

Schools Human Resources Circular

Circular 18/22

Category	Urgent Information
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To	Headteacher/Chair of Governors
Date	18 th November 2022
Title	2022/23 Teachers Pay Award
Summary/Description	Pay Award for Teachers
Classification	Pay Policy
Action Required	For adoption by Governing Body
Deadline	Immediate
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Dear Headteacher/Chair of Governors

The School Teachers' Pay and Conditions (STPCD) Document 2022 was published on 13th October 2022 and the order makes the 2022 document effective from **3rd November 2022**. The provisions of section 2 of the STPCD 2022 will need to be applied retrospectively to 1 September 2022.

Below is a summary of changes in the Schools Teachers' Pay and Condition Document 2022.

- A five per cent increase on all pay ranges and allowances and advisory points
- All decisions relating to pay progression must continue to be based on performance.
- All pay uplifts will be back dated to 1 September 2022.

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.

The revised pay scales have already been uploaded to SharePoint and will be added to the revised pay policy.

We are advised that the STPCD 2022 will be amended again in the new year to take account of the King's coronation and agreed extra bank holiday in May 2023 i.e. further reduction in days and hours required to work (similar to the changes made as a result of the late Queen's funeral this year). We will of course keep you updated when the publication is available and will make the necessary amendments to the pay policy.

Action

For those schools using Lambeth Payroll Services the new salary scales have already been input into the pay system and revised salaries will be received in December pay and will be back dated to 1st September 2022.


If you are an academy using Lambeth Pay roll services these pay rates will not be automatically applied to your payroll until the school has instructed them accordingly.

For those schools using **external pay providers**, please immediately ensure your provider has been made aware of the new rates.

The 2022/23 pay scale is attached.

If you have any questions regarding the attached, please contact your Schools HR assigned officer.

Yours faithfully

A handwritten signature in black ink that reads "Claire Cobbold". The signature is written in a cursive, slightly slanted style.

Claire Cobbold
Head of Schools HR

Distribution

- Governing Bodies
- Headteachers
- Lambeth School Trades Unions

Teachers Pay Rates 1 September 2022

Qualified Teachers

Main Pay Scale

Scale point	Salary
	£
Minimum 1	34,502
2	36,141
3	37,857
4	39,655
5	41,892
Maximum 6	44,756

Upper Pay Scale

Scale point	Salary
	£
Minimum 1	49,320
2	51,743
Maximum 3	53,482

Allowances for Qualified Teachers

Special educational needs allowance

From 1 September 2022 the SEN allowance should be no less than **£2,384** and no more than **£4,703** per annum and is payable according to the criteria set out in the STPCD.

Teaching and Learning Responsibility Allowance

From 1 September 2022

- (a) The annual value of a TLR1 must be no less than **£8,706** and no greater than **£14,732**.
- (b) The annual value of a TLR2 must be no less than **£3,017** and no greater than **£7,368**.
- (c) The relevant body may award a fixed-term third TLR (TLR3) for clearly time-limited school improvement projects, or one-off externally driven responsibilities. The annual value of a TLR3 must be no less than **£600** and no greater than **£2,975**. The duration of the fixed term must be established at the outset and payment should be made on a monthly basis for the duration of the fixed term. Although a teacher cannot hold a TLR1 and a TLR2 concurrently, a teacher in receipt of either a TLR1 or a TLR2 may also hold a concurrent TLR3.

Please note, The TLR3 payment is not pro-rated for part time staff, unlike the TLR1 and TLR2.

Lambeth Rates

	£		£		£
TLR1	a	8,706	TLR2	a	3,017
	b	10,713		b	5,190
	c	12,720		c	7,368
	d	14,732			
			TLR3	Minimum	600
				Maximum	2,975

Unqualified Teachers

Scale point	Salary
	£
Minimum 1	24,254
2	26,473
3	28,692
4	30,647
5	32,863
Maximum 6	35,081

Leading Practitioner

Scale point	Salary
	£
L1	52,936
L2	54,053
L3	55,197
L4	56,359
L5	57,560
L6	58,787
L7	60,147
L8	61,338
L9	62,654
L10	64,048
L11	65,489
L12	66,811
L13	68,268
L14	69,759
L15	71,281
L16	72,959
L17	74,443
L18	76,104

Head Teacher_Groups

Group		Equating to Sp pts
1	52,676 – 74,982	L6 – L18*
2	61,039 – 80,062	L8 – L21*
3	65,170 – 85,535	L11 – L24*
4	69,420 – 91,416	L14 – L27*
5	75,732 – 99,977	L18 – L31*
6	80,862 – 109,422	L21 – L35*
7	86,391 – 119,778	L24 – L39*
8	94,415 – 131,353	L28 – L43*

**Scale points to be applied only to headteachers at the top of the range*

Visiting Tutors £ 32.71 per hour inc LW

Leadership Pay Scale

Group								Scale point	Salary
1	2	3	4	5	6	7	8		£
								L1	52,676
								L2	53,791
								L3	54,929
								L4	56,085
								L5	57,280
								L6	58,501
								L7	59,854
								L8	61,039
								L9	62,349
								L10	63,737
								L11	65,170
								L12	66,485
								L13	67,935
								L14	69,420
								L15	70,934
								L16	72,604
								L17	74,080
								*L18	74,982
								L18	75,732
								L19	77,401
								L20	79,113
								*L21	80,062
								L21	80,862
								L22	82,662
								L23	84,496
								*L24	85,535
								L24	86,391
								L25	88,325
								L26	90,302
								*L27	91,416
								L27	92,330
								L28	94,415
								L29	96,551
								L30	98,741
								*L31	99,977
								L31	100,977
								L32	103,273
								L33	105,635
								L34	108,039
								*L35	109,422
								L35	110,516
								L36	113,041
								L37	115,650
								L38	118,298
								*L39	119,778
								L39	120,976
								L40	123,793
								L41	126,678
								L42	129,635
								*L43	131,353