

Draft Scale Points Based on Pay offer of 3 March 2023

- 7% increase at all SNCT pay points with effect from 1/4/22, with a cap at a starting salary of £80,000 or over, where a £5,600 flat rate uplift to salary will apply.
 - A further increase of 5% at all SNCT pay points with effect from 1/4/23, with a cap at a starting salary of £80,000 or over where a £4,000 flat rate uplift to salary will apply
 - A further increase of 2% at all SNCT pay points with effect from 1/1/24, with a cap at a starting salary of £80,000 or over where a £1,600 flat rate uplift to salary will apply
- Thereafter, the pay year will be aligned with the school year starting from August 2024.

Point	Annual Salary 1.1.2022	uplift 7%	01.04.22	uplift 5%	01.04.23	uplift 2.0%	01.01.24	Total Uplift
0 (Probationer)	£28,113	£1,968	£ 30,081	£1,504	£ 31,584	£632	£ 32,217	£ 4,104
1	£33,729	£2,361	£ 36,090	£1,805	£ 37,896	£758	£ 38,655	£ 4,926
2	£35,643	£2,495	£ 38,139	£1,907	£ 40,047	£801	£ 40,848	£ 5,205
3	£37,713	£2,640	£ 40,353	£2,018	£ 42,372	£847	£ 43,218	£ 5,505
4	£40,107	£2,807	£ 42,915	£2,146	£ 45,060	£901	£ 45,960	£ 5,853
5	£42,336	£2,964	£ 45,300	£2,265	£ 47,565	£951	£ 48,516	£ 6,180

Chartered Teacher Spine

Point	Annual Salary 1.1.2022	uplift 7%	01.04.22	uplift 5%	01.04.23	uplift 2.0%	01.01.24	Total Uplift
1	£43,650	£3,056	£ 46,707	£2,335	£ 49,041	£981	£ 50,022	£ 6,372
2	£45,117	£3,158	£ 48,276	£2,414	£ 50,691	£1,014	£ 51,705	£ 6,588
3	£46,158	£3,231	£ 49,389	£2,469	£ 51,858	£1,037	£ 52,896	£ 6,738
4	£48,063	£3,364	£ 51,426	£2,571	£ 53,997	£1,080	£ 55,077	£ 7,014
5	£49,989	£3,499	£ 53,487	£2,674	£ 56,160	£1,123	£ 57,282	£ 7,293
6	£51,903	£3,633	£ 55,536	£2,777	£ 58,314	£1,166	£ 59,481	£ 7,578

Lead Teacher Spine

Point	Annual Salary 1.1.2022	uplift 7%	01.04.22	uplift 5%	01.04.23	uplift 2.0%	01.01.24	Total Uplift
1	£48,063	£3,364	£ 51,426	£2,571	£ 53,997	£1,080	£ 55,077	£ 7,014
2	£61,185	£4,283	£ 65,469	£3,273	£ 68,742	£1,375	£ 70,116	£ 8,931
3	£68,271	£4,779	£ 73,050	£3,653	£ 76,704	£1,534	£ 78,237	£ 9,966

Principal Teacher Spine

Point	Annual Salary 1.1.2022	uplift 7%	01.04.22	uplift 5%	01.04.23	uplift 2.0%	01.01.24	Total Uplift
1	£46,158	£3,231	£ 49,389	£2,469	£ 51,858	£1,037	£ 52,896	£ 6,738
2	£48,063	£3,364	£ 51,426	£2,571	£ 53,997	£1,080	£ 55,077	£ 7,014
3	£49,989	£3,499	£ 53,487	£2,674	£ 56,160	£1,123	£ 57,282	£ 7,293
4	£51,903	£3,633	£ 55,536	£2,777	£ 58,314	£1,166	£ 59,481	£ 7,578
5	£53,829	£3,768	£ 57,597	£2,880	£ 60,477	£1,210	£ 61,686	£ 7,857
6	£55,740	£3,902	£ 59,643	£2,982	£ 62,625	£1,253	£ 63,879	£ 8,139
7	£57,657	£4,036	£ 61,692	£3,085	£ 64,776	£1,296	£ 66,072	£ 8,415
8	£59,571	£4,170	£ 63,741	£3,187	£ 66,927	£1,339	£ 68,265	£ 8,694

Depute Headteachers and Headteachers

Point	Annual Salary 1.1.2022	uplift 7% or cap at £5,600*	01.04.22	uplift 5% or cap at £4,000*	01.04.23	uplift 2.0% or a cap at £1,600	01.01.24	Total Uplift
1	£52,350	£3,665	£ 56,016	£2,801	£ 58,818	£1,176	£ 59,994	£ 7,644
2	£53,964	£3,777	£ 57,741	£2,887	£ 60,627	£1,213	£ 61,839	£ 7,875
3	£55,740	£3,902	£ 59,643	£2,982	£ 62,625	£1,253	£ 63,879	£ 8,139
4	£57,657	£4,036	£ 61,692	£3,085	£ 64,776	£1,296	£ 66,072	£ 8,415
5	£59,571	£4,170	£ 63,741	£3,187	£ 66,927	£1,339	£ 68,265	£ 8,694
6	£61,185	£4,283	£ 65,469	£3,273	£ 68,742	£1,375	£ 70,116	£ 8,931
7	£62,964	£4,407	£ 67,371	£3,369	£ 70,740	£1,415	£ 72,156	£ 9,192
8	£64,737	£4,532	£ 69,270	£3,464	£ 72,735	£1,455	£ 74,190	£ 9,453
9	£66,498	£4,655	£ 71,154	£3,558	£ 74,712	£1,494	£ 76,206	£ 9,708
10	£68,271	£4,779	£ 73,050	£3,653	£ 76,704	£1,534	£ 78,237	£ 9,966
11*	£71,223	£4,986	£ 76,209	£3,810	£ 80,019	£1,600	£ 81,618	£ 10,395
12*	£74,175	£5,192	£ 79,368	£3,968	£ 83,337	£1,600	£ 84,936	£ 10,761
13*	£77,124	£5,399	£ 82,524	£4,000	£ 86,523	£1,600	£ 88,122	£ 10,998
14*	£80,070	£5,600	£ 85,671	£4,000	£ 89,670	£1,600	£ 91,269	£ 11,199
15*	£83,445	£5,600	£ 89,046	£4,000	£ 93,045	£1,600	£ 94,644	£ 11,199
16*	£87,771	£5,600	£ 93,372	£4,000	£ 97,371	£1,600	£ 98,970	£ 11,199
17*	£91,212	£5,600	£ 96,813	£4,000	£ 100,812	£1,600	£ 102,411	£ 11,199
18*	£95,409	£5,600	£ 101,010	£4,000	£ 105,009	£1,600	£ 106,608	£ 11,199
19*	£99,609	£5,600	£ 105,210	£4,000	£ 109,209	£1,600	£ 110,808	£ 11,199

Music Instructor Scale

Point	Annual Salary 1.1.2022	uplift 7%	01.04.22	uplift 5%	01.04.23	uplift 2.0%	01.01.24	Total Uplift
1	£29,451	£2,062	£ 31,512	£1,576	£ 33,087	£662	£ 33,750	£ 4,299
2	£31,206	£2,184	£ 33,390	£1,670	£ 35,061	£701	£ 35,763	£ 4,557
3	£32,970	£2,308	£ 35,277	£1,764	£ 37,041	£741	£ 37,782	£ 4,812
4	£34,893	£2,443	£ 37,335	£1,867	£ 39,201	£784	£ 39,984	£ 5,091
5	£37,098	£2,597	£ 39,696	£1,985	£ 41,682	£834	£ 42,516	£ 5,418
6	£39,147	£2,740	£ 41,886	£2,094	£ 43,980	£880	£ 44,859	£ 5,712

Educational Psychologist Scale

Point	Annual Salary 1.1.2022	uplift 7%	01.04.22	uplift 5%	01.04.23	uplift 2.0%	01.01.24	Total Uplift
0	£47,505	£3,325	£ 50,829	£2,541	£ 53,370	£1,067	£ 54,438	£ 6,933
1	£49,314	£3,452	£ 52,767	£2,638	£ 55,404	£1,108	£ 56,511	£ 7,197
2	£51,153	£3,581	£ 54,735	£2,737	£ 57,471	£1,149	£ 58,620	£ 7,467
3	£53,490	£3,744	£ 57,234	£2,862	£ 60,096	£1,202	£ 61,299	£ 7,809
4	£56,562	£3,959	£ 60,522	£3,026	£ 63,549	£1,271	£ 64,821	£ 8,259
5	£58,350	£4,085	£ 62,436	£3,122	£ 65,559	£1,311	£ 66,870	£ 8,520
6	£60,423	£4,230	£ 64,653	£3,233	£ 67,887	£1,358	£ 69,246	£ 8,823

Senior Educational Psychologist

Point	Annual Salary 1.1.2022	uplift 7%	01.04.22	uplift 5%	01.04.23	uplift 2.0%	01.01.24	Total Uplift
1	£64,188	£4,493	£ 68,682	£3,434	£ 72,117	£1,442	£ 73,560	£ 9,372

Depute Principal Educational Psychologist and Principal Educational Psychologist Spine

Point	Annual Salary 1.1.2022	uplift 7%	01.04.22	uplift 5%	01.04.23	uplift 2.0%	01.01.24	Total Uplift
1	£64,188	£4,493	£ 68,682	£3,434	£ 72,117	£1,442	£ 73,560	£ 9,372
2	£65,418	£4,579	£ 69,996	£3,500	£ 73,497	£1,470	£ 74,967	£ 9,549
3	£66,714	£4,670	£ 71,385	£3,569	£ 74,955	£1,499	£ 76,455	£ 9,741
4	£67,995	£4,760	£ 72,756	£3,638	£ 76,395	£1,528	£ 77,922	£ 9,927
5	£69,279	£4,850	£ 74,130	£3,707	£ 77,838	£1,557	£ 79,395	£ 10,116
6	£70,542	£4,938	£ 75,480	£3,774	£ 79,254	£1,585	£ 80,838	£ 10,296
7	£71,799	£5,026	£ 76,824	£3,841	£ 80,664	£1,613	£ 82,278	£ 10,479
8	£73,101	£5,117	£ 78,219	£3,911	£ 82,131	£1,643	£ 83,775	£ 10,674
9	£74,382	£5,207	£ 79,590	£3,980	£ 83,571	£1,671	£ 85,242	£ 10,860

Education Support Officer Scale

Point	Annual Salary 1.1.2022	uplift 7%	01.04.22	uplift 5%	01.04.23	uplift 2.0%	01.01.24	Total Uplift
1	£48,063	£3,364	£ 51,426	£2,571	£ 53,997	£1,080	£ 55,077	£ 7,014
2	£49,989	£3,499	£ 53,487	£2,674	£ 56,160	£1,123	£ 57,282	£ 7,293
3	£51,903	£3,633	£ 55,536	£2,777	£ 58,314	£1,166	£ 59,481	£ 7,578

Quality Improvement Officer Scale

Point	Annual Salary 1.1.2022	uplift 7%	01.04.22	uplift 5%	01.04.23	uplift 2.0%	01.01.24	Total Uplift
1	£61,185	£4,283	£ 65,469	£3,273	£ 68,742	£1,375	£ 70,116	£ 8,931
2	£64,737	£4,532	£ 69,270	£3,464	£ 72,735	£1,455	£ 74,190	£ 9,453
3	£68,271	£4,779	£ 73,050	£3,653	£ 76,704	£1,534	£ 78,237	£ 9,966

Quality Improvement Manager

Point	Annual Salary 1.1.2022	uplift 7%	01.04.22	uplift 5%	01.04.23	uplift 2.0%	01.01.24	Total Uplift
1	£71,223	£4,986	£ 76,209	£3,810	£ 80,019	£1,600	£ 81,618	£ 10,395