

## Harrow Teachers Pay Scales 1<sup>st</sup> September 2022- 31<sup>st</sup> August 2023

### Pay Ranges - Outer London

Pay Group	Minimum	Maximum
Main	£32,407	£43,193
Upper Pay	£44,687	£48,055
Lead Practitioner	£48,055	£71,220
Unqualified	£22,924	£33,759

### Leadership Pay Ranges - Outer London

Group	Range
1	£53,637 - £70,169
2	£56,174 - £75,250
3	£60,308 - £80,718
4	£64,553 - £86,604
5	£70,871 - £95,164
6	£76,003 - £104,606
7	£81,526 - £114,964
8	£89,555 - £126,539

### Leadership Group Pay Range- Outer London

Group	Minimum	Maximum
Leadership	£47,820	£126,539

## Teaching & Learning Responsibility allowances

TLR	Minimum £ Annual Value	Maximum £ Annual Value
TLR1	8,706	14,732
TLR2	3,017	7,368
TLR3	600	2,975

Additional Allowance	Minimum £ per annum	Maximum £ per annum
SEN	2,384	4,703

## Qualified Teacher Supply Rates 1<sup>st</sup> September 2022 - 31<sup>st</sup> August 2023

Range	Pay (per annum) £	Daily Rate £	Hourly Rate £
Main Pay Minimum	32,407	167.91	30.53
Main Pay Maximum	43,193	223.80	40.69
Upper Pay Minimum	44,687	231.54	42.10
Upper Pay Maximum	48,055	248.99	45.27

## Unqualified Teacher Supply rates 1<sup>st</sup> September 2022 - 31<sup>st</sup> August 2023

Range	Pay (per annum) £	Daily rate £	Hourly Rate £
Unqualified Minimum	22,924	118.78	21.60
Unqualified Maximum	33,759	174.92	31.80

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 193 days, due to the additional bank holidays granted on 19<sup>th</sup> September 2022 and 8<sup>th</sup> May 2023

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 (£32,407) divided by 193 days = £167.91 p/day

To calculate an hourly rate: £167.91 divided by a nominal 5.5 hours = £30.53 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)
<b>M1 (MPR minimum)</b>	£32,407
<b>M2</b>	£34,103
<b>M3</b>	£35,886
<b>M4</b>	£37,763
<b>M5</b>	£40,050
<b>M6 (MPR maximum)</b>	£43,193
<b>U1 (UPR minimum)</b>	£44,687
<b>U2</b>	£46,340
<b>U3 (UPR maximum)</b>	£48,055

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

Spine Point	Pay (per annum)
<b>U1 (UTPR minimum)</b>	£22,924
<b>U2</b>	£25,144
<b>U3</b>	£27,362
<b>U4</b>	£29,323
<b>U5</b>	£31,539
<b>U6 (UTPR maximum)</b>	£33,759

Please note:

- 1) The above excludes estimated 28% "on costs" (National Insurance and Pension).
- 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 <sup>st</sup>
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