

## LEADERSHIP GROUP PAY RANGE

Discretionary Reference Points 2015/16

	England & Wales		Fringe	
	2014	2015	2014	2015
1	38,215	<b>38,598</b>	39,267	<b>39,660</b>
2	39,172	<b>39,564</b>	40,226	<b>40,629</b>
3	40,150	<b>40,552</b>	41,203	<b>41,616</b>
4	41,150	<b>41,562</b>	42,208	<b>42,631</b>
5	42,175	<b>42,597</b>	43,234	<b>43,667</b>
6	43,232	<b>43,665</b>	44,290	<b>44,733</b>
7	44,397	<b>44,841</b>	45,456	<b>45,911</b>
8	45,421	<b>45,876</b>	46,474	<b>46,939</b>
9	46,555	<b>47,021</b>	47,611	<b>48,088</b>
10	47,750	<b>48,228</b>	48,806	<b>49,295</b>
11	48,991	<b>49,481</b>	50,043	<b>50,544</b>
12	50,118	<b>50,620</b>	51,178	<b>51,690</b>
13	51,372	<b>51,886</b>	52,431	<b>52,956</b>
14	52,653	<b>53,180</b>	53,709	<b>54,247</b>
15	53,963	<b>54,503</b>	55,015	<b>55,566</b>
16	55,397	<b>55,951</b>	56,455	<b>57,020</b>
17	56,670	<b>57,237</b>	57,734	<b>58,312</b>
18*	58,096	<b>58,096</b>	59,151	<b>59,151</b>
18	58,096	<b>58,677</b>	59,151	<b>59,743</b>
19	59,535	<b>60,131</b>	60,592	<b>61,198</b>
20	61,012	<b>61,623</b>	62,073	<b>62,694</b>
21*	62,521	<b>62,521</b>	63,585	<b>63,585</b>
21	62,521	<b>63,147</b>	63,585	<b>64,221</b>
22	64,074	<b>64,715</b>	65,133	<b>65,785</b>
23	65,661	<b>66,318</b>	66,715	<b>67,383</b>
24*	67,290	<b>67,290</b>	68,350	<b>68,350</b>
24	67,290	<b>67,963</b>	68,350	<b>69,034</b>
25	68,962	<b>69,652</b>	70,016	<b>70,717</b>
26	70,668	<b>71,375</b>	71,728	<b>72,446</b>
27*	72,419	<b>72,419</b>	73,474	<b>73,474</b>
27	72,419	<b>73,144</b>	73,474	<b>74,209</b>
28	74,215	<b>74,958</b>	75,269	<b>76,022</b>
29	76,053	<b>76,814</b>	77,112	<b>77,884</b>
30	77,946	<b>78,726</b>	78,999	<b>79,789</b>
31*	79,872	<b>79,872</b>	80,932	<b>80,932</b>
31	79,872	<b>80,671</b>	80,932	<b>81,742</b>
32	81,857	<b>82,676</b>	82,917	<b>83,747</b>
33	83,892	<b>84,731</b>	84,951	<b>85,801</b>
34	85,965	<b>86,825</b>	87,025	<b>87,896</b>
35*	88,102	<b>88,102</b>	89,162	<b>89,162</b>
35	88,102	<b>88,984</b>	89,162	<b>90,054</b>
36	90,284	<b>91,187</b>	91,340	<b>92,254</b>
37	92,528	<b>93,454</b>	93,585	<b>94,521</b>
38	94,817	<b>95,766</b>	95,874	<b>96,833</b>
39*	97,128	<b>97,128</b>	98,182	<b>98,182</b>
39	97,128	<b>98,100</b>	98,182	<b>99,164</b>
40	99,552	<b>100,548</b>	100,612	<b>101,619</b>
41	102,039	<b>103,060</b>	103,097	<b>104,128</b>
42	104,596	<b>105,642</b>	105,655	<b>106,712</b>
43	107,210	<b>107,210</b>	108,271	<b>108,271</b>

\* Scale points to be applied only to Headteachers at the top of the school group range in the academic year 2014/15, indicating no uplift for 2015/16.

# Model reference points covering the Hertfordshire area

Please note the values and suggested reference points shown below are for guidance only.

Each school has the option to set its own pay points within each of the ranges. Most schools in Hertfordshire are believed to follow these reference points however it should be noted they do not have to.

There are 2 main range point 6 reference points shown to show what may be in place depending on whether a given school uplifted their reference point M6 by 1% or 2% in September 2015.

In Hertfordshire there are schools which fall under both the fringe area pay ranges and also the England and Wales ranges.



TEACH IN HERTS MANAGED BY



## MAIN PAY RANGE

Discretionary Reference Points 2015/16

		England & Wales		Fringe	
		2014	2015	2014	2015
<b>Minimum</b>	<b>M1</b>	22,023	<b>22,244</b>	23,082	<b>23,313</b>
	<b>M2</b>	23,764	<b>24,002</b>	24,821	<b>25,070</b>
	<b>M3</b>	25,675	<b>25,932</b>	26,731	<b>26,999</b>
	<b>M4</b>	27,650	<b>27,927</b>	28,713	<b>29,001</b>
	<b>M5</b>	29,829	<b>30,128</b>	30,887	<b>31,196</b>
	<b>M6a</b>	32,187	<b>32,509</b>	33,244	<b>33,577</b>
<b>Maximum</b>	<b>M6b</b>		<b>32,831</b>		<b>33,909</b>

## UPPER PAY RANGE

Discretionary Reference Points 2015/16

		England & Wales		Fringe	
		2014	2015	2014	2015
<b>Minimum</b>	<b>U1</b>	34,869	<b>35,218</b>	35,927	<b>36,287</b>
	<b>U2</b>	36,161	<b>36,523</b>	37,217	<b>37,590</b>
<b>Maximum</b>	<b>U3</b>	37,496	<b>37,871</b>	38,555	<b>38,941</b>

## UNQUALIFIED TEACHER PAY RANGE

Discretionary Reference Points 2015/16

		England & Wales		Fringe	
		2014	2015	2014	2015
<b>Minimum</b>	<b>1</b>	16,136	<b>16,298</b>	17,196	<b>17,368</b>
	<b>2</b>	18,013	<b>18,194</b>	19,071	<b>19,262</b>
	<b>3</b>	19,889	<b>20,088</b>	20,948	<b>21,158</b>
	<b>4</b>	21,766	<b>21,984</b>	22,824	<b>23,053</b>
	<b>5</b>	23,644	<b>23,881</b>	24,701	<b>24,949</b>
	<b>Maximum</b>	<b>6</b>	25,520	<b>25,776</b>	26,577

## Leading Practitioner Range 2015/16

<b>England &amp; Wales</b>	£38,598 to £58,677
<b>Fringe</b>	£39,660 to £59,743

## Additional Allowance Ranges

<b>TLR3</b>	£517 to £2,577
<b>TLR2</b>	£2,613 to £6,386
<b>TLR1</b>	£7,546 to £12,770
<b>SEN</b>	£2,064 to £4,075

