

Appendix 2

London Borough of Waltham Forest Education Pay scales as at 31 March 2024.

National pay award as applied on 1 September 2023

Soulbury, NEOST, Lecturers (excluding schools):

SCP	01.09.21	01.09.22	01.09.23
1	37056	38981	40540
2	38383	40308	41920
3	39637	41562	43224
4	40907	42832	44545
5	42168	44093	45857
6	43431	45356	47170
7	44758	46683	48550
8	46035*	47960*	49878*
9	47522	49447	51425
10	48849	50774	52805
11	50158	52083	54166
12	51425	53350	55484
13	52860**	54785**	56976**
14	54140	56065	58308
15	55553	57478	59777
16	56831	58756	61106
17	58113	60038	62440
18	59371	61296	63748
19	60668	62593	65097
20	61338***	63263***	65794***
21	62626	64551	67133
22	63749	65674	68301
23	64985	66910	69586
24	66093	68018	70739
25	67278	69203	71971
26	68434	70359	73173
27	69616	71541	74403
28	70815	72740	75650
29	72016	73941	76899
30	73215	75140	78146
31	74404	76329	79382
32	75611	77536	80637
33	76819	78744	81894
34	78056	79981	83180
35	79291	81216	84465
36	80560	82485	85784
37	81809	83734	87083
38	83071	84996	88396
39	84316	86241	89691
40	85561	87486	90985

41	86811	88736	92285
42	88061	89986	93585
43	89309	91234	94883
44	90564	92489	96189
45	91815	93740	97490
46	93069	94994	98794
47	94327	96252	100102
48	95574	97499	101399
49	96825	98750	102700
50	98079	100004	104004
51			108164****
52			112491****

Soulbury Youth & Community Service Manager

SCP	01.09.21	01.09.22	01.09.23
1	38433	40358	41972
2	39691	41616	43281
3	40947	42872	44587
4	42231*	44156*	45922*
5	43535	45460	47278
6	44807	46732	48601
7	46107**	48032**	49953**
8	47585	49510	51490
9	48400	50325	52338
10	49660	51585	53648
11	50912	52837	54950
12	52166	54091	56255
13	53412	55337	57550
14	54669	56594	58858
15	55928	57853	60167
16	57191	59116	61481
17	58460	60385	62800
18	59722	61647	64113
19	60976	62901	65417
20	62257***	64182***	66749***
21	63562***	65487***	68106***
22	64898***	66823***	69496***
23	66260***	68185***	70912***
24	67650***	69575***	72358***

Soulbury Trainee Educational Psychologist

SCP	01.09.21	01.09.22	01.09.23
1	24970	26895	
2	26798	28723	29872
3	28623	30548	31770

4	30453	32378	33673
5	32279	34204	35572
6	34107	36032	37473

Soulbury Assistant Educational Psychologist

SCP	01.09.21	01.09.22	01.09.23
1	30694	32619	
2	31948	33873	35228
3	33201	35126	36531
4	34448	36373	37828

Soulbury Educational Psychologist A

SCP	01.09.21	01.09.22	01.09.23
1	38865	40790	42422
2	40838	42763	44474
3	42811	44736	46525
4	44782	46707	48575
5	46755	48680	50627
6	48727	50652	52678
7	50584	52509	54609
8	52440	54365	56540
9	54179	56104	58348
10	55921	57846	60160
11	57544	59469	61848
12			62540*
13			63836*
14			65120*

Soulbury Senior & Principal Educational Psychologist

SCP	01.09.21	01.09.22	01.09.23
1	48727	50652	52678
2	50584	52509	54609
3	52440*	54365*	56540
4	54179	56104	58348
5	55921	57846	60160
6	57544	59469	61848*
7	58210	60135	62540
8	59456	61381	63836
9	60690	62615	65120
10	61945	63870	66425
11	63177	65102	67706
12	64431	66356	69010

13	65707	67632	70337
14	66941**	68866**	71621
15	68235**	70160**	72966
16	69514**	71439**	74297
17	70803**	72728**	75637**
18	72090**	74015**	76976**
19			80055**
20			83257**
21			86587**

LECTURER SALARY SCALE-AY 2023/24

With effect from the 1st September 2023

LECTURER SALARY SCALES		Grade					
			Scale	1.9.23	1.9.23		
			Point	Basic	LA	Gross	Hourly Rate
	Lecturers	MGLEC	1	£22,760	£2,535	£25,295	£26.75
		MGLEC	2	£24,054	£2,535	£26,589	£28.12
		MGLEC	3	£25,363	£2,535	£27,899	£29.51
		MGLEC	4	£26,661	£2,535	£29,196	£30.88
		MGLEC	5	£27,950	£2,535	£30,486	£32.24
		MGLEC	6	£29,248	£2,535	£31,783	£33.61
		MGLEC	7	£30,559	£2,535	£33,094	£35.00
		MGLEC	8	£31,849	£2,535	£34,384	£36.36

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 and 2023

	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	50,929	4,244
L2	46,601	3,883	2	52,133	4,344
L3	47,676	3,973	3	53,314	4,443
L4	48,785	4,065	4	54,555	4,546
L5	49,919	4,160	5	55,822	4,652
L6	51,082	4,257	6	57,124	4,760
L7	52,371	4,364	7	58,565	4,880
L8	53,499	4,458	8	59,826	4,986
L9	54,750	4,563	9	61,225	5,102
L10	56,072	4,673	10	62,703	5,225
L11	57,436	4,786	11	64,229	5,352
L12	58,688	4,891	12	65,629	5,469
L13	60,073	5,006	13	67,178	5,598
L14	61,479	5,123	14	68,749	5,729
L15	62,926	5,244	15	70,368	5,864
L16	64,514	5,376	16	72,144	6,012
L17	65,921	5,493	17	73,718	6,143
L18	67,496	5,625	18	75,478	6,290
L19	69,087	5,757	19	77,258	6,438
L20	70,713	5,893	20	79,076	6,590
L21	72,383	6,032	21	80,944	6,745
L22	74,090	6,174	22	82,852	6,904
L23	75,842	6,320	23	84,812	7,068
L24	77,643	6,470	24	86,826	7,236
L25	79,489	6,624	25	88,890	7,408
L26	81,372	6,781	26	90,995	7,583
L27	83,305	6,942	27	93,157	7,763
L28	85,290	7,108	28	95,377	7,948
L29	87,316	7,276	29	97,642	8,137
L30	89,406	7,451	30	99,980	8,332
L31	91,539	7,628	31	102,364	8,530
L32	93,724	7,810	32	104,808	8,734
L33	95,975	7,998	33	107,325	8,944
L34	98,263	8,189	34	109,884	9,157
L35	100,620	8,385	35	112,519	9,377
L36	103,026	8,586	36	115,210	9,601
L37	105,509	8,792	37	117,987	9,832
L38	108,037	9,003	38	120,813	10,068
L39	110,584	9,215	39	123,662	10,305
L40	113,266	9,439	40	126,661	10,555
L41	116,010	9,668	41	129,729	10,811

L42	118,828	9,902	42	132,881	11,073
L43	120,513	10,043	43	134,765	11,230

LEADING practitioners PAY RANGE 2022 and 2023			Monthly	Monthly
	1.09.22	1.09.23	1.09.22	1.90.23
Minimum	48,055	51,179	4,004.58	4,264.92
Maximum	71,220	75,850	5,935.00	6,320.83

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	32,407	2,700.58	34,514	2,876.17
	2	34,103	2,841.92	36,320	3,026.67
	3	35,886	2,990.50	38,219	3,184.92
	4	37,763	3,146.92	40,218	3,351.50
	5	40,050	3,337.50	42,654	3,554.50
	6	43,193	3,599.42	46,001	3,833.42
Upper					
Pay Scales	THR Grades				
1	1	44,687	3723.92	47,592	3,966.00
2	2	46,340	3861.67	49,353	4,112.75
3	3	48,055	4004.58	51,179	4,264.92

SPECIAL EDUCATIONAL NEEDS ALLOWANCE			Monthly	Monthly
	1.9.22	1.9.23	1.9.22	1.9.23
Minimum	2384	2539	198.67	211.58
Maximum	4479	5009	373.25	417.42

TLR PAYMENT 1			Monthly	Monthly
	1.9.22	1.9.23	1.9.22	1.9.23
Minimum	8706	9272	725.50	772.67
Maximum	14732	15690	1227.67	1307.50

TLR PAYMENT 2			Monthly	Monthly
	1.9.22	1.9.23	1.9.22	1.9.23
minimum	3017	3214	251.42	267.83
maximum	7368	7847	614.00	653.92

TLR PAYMENT 3			Monthly	Monthly
	1.9.22	1.9.23	1.9.22	1.9.23
minimum	600	639	50.00	53.25
maximum	2975	3169	247.91	53.25

Scale for Unqualified Teachers – 2022 and 2023

New grade name UQT

SCP	<u>Annual Salary Incl. LW</u>	<u>Monthly</u>	<u>Annual Salary Incl. LW</u>	<u>Monthly</u>
	1.09.22	1.09.22	1.09.23	1.09.23
1	22,924	1,910.33	24,415	2,034.58
2	25,144	2,095.33	26,779	2,231.58
3	27,362	2,280.17	29,141	2,428.42
4	29,323	2,443.58	31,229	2,602.42
5	31,539	2,628.25	33,590	2,799.17
6	33,759	2,813.25	35,954	2,996.17