

Spine for qualified teachers in England and Wales (excluding London and Fringe)
 (other than leadership group members and ASTs)

Spine Point	Current £pa	01/04/2004	01/04/2005	01/09/2005
		£pa	£pa	£pa
Main pay scale				
M1	18,105	18,558	19,023	19,161
M2	19,536	20,025	20,526	20,676
M3	21,108	21,636	22,176	22,338
M4	22,734	23,301	23,883	24,057
M5	24,525	25,137	25,764	25,953
M6	26,460	27,123	27,801	28,005
Upper pay scale				
U1	28,668	29,385	30,120	30,339
U2	29,730	30,474	31,236	31,464
U3	30,831	31,602	32,391	32,628
U4	31,968	32,766	33,585	33,831
U5	33,150	33,978	34,827	35,082

Spine for leadership group in England and Wales (excluding London and Fringe)

Spine Point	Current £pa	01/04/2004	01/04/2005	01/09/2005
		£pa	£pa	£pa
L1	31,416	32,202	33,006	33,249
L2	32,205	33,009	33,834	34,083
L3	33,009	33,834	34,680	34,935
L4	33,834	34,680	35,547	35,808
L5	34,677	35,544	36,432	36,699
L6	35,544	36,432	37,344	37,617
L7	36,507	37,419	38,355	38,634
L8	37,344	38,277	39,234	39,522
L9	38,277	39,234	40,215	40,509
L10	39,261	40,242	41,247	41,550
L11	40,278	41,286	42,318	42,627
L12	41,208	42,237	43,293	43,611
L13	42,240	43,296	44,379	44,703
L14	43,290	44,373	45,483	45,816
L15	44,367	45,477	46,614	46,956
L16	45,549	46,689	47,856	48,207
L17	46,599	47,763	48,957	49,314
L18	47,769	48,963	50,187	50,553

L19	48,951	50,175	51,429	51,807
L20	50,166	51,420	52,707	53,091
L21	51,408	52,692	54,009	54,405
L22	52,683	54,000	55,350	55,755
L23	53,988	55,338	56,721	57,135
L24	55,329	56,712	58,131	58,554
L25	56,700	58,119	59,571	60,009
L26	58,107	59,559	61,047	61,494
L27	59,544	61,032	62,559	63,015
L28	61,020	62,547	64,110	64,581
L29	62,535	64,098	65,700	66,180
L30	64,089	65,691	67,332	67,827
L31	65,676	67,317	69,000	69,504
L32	67,308	68,991	70,716	71,232
L33	68,979	70,704	72,471	73,002
L34	70,686	72,453	74,265	74,808
L35	72,444	74,256	76,113	76,668
L36	74,235	76,092	77,994	78,564
L37	76,083	77,985	79,935	80,520
L38	77,964	79,914	81,912	82,512
L39	79,863	81,861	83,907	84,522
L40	81,861	83,907	86,004	86,634
L41	83,904	86,001	88,152	88,797
L42	86,004	88,155	90,360	91,020
L43	88,155	90,360	92,619	93,297

Ranges for headteachers in England and Wales (excluding London and the Fringe)

Group	Range of spine points	Salary range 1 April 2004 £pa	Salary range 1 April 2005 £pa	Salary range 1 September 2005 £pa
1	L6 – L18	36,432 – 48,963	37,344 – 50,187	37,617 – 50,553
2	L8 – L21	38,277 – 52,692	39,234 – 54,009	39,522 – 54,405
3	L11 – L24	41,286 – 56,712	42,318 – 58,131	42,627 – 58,554
4	L14 – L27	44,373 – 61,032	45,483 – 62,559	45,816 – 63,015
5	L18 – L31	48,963 – 67,317	50,187 – 69,000	50,553 – 69,504

6	L21 – L35	52,692 – 74,256	54,009 – 76,113	54,405 – 76,668
7	L24 – L39	56,712 – 81,861	58,131 – 83,907	58,554 – 84,522
8	L28 – L43	62,547 – 90,360	64,110 – 92,619	64,581 – 93,297

Spine for advanced skills teachers in England and Wales (excluding London and Fringe)

Spine Point	Current £pa	01/04/2004 £pa	01/04/2005 £pa	01/09/2005 £pa
1	29,757	30,501	31,263	31,491
2	30,288	31,044	31,820	32,052
3	30,822	31,593	32,382	32,619
4	31,347	32,130	32,934	33,174
5	31,878	32,676	33,492	33,738
6	32,415	33,225	34,056	34,305
7	32,949	33,774	34,617	34,872
8	33,480	34,317	35,175	35,433
9	34,008	34,857	35,727	35,991
10	34,536	35,400	36,285	36,552
11	35,070	35,946	36,846	37,113
12	35,781	36,675	37,593	37,866
13	36,489	37,401	38,337	38,616
14	37,194	38,124	39,078	39,363
15	37,902	38,850	39,822	40,113
16	38,613	39,579	40,569	40,866
17	39,321	40,305	41,313	41,616
18	40,032	41,034	42,060	42,369
19	40,740	41,760	42,804	43,116
20	41,448	42,483	43,545	43,863
21	42,156	43,209	44,289	44,613
22	43,038	44,115	45,219	45,549
23	43,929	45,027	46,152	46,491
24	44,811	45,930	47,079	47,424
25	45,699	46,842	48,012	48,363
26	46,581	47,745	48,939	49,296
27	47,469	48,657	49,872	50,238

Scale for unqualified teachers in England and Wales (excluding London and Fringe)

Scale Point	Current £pa	01/04/2004 £pa	01/04/2005 £pa	01/09/2005 £pa
1	13,266	13,599	13,938	14,040
2	13,860	14,208	14,562	14,670
3	14,439	14,799	15,168	15,279
4	15,039	15,414	15,798	15,915
5	15,645	16,035	16,437	16,557
6	16,227	16,632	17,049	17,172
7	16,824	17,244	17,676	17,805
8	18,216	18,672	19,140	19,278
9	19,794	20,289	20,796	20,949
10	20,979	21,504	22,041	22,203

Management Allowances for classroom teachers

	Current £pa	from 1 April 2004 £pa
Management	1,638	To be frozen pending new arrangements
Management	3,312	As above
Management	5,688	As above
Management	7,833	As above
Management	10,572	As above

Special Needs allowances for classroom teachers

	Current £pa	01/04/2004 £pa	01/04/2005 £pa	01/09/2005 £pa
SEN 1	1,674	1,716	1,758	1,773
SEN 2	3,312	3,396	3,480	3,507