

Teachers' Pay Award September 2018
for schools using the Oxfordshire Model Pay Policy

Main Pay Range	TPA Code	Per Annum	Per Day	Per Hour	With SEN1	With SEN2
M1	WOO	£23,720	£121.64	£18.71	£20.41	£22.06
M2	WOO	£25,593	£131.25	£20.19	£21.89	£23.54
M3	WOO	£27,651	£141.80	£21.82	£23.51	£25.16
M4	WOO	£29,779	£152.71	£23.49	£25.19	£26.84
M5	WOO	£32,125	£164.74	£25.35	£27.04	£28.69
M6	WOO	£35,008	£179.53	£27.62	£29.32	£30.97

Upper Pay Range	TPA Code	Per Annum	Per Day	Per Hour	With SEN1	With SEN2
U1	POO	£36,646	£187.93	£28.91	£30.61	£32.26
U2	POO	£38,003	£194.89	£29.98	£31.68	£33.33
U3	POO	£39,406	£202.08	£31.09	£32.79	£34.44

Unqualified Pay Range	TPA Code	Per Annum	Per Day	Per Hour	With SEN1	With SEN2
UQ1	UQ04	£17,208	£88.25	£13.58	£15.27	£16.92
UQ2	UQ04	£19,210	£98.51	£15.16	£16.85	£18.50
UQ3	UQ04	£21,209	£108.76	£16.73	£18.43	£20.08
UQ4	UQ04	£23,212	£119.04	£18.31	£20.01	£21.66
UQ5	UQ04	£25,215	£129.31	£19.89	£21.59	£23.24
UQ6	UQ04	£27,216	£139.57	£21.47	£23.17	£24.82

These above points are the ones used in the Oxfordshire Model Pay Policy

Leading Practitioner Pay Range	£40,162 - £61,055
LP1	£40,162
LP2	£41,167
LP3	£42,195
LP4	£43,246
LP5	£44,323
LP6	£45,435
LP7	£46,658
LP8	£47,735
LP9	£48,926
LP10	£50,183
LP11	£51,486
LP12	£52,672
LP13	£53,989
LP14	£55,335
LP15	£56,712
LP16	£58,219
LP17	£59,557
LP18	£61,055

Teaching and Learning Responsibility Allowances

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

*As explained in the pay policy TLR3s must be temporary

The standard TLR values below are those established through the model pay policy

TLR2 (1)	£2,721	TLR1 (1)	£7,853
TLR2 (2)	£4,530	TLR1 (2)	£9,661
TLR2 (3a)	£6,340	TLR1 (3)	£11,473
TLR2 (3b)	£6,646	TLR1 (4)	£13,288

Special Educational Needs (SEN) Allowance

Minimum	£2,149	Maximum	£4,242
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For Home Tutors hourly rate, take annual salary / 1265

Leadership Group Pay

Point	Annual Salary
L1	£39,965
L2	£40,965
L3	£41,989
L4	£43,034
L5	£44,106
L6	£45,213
L7	£46,429
L8	£47,501
L9	£48,687
L10	£49,937
L11	£51,234
L12	£52,414
L13	£53,724
L14	£55,064
L15	£56,434
L16	£57,933
L17	£59,265
L18	£60,153 / £60,755
L19	£62,261
L20	£63,806
L21	£64,736 / £65,384
L22	£67,007
L23	£68,667
L24	£69,673 / £70,370
L25	£72,119
L26	£73,902
L27	£74,985 / £75,734
L28	£77,613
L29	£79,534
L30	£81,515
L31	£82,701 / £83,527
L32	£85,604
L33	£87,732
L34	£89,900
L35	£91,223 / £92,135
L36	£94,415
L37	£96,763
L38	£99,157
L39	£100,568 / £101,573
L40	£104,109
L41	£106,709
L42	£109,382
L43*	£111,007

For daily rate, divide by 195

For hourly rate, divide daily rate by 6.5