOST](#) view based on feedback from our stakeholders is that the majority of schools still welcome the clarity of a consistent pay spine, produced and shared by the LGA, across all the pay ranges. This can then be used locally to manage the required performance-related progression at school-level. School pay policies for 2021/22 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 2022. There remains broad support within the sector for not conflating the STRB recommended award and performance awards.

For the avoidance of doubt, we are not recommending any particular approach be taken.

The **appendix** contains, the STPCD advisory pay spine for the Unqualified Teachers, Main and Upper Pay Ranges for 2022.

Please note, 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.

All the [information relating to 2022 Teachers' pay and the STRB process](#) can be found on the LGA website.

Yours faithfully,



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Senior Adviser (Workforce and Negotiations)

APPENDIX

UNQUALIFIED TEACHER PAY RANGE

STPCD Unqualified teachers pay range - advisory reference points 2022/23					
		England	Fringe area	Outer London	Inner London
Minimum	U1	19,340	20,594	22,924	24,254
	U2	21,559	22,810	25,144	26,473
	U3	23,777	25,029	27,362	28,692
	U4	25,733	26,984	29,323	30,647
	U5	27,954	29,203	31,539	32,863
Maximum	U6	30,172	31,421	33,759	35,081

MAIN PAY RANGE

STPCD Main pay range - advisory points 2022/23					
		England	Fringe Area	Outer London	Inner London
Minimum	M1	28,000	29,344	32,407	34,502
	M2	29,800	31,126	34,103	36,141
	M3	31,750	33,055	35,886	37,857
	M4	33,850	35,151	37,763	39,655
	M5	35,990	37,264	40,050	41,892
Maximum	M6	38,810	40,083	43,193	44,756

UPPER PAY RANGE

STPCD Upper pay range - advisory points 2022/23					
		England	Fringe Area	Outer London	Inner London
Minimum	U1	40,625	41,858	44,687	49,320
	U2	42,131	43,360	46,340	51,743
Maximum	U3	43,685	44,919	48,055	53,482

LEADING PRACTITIONERS' PAY RANGE

STPCD Leading Practitioners pay range – min. and max. pay range 2022/23					
		England	Fringe Area	Outer London	Inner London
Minimum		44,523	45,749	48,055	52,936
Maximum		67,685	68,913	71,220	76,104

DISCRETIONARY LEADERSHIP REFERENCE POINTS 2022/23

STPCD Leadership Group pay range - advisory reference points 2022/23				
	England	Fringe Area	Outer London	Inner London
1	44,305	45,524	47,820	52,676
2	45,414	46,636	48,932	53,791
3	46,548	47,770	50,060	54,929
4	47,706	48,935	51,225	56,085
5	48,895	50,124	52,415	57,280
6	50,122	51,347	53,637	58,501
7	51,470	52,700	54,990	59,854
8	52,659	53,880	56,174	61,039
9	53,973	55,197	57,488	62,349
10	55,360	56,583	58,876	63,737
11	56,796	58,017	60,308	65,170
12	58,105	59,332	61,623	66,485
13	59,558	60,785	63,077	67,935
14	61,042	62,268	64,553	69,420
15	62,561	63,782	66,073	70,934
16	64,225	65,450	67,740	72,604
17	65,699	66,934	69,218	74,080
18*	66,684	67,897	70,169	74,982
18	67,351	68,576	70,871	75,732
19	69,022	70,245	72,542	77,401
20	70,733	71,963	74,249	79,113
21*	71,765	72,985	75,250	80,062
21	72,483	73,715	76,003	80,862
22	74,283	75,510	77,795	82,662
23	76,122	77,345	79,635	84,496
24*	77,237	78,454	80,718	85,535
24	78,010	79,240	81,526	86,391
25	79,949	81,173	83,464	88,325
26	81,927	83,155	85,441	90,302
27*	83,126	84,336	86,604	91,416
27	83,956	85,181	87,471	92,330
28	86,040	87,261	89,555	94,415
29	88,170	89,396	91,682	96,551
30	90,365	91,583	93,877	98,741
31*	91,679	92,896	95,164	99,977
31	92,597	93,825	96,116	100,977
32	94,898	96,127	98,411	103,273
33	97,256	98,485	100,774	105,635
34	99,660	100,888	103,177	108,039
35*	101,126	102,342	104,606	109,422
35	102,137	103,366	105,651	110,516
36	104,666	105,891	108,178	113,041
37	107,267	108,494	110,785	115,650
38	109,922	111,148	113,439	118,298
39*	111,485	112,695	114,964	119,778
39	112,601	113,823	116,114	120,976
40	115,410	116,641	118,930	123,793
41	118,293	119,520	121,811	126,678
42	121,258	122,486	124,770	129,635
43*	123,057	124,274	126,539	131,353

**These points are the maximum salaries for the eight head teacher group ranges.*