

14 August 2023

Dear colleague

## **LGA Pay Reference Circular - [School Teachers' Pay 2023/24](#)**

### **Introduction**

The Department for Education (DfE) is expected to publish the final, updated School Teachers' Pay and Conditions Document (STPCD) 2023 early in November (backdated to 1 September 2023). Local authorities and other school employers have continued to request that we publish this circular early so that they can plan in anticipation of the proposed pay uplifts being agreed as detailed in the [current draft STPCD 2023](#), but please remember that this is being published while the official consultation period is still running.

### **Process and timeline for completion of the 2023 pay cycle**

The Government's deadline for statutory consultee's (including [NEOST](#)) to respond to the proposed pay award (draft STPCD 2023) is 21 September 2023. Once the Government has had time to consider the consultation responses, the final STPCD 2023 will be laid in parliament for a 21-calendar day 'praying period' to enable Members of Parliament (MPs) to raise any objections. The DfE have estimated this will take place around mid-October 2023. This is the statutory process and while in theory this means an MP could submit changes to the STPCD, this has never happened in practice (hence the requests for us to publish this circular as early as possible, which we are doing but also reminding colleagues of that important detail).

### **Headlines on teachers' pay 2023**

The Government has accepted the School Teachers' Review Body's (STRB's) recommendations in full for 2023. Headlines include:

- 6.5 per cent uplift to all pay points and allowances for both teachers and leaders, apart from;
- higher uplift for M1 of 7.1 per cent for England and 6.8 per cent for the Fringe.

## **Pay reference points**

Greater flexibility was introduced into the pay arrangements for schoolteachers in 2014. It has become increasingly difficult since then to issue joint national guidance that is straightforward for the remaining leadership pay ranges that do not have advisory pay points within the STPCD. The last time we issued joint guidance with the teaching unions on reference points was in 2014. From 2015 onwards our aim has been to set out within this circular, issues that will influence local decision-making and then to calculate what we think are likely to be the most common models.

It is recognised that some authorities and schools will have local pay structures, which have not followed the STPCD advisory pay points. You will note that the STPCD Advisory Main Pay Range pay points do not include points 6a and 6b, which have been used by some local authorities and schools and have been a past feature of the LGA modelled pay scales, up to 2019. The STPCD does not contain guidance on how assimilation onto the proposed advisory pay points should be managed in these cases, and local authorities and schools will need to determine (in consultation with their unions and staff representative bodies) an appropriate methodology and timescale where they choose to move to the published advisory pay points.

The [NEOST](#) view based on feedback from our stakeholders is that the majority of schools still welcome the clarity of a consistent pay spine, produced and shared by the LGA, across all the pay ranges. This can then be used locally to manage the required performance-related progression at school-level. School pay policies for 2022/23 will have set out the basis for determining the level of any pay progression for the school's teachers and leaders from 1 September 2023. There remains broad support within the sector for not conflating the STRB recommended award and performance awards.

**For the avoidance of doubt, we are not recommending any particular approach be taken.**

The **appendix** contains, the **proposed** STPCD 2023 advisory pay spine for the Unqualified Teachers, Main and Upper Pay Ranges.

Please note, points 18\*, 21\*, 24\*, 27\*, 31\*, 35\*, 39\* and 43 on the Leadership Pay Range are the proposed salary figures for head teachers at, or moving to, the top of the school group ranges only. These different figures are a legacy of the 2015 STPCD which provided for no uplift to the maxima of the eight head teacher group ranges.

All the [information relating to 2023 Teachers' pay and the STRB process, including the tracked changed draft STPCD 2023](#) can be found on the LGA website.

Yours faithfully,



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Senior Adviser (Workforce and Negotiations)

## APPENDIX

### PROPOSED UNQUALIFIED TEACHER PAY RANGE

#### Proposed STPCD Unqualified teachers' pay range - advisory reference points 2023/24

		England	Fringe area	Outer London	Inner London
Minimum	U1	20,598	21,933	24,415	25,831
	U2	22,961	24,293	26,779	28,194
	U3	25,323	26,656	29,141	30,557
	U4	27,406	28,738	31,229	32,640
	U5	29,772	31,102	33,590	35,000
Maximum	U6	32,134	33,464	35,954	37,362

### PROPOSED MAIN PAY RANGE

#### Proposed STPCD Main Pay Range - advisory reference points 2023/24

		England	Fringe Area	Outer London	Inner London
Minimum	M1	30,000	31,350	34,514	36,745
	M2	31,737	33,150	36,320	38,491
	M3	33,814	35,204	38,219	40,318
	M4	36,051	37,436	40,218	42,233
	M5	38,330	39,687	42,654	44,615
Maximum	M6	41,333	42,689	46,001	47,666

### PROPOSED UPPER PAY RANGE

#### Proposed STPCD Upper Pay Range - advisory reference points 2023/24

		England	Fringe Area	Outer London	Inner London
Minimum	U1	43,266	44,579	47,592	52,526
	U2	44,870	46,179	49,353	55,107
Maximum	U3	46,525	47,839	51,179	56,959

### PROPOSED LEADING PRACTITIONERS' PAY RANGE

#### Proposed STPCD Leading Practitioners pay range – min. and max. pay range 2023/24

		England	Fringe Area	Outer London	Inner London
Minimum		47,417	48,723	51,179	56,377
Maximum		72,085	73,393	75,850	81,051

**PROPOSED DISCRETIONARY LEADERSHIP REFERENCE POINTS 2023/24**

	<b>England</b>	<b>Fringe Area</b>	<b>Outer London</b>	<b>Inner London</b>
<b>1</b>	47,185	48,484	50,929	56,100
<b>2</b>	48,366	49,668	52,113	57,288
<b>3</b>	49,574	50,876	53,314	58,500
<b>4</b>	50,807	52,116	54,555	59,731
<b>5</b>	52,074	53,383	55,822	61,004
<b>6</b>	53,380	54,685	57,124	62,304
<b>7</b>	54,816	56,126	58,565	63,745
<b>8</b>	56,082	57,383	59,826	65,007
<b>9</b>	57,482	58,785	61,225	66,402
<b>10</b>	58,959	60,261	62,703	67,880
<b>11</b>	60,488	61,789	64,229	69,407
<b>12</b>	61,882	63,189	65,629	70,807
<b>13</b>	63,430	64,737	67,178	72,351
<b>14</b>	65,010	66,316	68,749	73,933
<b>15</b>	66,628	67,928	70,368	75,545
<b>16</b>	68,400	69,705	72,144	77,324
<b>17</b>	69,970	71,285	73,718	78,896
<b>18*</b>	71,019	72,311	74,730	79,856
<b>18</b>	71,729	73,034	75,478	80,655
<b>19</b>	73,509	74,811	77,258	82,433
<b>20</b>	75,331	76,641	79,076	84,256
<b>21*</b>	76,430	77,730	80,142	85,267
<b>21</b>	77,195	78,507	80,944	86,119
<b>22</b>	79,112	80,419	82,852	88,036
<b>23</b>	81,070	82,373	84,812	89,989
<b>24*</b>	82,258	83,554	85,965	91,095
<b>24</b>	83,081	84,391	86,826	92,007
<b>25</b>	85,146	86,450	88,890	94,067
<b>26</b>	87,253	88,561	90,995	96,172
<b>27*</b>	88,530	89,818	92,234	97,359
<b>27</b>	89,414	90,718	93,157	98,332
<b>28</b>	91,633	92,933	95,377	100,552
<b>29</b>	93,902	95,207	97,642	102,827
<b>30</b>	96,239	97,536	99,980	105,160
<b>31*</b>	97,639	98,935	101,350	106,476
<b>31</b>	98,616	99,924	102,364	107,541
<b>32</b>	101,067	102,376	104,808	109,986
<b>33</b>	103,578	104,887	107,325	112,502
<b>34</b>	106,138	107,446	109,884	115,062
<b>35*</b>	107,700	108,995	111,406	116,535
<b>35</b>	108,776	110,085	112,519	117,700
<b>36</b>	111,470	112,774	115,210	120,389
<b>37</b>	114,240	115,547	117,987	123,168
<b>38</b>	117,067	118,373	120,813	125,988
<b>39*</b>	118,732	120,021	122,437	127,564
<b>39</b>	119,921	121,222	123,662	128,840
<b>40</b>	122,912	124,223	126,661	131,840
<b>41</b>	125,983	127,289	129,729	134,913
<b>42</b>	129,140	130,448	132,881	138,062
<b>43*</b>	131,056	132,352	134,765	139,891

\*These points are the maximum salaries for the eight head teacher group ranges