

Harrow Teachers Pay Scales 1st September 2021- 31st August 2022

Pay Ranges - Outer London

Pay Group	Minimum	Maximum
Main	£29,915	£41,136
Upper Pay	£42,559	£45,766
Lead Practitioner	£45,766	£67,828
Unqualified	£21,832	£32,151

Leadership Pay Ranges - Outer London

Group	Range
1	£51,082 - £66,827
2	£53,499 - £71,666
3	£57,436 - £76,874
4	£61,479 - £82,480
5	£67,496 - £90,632
6	£72,383 - £99,624
7	£77,643 - £109,489
8	£85,290 - £120,513

Leadership Group Pay Range- Outer London

Group	Minimum	Maximum
Leadership	£45,542	£120,513

Teaching & Learning Responsibility allowances

TLR	Minimum £ Annual Value	Maximum £ Annual Value
TLR1	8,291	14,030
TLR2	2,873	7,017
TLR3	571	2,833

Additional Allowance	Minimum £ per annum	Maximum £ per annum
SEN	2,270	4,479

Qualified Teacher Supply Rates 1st September 2021 - 31st August 2022

Range	Pay (per annum) £	Daily Rate £	Hourly Rate £
Main Pay Minimum	29,915	154.20	28.04
Main Pay Maximum	41,136	212.04	38.55
Upper Pay Minimum	42,559	219.38	39.89
Upper Pay Maximum	45,766	235.91	42.89

Unqualified Teacher Supply rates 1st September 2021 - 31st August 2022

Range	Pay (per annum) £	Daily rate £	Hourly Rate £
Unqualified Minimum	21,832	112.54	20.46
Unqualified Maximum	32,151	165.73	30.13

Supply teachers' daily rates are usually based on 195 days and 5.5 hours in a day. For this year only the rate is based on 194 days, due to the additional bank holiday being granted on 3rd June 2022.

Example: Daily rate for a teacher whose salary is to be assessed on the minimum point of the Main Pay Range, the calculation is:

Total annual salary (£29,915) divided by 194 days = £154.20 p/day

To calculate an hourly rate: £154.20 divided by a nominal 5.5 hours = £28.04 per hour

**Advisory pay point structure for the main pay range (MPR) and upper pay range (UPR)
– Outer London (STPCD Annex 3)**

Spine Point	Pay (per annum)
M1 (MPR minimum)	£29,915
M2	£31,604
M3	£33,383
M4	£35,264
M5	£38,052
M6 (MPR maximum)	£41,136
U1 (UPR minimum)	£42,559
U2	£44,133
U3 (UPR maximum)	£45,766

Advisory pay point structure for the unqualified teacher pay range (UTPR) – Outer London (STPCD Annex 4)

Spine Point	Pay (per annum)
U1 (UTPR minimum)	£21,832
U2	£23,946
U3	£26,059
U4	£27,926
U5	£30,037
U6 (UTPR maximum)	£32,151

Please note:

- 1) The above excludes estimated 28% "on costs" (National Insurance and Pension), rising to 29.25% from April 2022.
- 2) Primary schools estimate: one morning = 3 hours, one afternoon = 2.5 hours.
- 3) Pro rata directed time of 1 hour p/day is included in the above daily rates

Supply rates are used when calculating Extra Days payments to part time staff and are recommended for use in paying for SATS booster classes, where outside 1265 hours and any High School summer literacy/numeracy schools

Locally arranged Recruitment & Retention Allowance

Allowance	Current rates 1 st
Recruitment & Retention 1	1,002
Recruitment & Retention 2	1,971
Recruitment & Retention 3	2,985
Recruitment & Retention 4	4,158
Recruitment & Retention 5	5,415