## **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	P00	£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 Practictioner Pay	£40,162 - £61,055
Range	140,102 - 101,033
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

<sup>\*</sup>As explained in the pay policy TLR3s must be temporary

The standard TLR values below are those estabilished 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

For Home Tutors hourly rate, take annual salary / 1265

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	Leadership Group Pay			
L2	Point	Annual Salary		
L3 L4		£39,965		
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 £99,663 L38 £99,157 L39 £100,568 / £101,573 L40 £104,109 L41 £106,709 L41	L2	£40,965		
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	L3	£41,989		
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 <td>L4</td> <td>£43,034</td>	L4	£43,034		
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 <td>L5</td> <td>£44,106</td>	L5	£44,106		
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		£45,213		
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	L7	£46,429		
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	L8	£47,501		
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         £109,382	L9	£48,687		
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         £109,382	L10	£49,937		
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         £109,382	L11	£51,234		
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         £109,382	L12	£52,414		
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         £109,382	L13	£53,724		
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         £109,382		£55,064		
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         £109,382	L15	£56,434		
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		£57,933		
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		£59,265		
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	L18	£60,153 / £60,755		
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	L19	£62,261		
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		1		
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	L21	£64,736 / £65,384		
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	L22			
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	L23	£68,667		
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	L24			
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	L25	£72,119		
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	L26			
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	L27	£74,985 / £75,734		
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				
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	L29	£79,534		
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	L30	£81,515		
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		£82,701 / £83,527		
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	L32	£85,604		
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	L33	£87,732		
L36     £94,415       L37     £96,763       L38     £99,157       L39     £100,568 / £101,573       L40     £104,109       L41     £106,709       L42     £109,382	L34			
L37     £96,763       L38     £99,157       L39     £100,568 / £101,573       L40     £104,109       L41     £106,709       L42     £109,382	L35	£91,223 / £92,135		
L37     £96,763       L38     £99,157       L39     £100,568 / £101,573       L40     £104,109       L41     £106,709       L42     £109,382	L36			
L38     £99,157       L39     £100,568 / £101,573       L40     £104,109       L41     £106,709       L42     £109,382				
L39       £100,568 / £101,573         L40       £104,109         L41       £106,709         L42       £109,382				
L40       £104,109         L41       £106,709         L42       £109,382				
L41 £106,709 L42 £109,382				
L42 £109,382	L41			
	L42			
	L43*			

For daliy rate, divide by 195 For hourly rate, divide daily rate by 6.5