

## Harrow Teachers Pay Scales 1<sup>st</sup> September 2018- 31<sup>st</sup> August 2019

### Pay Ranges - Outer London

Pay Group	Minimum	Maximum
Main	£27,596	£38,963
Upper Pay	£40,310	£43,348
Lead Practitioner	£43,348	£64,245
Unqualified	£20,441	£30,452

### Leadership Pay Ranges - Outer London

Group		
1		£48,383 - £63,297
2		£50,673 - £67,880
3		£54,401 - £72,813
4		£58,231 - £78,123
5		£63,930 - £85,845
6		£68,559 - £94,362
7		£73,541 - £103,706
8		£80,785 - £114,147

### Leadership Group Pay Range- Outer London

Group	Minimum	Maximum
Leadership	£43,136	£114,147

### Teaching & Learning Responsibility allowances

TLR	Minimum £ Annual Value	Maximum £ Annual Value
TLR1	7,853	13,288
TLR2	2,721	6,646
TLR3	540	2,683

Additional Allowance	Minimum £ per annum	Maximum £ per annum
SEN	2,149	4,242

### Qualified Teacher Supply Rates 1<sup>st</sup> September 2018- 31<sup>st</sup> August 2019

Range	Pay (per annum) £	Daily Rate £	Hourly Rate £
Main Pay Minimum	27,596	141.52	25.74
Main Pay Maximum	38,963	199.81	36.33
Upper Pay Minimum	40,310	206.72	37.59
Upper Pay Maximum	43,348	222.30	40.43

### Unqualified Teacher Supply rates 1<sup>st</sup> September 2018- 31<sup>st</sup> August 2019

Range	Pay (per annum) £	Daily rate £	Hourly Rate £
Unqualified Minimum	20,441	104.83	19.06
Unqualified Maximum	30,452	156.17	28.40

Supply teachers daily rates are based on 195 days and 5.5 hours in a day. 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 (£27,596) divided by 195 days = £141.51 p/day

To calculate an hourly rate: £141.51 divided by a nominal 5.5 hours = £25.73 per hour

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

<b>Allowance -</b>	<b>Current rates 1<sup>st</sup> September 2018 £ (p.a)</b>
Recruitment & Retention 1	1,023
Recruitment & Retention 2	2,011
Recruitment & Retention 3	3,045
Recruitment & Retention 4	4,242
Recruitment & Retention 5	5,524

**Locally arranged Recruitment & Retention Allowance**