



Confirmation of changes to Teachers' Pay in 2002-2003

Overview

Details of teachers' pay settlement from 1st April 2002, and changes coming into effect from 1st September 2002.

Headteachers, Chairs of Governors.

Status: Statutory

Date of Issue: April 2002

Ref: DfES/0286/2002

CONFIRMATION OF CHANGES TO TEACHERS' PAY IN 2002-2003

The Secretary of State has confirmed that the teachers' pay settlement from 1 April 2002 will be as follows:

- An increase of 3.5% to all teacher pay scales and allowances.
- **The Secretary of State has decided not to add £33 to all spine points to take account of General Teaching Council fees. Instead, relevant bodies shall make a single payment of £33 to every qualified teacher employed in their school or service between 1 April 2002 and 31 March 2003. This includes part-time and occasional teachers but does not apply to agency teachers. Schools and LEAs will need to ensure that teachers employed at more than one school only receive this payment once. The new pay scales and allowances effective from 1 April are shown below. It should be noted that the points on these pay scales are £33 lower than the proposed figures issued in February.**
- It will no longer be a requirement that candidates for advanced skills teacher posts should have first passed the performance threshold.

The Secretary of State has also confirmed that with effect from 1 September 2002:

- The main classroom teacher pay scale will be shortened to six points, starting at the current point 2.
- Upper pay scale points will remain an entitlement when teachers transfer between schools, with no scope for voluntary forfeiture.
- Relevant bodies will be able to change the individual school range (ISR) at any time in order to attract or retain a headteacher. They will also be able to set an ISR which extends beyond the school group maximum in order to retain an *existing* head.
- Relevant bodies will have discretion to award two performance points in any one year to leadership group members.
- Headteachers given a temporary ISR in certain circumstances – perhaps because they have been seconded to turn round a failing school – will be able to receive any performance award that relates to the temporary ISR as a lump sum when they return to their main post.
- Two extra points will be added to the top of each school range, including the creation of extra spine points L42 and L43 to allow such an extension for group eight, in order to provide adequate scope for setting and reviewing ISRs.
- Teachers reaching the top of the main pay scale in September 2002 will be eligible to apply for threshold assessment in autumn 2002 as well as teachers reaching the top of the pay scale in September 2001.

The April changes will be given legal force by the Education (School Teachers' Pay and Conditions) Order 2002 which will shortly be available on the Stationery Office website at

<http://www.legislation.hmso.gov.uk/stat.htm#2002>. They will also be incorporated in a revised version of the School Teachers' Pay and Conditions Document 2001 which will be shortly be accessible at <http://www.teachernet.gov.uk/pay>.

Further adjustments will take effect from 1 September 2002. These will be set out in the School Teachers' Pay and Conditions Document 2002 and guidance which will be made ready during the Summer term and will be sent to all schools. These publications and other details of teachers' pay arrangements will be on-line at <http://www.teachernet.gov.uk/pay>.

The Department is committed to continue producing the teachers' pay software – first produced in 2000 to aid assimilation to the new pay structure. From April it will be a website only version available on Teachernet at <http://www.teachernet.gov.uk/pay>. Full details will be announced shortly.

Current and revised pay levels

Spine for the leadership group

<u>Spine point</u>	<u>Current</u>	<u>Rate from</u> <u>1 April 2002</u>
	£pa	£pa
L1	29,499	30,531
L2	30,237	31,296
L3	30,993	32,079
L4	31,767	32,880
L5	32,559	33,699
L6	33,375	34,542
L7	34,278	35,478
L8	35,064	36,291
L9	35,940	37,197
L10	36,864	38,154
L11	37,821	39,144
L12	38,694	40,047
L13	39,660	41,049
L14	40,647	42,069
L15	41,658	43,116
L16	42,768	44,265
L17	43,755	45,285
L18	44,853	46,422
L19	45,963	47,571
L20	47,103	48,753
L21	48,270	49,959
L22	49,467	51,198
L23	50,694	52,467
L24	51,951	53,769
L25	53,238	55,101
L26	54,558	56,469
L27	55,911	57,867
L28	57,297	59,301
L29	58,719	60,774
L30	60,177	62,283
L31	61,668	63,825
L32	63,201	65,412
L33	64,767	67,035
L34	66,372	68,694
L35	68,019	70,401
L36	69,705	72,144
L37	71,439	73,938
L38	73,206	75,768
L39	74,988	77,613
L40	76,863	79,554
L41	78,783	81,540

Ranges for headteachers

<u>Group</u>	<u>Range of spine points</u>	<u>Salary range</u> <u>1 April 2002</u> £pa
1	L6 – L16	34,542 – 44,265
2	L8 – L19	36,291 – 47,571
3	L11 – L22	39,144 – 51,198
4	L14 – L25	42,069 – 55,101
5	L18 – L29	46,422 – 60,744
6	L21 – L33	49,959 – 67,035
7	L24 – L37	53,769 – 73,938
8	L28 – L41	59,301 – 81,540

Spine for advanced skills teachers

<u>Spine Point</u>	<u>Current</u> £pa	<u>Rate from</u> <u>1 April 2002</u> £pa
1	27,939	28,917
2	28,437	29,433
3	28,938	29,952
4	29,436	30,465
5	29,934	30,981
6	30,435	31,500
7	30,936	32,019
8	31,434	32,535
9	31,932	33,051
10	32,430	33,564
11	32,931	34,083
12	33,597	34,773
13	34,260	35,460
14	34,926	36,147
15	35,589	36,834
16	36,255	37,524
17	36,921	38,214
18	37,587	38,904
19	38,253	39,591
20	38,919	40,281
21	39,582	40,968
22	40,413	41,826
23	41,247	42,690
24	42,075	43,548
25	42,909	44,412
26	43,737	45,267
27	44,571	46,131

Pay scales for qualified teachers, until 31 August 2002 only

<u>Spine point</u>		<u>Current</u>	<u>Rate from 1 April 2002</u>
		£pa	£pa
Main pay scale			
(a)	1	16,038	16,599
(b)	2	17,001	17,595
	3	17,892	18,519
	4	18,831	19,491
	5	19,821	20,514
	6	20,862	21,591
	7	22,035	22,806
	8	23,358	24,177
	9	24,843	25,713
	Upper pay scale		
	1	26,919	27,861
	2	27,915	28,893
	3	28,947	29,961
	4	30,018	31,068
	5	31,128	32,217

(a) Point 1 is the minimum starting salary for a newly qualified entrant with lower than a second class honours degree.

(b) Point 2 is the minimum starting salary for a newly qualified entrant with a second class honours degree or better.

Additional allowances for classroom teachers

	<u>Current</u>	<u>Rate from</u> <u>1 April 2002</u>
	£pa	£pa
management 1	1,539	1,593
management 2	3,111	3,219
management 3	5,343	5,529
management 4	7,353	7,611
management 5	9,927	10,275
recruitment & retention 1	942	975
recruitment & retention 2	1,848	1,914
recruitment & retention 3	2,802	2,901
recruitment & retention 4	3,903	4,041
recruitment & retention 5	5,085	5,262
special needs 1	1,572	1,626
special needs 2	3,111	3,219

Scale for unqualified teachers

<u>Scale point</u>	<u>Current</u>	<u>Rate from</u> <u>1 April 2002</u>
	£pa	£pa
1	12,456	12,891
2	13,014	13,470
3	13,557	14,031
4	14,121	14,616
5	14,691	15,204
6	15,237	15,771
7	15,798	16,350
8	17,103	17,703
9	18,585	19,236
10	19,698	20,388

London allowances

<u>Current</u>	<u>Rate from</u> <u>1 April 2002</u>
£pa	£pa

London area allowance

Inner	3,000	3,105
Outer	1,974	2,043
Fringe	765	792

Inner London area supplement

822	822
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