

Appendix 2 London Borough of Waltham Forest Education Pay scales as at 01.09.21

Soulbury, NEOST, Lecturers (excluding schools):

SCP	01.09.19	01.09.20	01.09.21
1	35444	36419	37056
2	36713	37723	38383
3	37912	38955	39637
4	39127	40203	40907
5	40334	41443	42168
6	41542	42684	43431
7	42811	43988	44758
8	44032*	45243*	46035*
9	45455	46705	47522
10	46724	48009	48849
11	47976	49295	50158
12	49188	50541	51425
13	50561**	51951**	52860**
14	51785	53209	54140
15	53137	54598	55553
16	54359	55854	56831
17	55585	57114	58113
18	56788	58350	59371
19	58029	59625	60668
20	58670***	60283***	61338***
21	59902	61549	62626
22	60976	62653	63749
23	62158	63867	64985
24	63218	64956	66093
25	64351	66121	67278
26	65457	67257	68434
27	66588	68419	69616
28	67734	69597	70815
29	68883	70777	72016
30	70030	71956	73215
31	71167	73124	74404
32	72322	74311	75611
33	73477	75498	76819
34	74661	76714	78056
35	75841	77927	79291
36	77055	79174	80560
37	78250	80402	81809
38	79457	81642	83071
39	80648	82866	84316
40	81838	84089	85561
41	83035	85318	86811
42	84230	86546	88061

43	85424	87773	89309
44	86624	89006	90564
45	87821	90236	91815
46	89020	91468	93069
47	90224	92705	94327
48	91416***	93930***	95574*****
49	92613***	95160***	96825*****
50	93812***	96392***	98079*****

Soulbury Youth & Community Service Manager

SCP	01.09.19	01.09.20	01.09.21
1	36761	37772	38433
2	37964	39008	39691
3	39166	40243	40947
4	40394*	41505*	42231*
5	41641	42786	43535
6	42857	44036	44807
7	44101**	45314**	46107**
8	45515	46767	47585
9	46295	47568	48400
10	47500	48806	49660
11	48697	50036	50912
12	49897	51269	52166
13	51088	52493	53412
14	52291	53729	54669
15	53495	54966	55928
16	54703	56207	57191
17	55917	57455	58460
18	57124	58695	59722
19	58323	59927	60976
20	59548***	61186***	62257***
21	60797***	62469***	63562***
22	62075***	63782***	64898***
23	63377***	65120***	66260***
24	64707***	66486***	67650***

Soulbury Trainee Educational Psychologist

SCP	01.09.19	01.09.20	01.09.21
1	23884	24541	24970
2	25632	26337	26798
3	27378	28131	28623
4	29128	29929	30453
5	30875	31724	32279
6	32623	33520	34107

Soulbury Assistant Educational Psychologist

SCP	01.09.19	01.09.20	01.09.21
1	29359	30166	30694
2	30559	31399	31948
3	31757	32630	33201
4	32950	33856	34448

Soulbury Educational Psychologist A

SCP	01.09.19	01.09.20	01.09.21
1	37175	38197	38865
2	39062	40136	40838
3	40949	42075	42811
4	42834	44012	44782
5	44721	45951	46755
6	46607	47889	48727
7	48383	49714	50584
8	50159	51538	52440
9	51822*	53247*	54179*
10	53488*	54959*	55921*
11	55040*	56554*	57544*

Soulbury Senior & Principal Educational Psychologist

SCP	01.09.19	01.09.20	01.09.21
1	46607	47889	48727
2	48383	49714	50584
3	50159*	51538*	52440*
4	51822	53247	54179
5	53488	54959	55921
6	55040	56554	57544
7	55678	57209	58210
8	56869	58433	59456
9	58050	59646	60690
10	59251	60880	61945
11	60428	62090	63177
12	61628	63323	64431
13	62849	64577	65707
14	64029**	65790**	66941**
15	65266**	67061**	68235**
16	66490**	68318**	69514**
17	67723**	69585**	70803**
18	68954**	70850**	72090**

LECTURER SALARY SCALE- AY2018/19

With effect from the 1st of September 2018

LECTURER SALARY SCALES		Grade				
			Scale	1.9.18	1.9.18	
			Point	Basic	LA	Gross
	Lecturers	MGLEC	1	£18,695	£1,999	£20,693
		MGLEC	2	£19,860	£1,999	£21,858
		MGLEC	3	£21,039	£1,999	£23,038
	*	MGLEC	4	£22,208	£1,999	£24,206
		MGLEC	5	£23,369	£1,999	£25,367
		MGLEC	6	£24,537	£1,999	£26,536
		MGLEC	7	£25,718	£1,999	£27,716
		MGLEC	8	£26,880	£1,999	£28,878

Salary Scale 1-8 shall be used for lecturers covering the full range of duties detailed in the Lecturer job description.

Progression will be by annual increment subject to satisfactory performance

*Progression to scale 5 is subject to the achievement of a recognised adult teaching qualification - currently Diploma in Teaching in the Life-Long Learning Sector (DTLLS) or equivalent

Pay Spine for Leadership Group 2022/23

	Annual Salary	Monthly Salary	SCP	Annual Salary	Monthly Salary
SCP	01.09.22	01.09.22		01.09.23	01.09.23
L1	45,542	3,795	1	47,820	3,985
L2	46,601	3,883	2	48,932	4,078
L3	47,676	3,973	3	50,060	4,172
L4	48,785	4,065	4	51,225	4,269
L5	49,919	4,160	5	52,415	4,368
L6	51,082	4,257	6	53,637	4,470
L7	52,371	4,364	7	54,990	4,583
L8	53,499	4,458	8	56,174	4,681
L9	54,750	4,563	9	57,488	4,791
L10	56,072	4,673	10	58,876	4,906
L11	57,436	4,786	11	60,308	5,026
L12	58,688	4,891	12	61,623	5,135
L13	60,073	5,006	13	63,077	5,256
L14	61,479	5,123	14	64,553	5,379
L15	62,926	5,244	15	66,073	5,506
L16	64,514	5,376	16	67,740	5,645
L17	65,921	5,493	17	69,218	5,768
L18	67,496	5,625	18	70,871	5,906
L19	69,087	5,757	19	72,542	6,045
L20	70,713	5,893	20	74,249	6,187
L21	72,383	6,032	21	76,003	6,334
L22	74,090	6,174	22	77,795	6,483
L23	75,842	6,320	23	79,635	6,636
L24	77,643	6,470	24	81,526	6,794
L25	79,489	6,624	25	83,464	6,955
L26	81,372	6,781	26	85,441	7,120
L27	83,305	6,942	27	87,471	7,289
L28	85,290	7,108	28	89,555	7,463
L29	87,316	7,276	29	91,682	7,640
L30	89,406	7,451	30	93,877	7,823
L31	91,539	7,628	31	96,116	8,010
L32	93,724	7,810	32	98,411	8,201
L33	95,975	7,998	33	100,774	8,398
L34	98,263	8,189	34	103,177	8,598
L35	100,620	8,385	35	105,651	8,804
L36	103,026	8,586	36	108,178	9,015
L37	105,509	8,792	37	110,785	9,232
L38	108,037	9,003	38	113,439	9,453
L39	110,584	9,215	39	116,114	9,676
L40	113,266	9,439	40	118,930	9,911
L41	116,010	9,668	41	121,811	10,151

L42	118,828	9,902	42	124,770	10,398
L43	120,513	10,043	43	126,539	10,545

LEADING practitioners PAY RANGE 2022/23

	1.09.22	1.09.23	Monthly 1.09.22	Monthly 1.90.23
Minimum	45,766	48,055	3813.83	4,004.58
Maximum	67,828	71,220	5652.33	5,935.00

Pay scales for Qualified Classroom Teachers (Main Scale)

	SCP	Annual Salary Incl. LW	Monthly	Annual Salary Incl. LW	Monthly
Main Pay Scales	Main pay scales				
		1.09.22	1.09.22	1.09.23	1.09.23
	1	29,915	2,492.92	32,407	2,700.58
	2	31,604	2,633.67	34,103	2,841.92
	3	33,383	2,781.92	35,886	2,990.50
	4	35,264	2,938.67	37,763	3,146.92
	5	38,052	3,171.00	40,050	3,337.50
	6	41,136	3,428.00	43,193	3,599.42
Upper Pay Scales	THR Grades				
1	1	42,559	3,546.58	44,687	3723.92
2	2	44,133	3,677.75	46,340	3861.67
3	3	45,766	3,813.83	48,055	4004.58

SPECIAL EDUCATIONAL NEEDS ALLOWANCE			Monthly	Monthly
	1.9.22	1.9.23	1.9.22	1.9.23
Minimum	2270	2384	189.17	198.67
Maximum	4479	4479	373.25	373.25

TLR PAYMENT 1			Monthly	Monthly
	1.9.22	1.9.23	1.9.22	1.9.23
Minimum	8291	8706	690.92	725.50
Maximum	14030	14732	1169.17	1227.67

TLR PAYMENT 2			Monthly	Monthly
	1.9.22	1.9.23	1.9.22	1.9.23
minimum	2873	3017	239.42	251.42
maximum	7017	7368	584.75	614.00

TLR PAYMENT 3			Monthly	Monthly
	1.9.22	1.9.23	1.9.22	1.9.23
minimum	571	600	47.58	50.00
maximum	2833	2975	236.08	247.91

Scale for Unqualified Teachers – 2022/23

New grade name UQT

SCP	<u>Annual</u> <u>Salary Incl.</u> <u>LW</u>	<u>Monthly</u>	<u>Annual Salary</u> <u>Incl. LW</u>	<u>Monthly</u>
	1.09.22	1.09.22	1.09.23	1.09.23
1	21,582	1,798.50	22,924	1,910.33
2	23,696	1,974.67	25,144	2,095.33
3	25,809	2,150.75	27,362	2,280.17
4	27,926	2,327.17	29,323	2,443.58
5	30,037	2,503.08	31,539	2,628.25
6	32,151	2,679.25	33,759	2,813.25