

Teachers' Pay Scales September 2016
Appendix 1

WMBC Unqualified Teachers Pay Range	
Spine Point	Annual Salary
UQT	£
1	16,461
2	18,376
2	20,289
4	22,204
5	24,120
6	26,034

WMBC Teachers	
Special Educational Needs Allowance	
	£
Minimum Rate	2,085
Maximum Rate	4,116

WMBC Teachers Main Pay Range	
Spine Point	Annual Salary
MPR	£
1	22,467
2	24,243
3	26,192
4	28,207
5	30,430
6a	32,835
6b	33,160

Teaching and Learning Responsibility Allowance	
TLR	£
TLR 3 Minimum Rate	523
TLR 3 Maximum Rate	2,603
TLR 2 Minimum Rate	2,640
TLR 2 Maximum Rate	6,450
TLR 1 Minimum Rate	7,622
TLR 1 Maximum Rate	12,898

WMBC Teachers Upper Pay Range	
Spine Point	Annual Salary
UPR	£
1	33,571
2	36,889
2	38,250

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WMBC Teachers Leadership Pay Range	
Spine Point	Annual Salary
L	£
1	38,984
2	39,960
3	40,958
4	41,978
5	43,023
6	44,102
7	45,290
8	46,335
9	47,492
10	48,711
11	49,976
12	51,127
13	52,405
14	53,712
15	55,049
16	56,511
17	57,810
18	59,264
19	60,733
20	62,240
21	63,779
22	65,363
23	66,982
24	68,643
25	70,349
26	72,089
27	73,876
28	75,708
29	77,583
30	79,514
31	81,478
32	83,503
33	85,579
34	87,694
35	89,879
36	92,099
37	94,389
38	96,724
39	99,081
40	101,554
41	104,091
42	106,699
43	108,283

WMBC Teachers Leading Practitioner Pay Range	
Spine Point	Annual Salary
L	£
1	38,984
2	39,960
3	40,958
4	41,978
5	43,023
6	44,102
7	45,290
8	46,335
9	47,492
10	48,711
11	49,976
12	51,127
13	52,405
14	53,712
15	55,049
16	56,511
17	57,810
18	59,264