
STATUTORY INSTRUMENTS

2004 No. 658

EDUCATION, ENGLAND AND WALES

**The Education (School Teachers'
Pay and Conditions) Order 2004**

<i>Made</i>	- - - -	<i>10th March 2004</i>
<i>Laid before Parliament</i>		<i>10th March 2004</i>
<i>Coming into force</i>		
<i>Article 1 and 2(a)-(cc)</i>		<i>1st April 2004</i>
<i>Article 2(dd) and Part 1 of the Schedule</i>		<i>1st April 2005</i>
<i>Article 2(ee) and Part 2 of the Schedule</i>		<i>1st September 2005</i>

Whereas the School Teachers' Review Body(1) have made a report following the reference to them of certain matters;

And whereas the Secretary of State has consulted, in accordance with section 126 of the Education Act 2002(2), such associations of local education authorities, such bodies representing the interests of governors of foundation, voluntary and foundation special schools and such bodies representing school teachers as appeared to him to be concerned:

Now therefore the Secretary of State, in exercise of the powers conferred by sections 122(1), 123(1) and (4), 124(1) and (3), 125 and 210(7) of the Education Act 2002, hereby makes the following Order:

Citation, commencement and application

1.—(1) This Order may be cited as the Education (School Teachers' Pay and Conditions) Order 2004 and shall come into force on 1st April 2004, except for—

- (a) article 2(dd) and Part 1 of the Schedule, which shall come into force on 1st April 2005; and
- (b) article 2(ee) and Part 2 of the Schedule, which shall come into force on 1st September 2005.

(1) The School Teachers' Review Body ("STRB") was established under section 1 of the School Teachers' Pay and Conditions Act 1991 (c. 49). Section 1 of that Act was repealed by section 215(2) and Part 1 of Schedule 22 to the Education Act 2002 but the STRB continues to exist by virtue of section 119(1) of that Act.

(2) 2002 c. 32.

(2) This Order applies to school teachers within the meaning of section 122 of the Education Act 2002 in England and Wales.

School Teachers' Pay and Conditions

2. The provisions set out in section 2 of the document published by The Stationery Office Limited and entitled “School Teachers' Pay and Conditions Document 2003 and Guidance on School Teachers' Pay and Conditions”(3) shall have effect with the following amendments—

(a) for paragraph 1.7 substitute—

“1.7. Where a table containing a pay scale, pay spine or salary range contains four columns of annual salaries or salary ranges, the column headed “England and Wales (excluding the London Area)” applies to teachers serving in England and Wales except those serving in the London Area, the column headed “Inner London Area” applies to teachers serving in the Inner London Area, the column headed “Outer London Area” applies to teachers serving in the Outer London Area and the column headed “Fringe Area” applies to teachers serving in the Fringe Area.”;

(b) in paragraph 2.1 after “Subject to” insert “paragraph 41A (determination of applicable pay scale),”;

(c) in paragraph 3.3(b) and (c) —

(i) omit “, 24”; and

(ii) after “25” insert “or payments or other financial benefits awarded under paragraph 48”;

(d) in paragraph 3.4 for “45,46,47 and 48” substitute “45,46 and 47”;

(e) for the table in paragraph 4.4 substitute—

<i>Spine point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
L1	32,202	38,292	34,506	33,093
L2	33,009	39,102	35,313	33,903
L3	33,834	39,927	36,138	34,725
L4	34,680	40,770	36,984	35,571
L5	35,544	41,637	37,848	36,435
L6	36,432	42,525	38,736	37,323
L7	37,419	43,512	39,723	38,310
L8	38,277	44,370	40,581	39,168
L9	39,234	45,327	41,538	40,125
L10	40,242	46,335	42,546	41,133
L11	41,286	47,376	43,587	42,177

(3) ISBN 0 11 271146 4. Section 2 was given effect by the Education (School Teachers' Pay and Conditions) (No.2) Order 2003 (S.I.2003/2169).

<i>Spine point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
L12	42,237	48,330	44,541	43,131
L13	43,296	49,389	45,600	44,187
L14	44,373	50,463	46,674	45,264
L15	45,477	51,567	47,778	46,368
L16	46,689	52,779	48,990	47,580
L17	47,763	53,856	50,067	48,657
L18	48,963	55,056	51,267	49,854
L19	50,175	56,265	52,479	51,066
L20	51,420	57,513	53,724	52,311
L21	52,692	58,785	54,996	53,586
L22	54,000	60,093	56,304	54,891
L23	55,338	61,428	57,642	56,229
L24	56,712	62,805	59,016	57,603
L25	58,119	64,209	60,420	59,010
L26	59,559	65,652	61,863	60,450
L27	61,032	67,125	63,336	61,923
L28	62,547	68,637	64,848	63,438
L29	64,098	70,191	66,402	64,989
L30	65,691	71,784	67,995	66,582
L31	67,317	73,410	69,621	68,211
L32	68,991	75,081	71,295	69,882
L33	70,704	76,794	73,008	71,595
L34	72,453	78,546	74,757	73,344
L35	74,256	80,346	76,557	75,147
L36	76,092	82,182	78,393	76,983
L37	77,985	84,078	80,289	78,876
L38	79,914	86,004	82,215	80,805
L39	81,861	87,951	84,162	82,752
L40	83,907	90,000	86,211	84,798
L41	86,001	92,094	88,305	86,892
L42	88,155	94,245	90,456	89,046

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<i>Spine point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
L43	90,360	96,450	92,661	91,251

(f) for the table in paragraph 6.3 substitute—

<i>Group</i>	<i>Range of spine points</i>	<i>Salary Range England and Wales (excluding the London Area)</i>	<i>Salary Range Inner London Area</i>	<i>Salary Range Outer London Area</i>	<i>Salary Range Fringe Area</i>
		£	£	£	£
1	L6-L18	36,432 – 48,963	42,525 – 55,056	38,736 – 51,267	37,323 – 49,854
2	L8-L21	38,277 – 52,692	44,370 – 58,785	40,581 – 54,996	39,168 – 53,586
3	L11-L24	41,286 – 56,712	47,376 – 62,805	43,587 – 59,016	42,177 – 57,603
4	L14-L27	44,373 – 61,032	50,463 – 67,125	46,674 – 63,336	45,264 – 61,923
5	L18-L31	48,963 – 67,317	55,056 – 73,410	51,267 – 69,621	49,854 – 68,211
6	L21-L35	52,692 – 74,256	58,785 – 80,346	54,996 – 76,557	53,586 – 75,147
7	L24-L39	56,712 – 81,861	62,805 – 87,951	59,016 – 84,162	57,603 – 82,752
8	L28-L43	62,547 – 90,360	68,637 – 96,450	64,848 – 92,661	63,438 – 91,251

(g) omit paragraph 10.3.3;

(h) in paragraph 10.3.4 for “paragraphs 10.3.2 and 10.3.3” substitute “paragraph 10.3.2”;

(i) for the table in paragraph 15.3 substitute—

<i>Scale point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
M1	18,558	22,059	20,862	19,449
M2	20,025	23,550	22,329	20,916

<i>Scale point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
M3	21,636	25,188	23,940	22,527
M4	23,301	26,883	25,605	24,195
M5	25,137	28,743	27,441	26,031
M6	27,123	30,750	29,424	28,014

(j) for the table in paragraph 17.2 substitute—

<i>Scale point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
U1	29,385	34,851	31,689	30,276
U2	30,474	36,564	32,775	31,365
U3	31,602	37,692	33,906	32,493
U4	32,766	38,859	35,070	33,660
U5	33,978	40,071	36,282	34,872

(k) in paragraph 17.4 for “3.1(a)” substitute “3.1(aa)”;

(l) in paragraph 23.2 after “may be awarded” insert “for a fixed period not exceeding one year”;

(m) for paragraph 23.3 substitute—

“**23.3.** Any classroom teacher who was awarded a management allowance prior to 31st March 2004 shall be paid the allowance for the period determined when the award was made, whether for a fixed period of time or while the classroom teacher remains in the same post.”;

(n) omit paragraph 24;

(o) in paragraph 25.1 for—

(i) “£1,674” substitute “£1,716”; and

(ii) “£3,312” substitute “£3,396”;

(p) in paragraph 27.2(a)(4) after “any such document” insert “and, at the relevant body’s discretion, 1 or more points for years of experience other than employment as a teacher gained since he was last so placed which the relevant body consider of value to the classroom teacher’s duties”;

(q) omit paragraph 27.5(c);

(r) for the table in paragraph 28.1 substitute—

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<i>Spine point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
1	30,501	36,594	32,805	31,392
2	31,044	37,137	33,348	31,938
3	31,593	37,683	33,897	32,484
4	32,130	38,223	34,434	33,021
5	32,676	38,766	34,977	33,567
6	33,225	39,318	35,529	34,116
7	33,774	39,864	36,075	34,665
8	34,317	40,410	36,621	35,208
9	34,857	40,950	37,161	35,751
10	35,400	41,490	37,704	36,291
11	35,946	42,039	38,250	36,840
12	36,675	42,768	38,979	37,566
13	37,401	43,494	39,705	38,292
14	38,124	44,214	40,428	39,015
15	38,850	44,940	41,154	39,741
16	39,579	45,669	41,883	40,470
17	40,305	46,395	42,606	41,196
18	41,034	47,124	43,335	41,925
19	41,760	47,850	44,061	42,651
20	42,483	48,576	44,787	43,377
21	43,209	49,302	45,513	44,103
22	44,115	50,205	46,416	45,006
23	45,027	51,120	47,331	45,918
24	45,930	52,023	48,234	46,824
25	46,842	52,932	49,146	47,733
26	47,745	53,838	50,049	48,636
27	48,657	54,747	50,958	49,548

(s) for the table in paragraph 36.1 substitute—

<i>Spine point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
1	13,599	17,100	15,900	14,490
2	14,208	17,709	16,509	15,099
3	14,799	18,303	17,103	15,693
4	15,414	18,918	17,718	16,308
5	16,035	19,539	18,339	16,929
6	16,632	20,136	18,936	17,523
7	17,244	20,748	19,548	18,135
8	18,672	22,173	20,976	19,563
9	20,289	23,790	22,593	21,180
10	21,504	25,005	23,808	22,395

- (t) omit paragraphs 40.1 to 40.4;
- (u) in paragraph 40.5(d)—
- (i) omit “, 24”;
 - (ii) after “25” insert “, or payments made under paragraph 48,”; and
 - (iii) for “paragraphs 16.1” substitute “paragraph 16.1”;
- (v) in Part VII, before paragraph 42 insert—

“Determination of applicable pay scale

41A.1. A teacher who normally works in the London Area but who is temporarily employed elsewhere shall continue to be paid in accordance with the pay scale applicable to his normal area of employment.

41A.2. A teacher who on 31st March 2004 was being paid in accordance with the Inner London pay scale or who was receiving a London Area allowance shall continue to be paid in accordance with the applicable London Area pay scale notwithstanding that he would not otherwise be entitled to it under the provisions of this Document, for so long as he remains in the post that he held on that date.

41A.3.1. A teacher who moves out of the Inner London Area may continue to be paid in accordance with the Inner London pay scale at the rate being paid before he moved for so long as he continues to be employed as a teacher in a post in which his salary is paid by the same authority.

41A.3.2. A teacher who moves out of the Outer London Area, to anywhere but the Inner London Area, may continue to be paid on the Outer London Area scale at the rate being paid before he moved for so long as he continues to be employed as a teacher in a post in which his salary is paid by the same authority.

41A.3.3. A teacher who moves out of the Fringe Area, to anywhere but the Inner London Area or the Outer London Area, may continue to be paid on the Fringe Area scale

at the rate being paid before he moved for so long as he continues to be employed as a teacher in a post in which his salary is paid by the same authority.”;

- (w) omit paragraph 43.3(b);
- (x) in paragraph 43.4(b) for “to 25, except for an allowance payable pursuant to an award under paragraph 24.4.1” substitute “and 25”;
- (y) omit paragraph 43.5(c);
- (z) renumber paragraph 48 as 48.1 and in that paragraph insert “Subject to paragraph 48.2,” before “the relevant body”;
- (aa) after paragraph 48.1 insert—

“**48.2.1.** An incentive for the recruitment of a new teacher that consists of periodic payments or the provision of other benefits over a period of time may only be awarded for a fixed period not exceeding 3 years and must not be renewed.

48.2.2. An incentive for the retention of an existing teacher that consists of periodic payments or the provision of other benefits over a period of time may only be awarded for a fixed period not exceeding three years and may, in exceptional circumstances, be renewed.

48.3. An award of an allowance made on or before 31st March 2004 for a fixed period shall continue to have effect save that, where that period ends on or after 1st April 2007, it shall cease to have effect on 31st March 2007.

48.4. An award of an allowance made on or before 31st March 2004 that consists of periodic payments or the provision of other benefits over a period of time otherwise than for a fixed period shall cease to have effect on 1st April 2004.

48.5. In this paragraph “allowance” means a recruitment and retention allowance, or other assistance, support or benefit awarded by the relevant body as an incentive for the recruitment of new teachers or the retention in their service of existing teachers.”;

- (bb) for paragraph 49.1 substitute—

“**49.1.** The relevant body shall pay the sum of £33 to a teacher who is required to be registered with the General Teaching Council for England or with the General Teaching Council for Wales, in respect of the registration fee payable in the year 1st April 2004 to 31st March 2005.”

- (cc) in paragraph 2 of Annex 3 omit “is not entitled to be paid at point M6 on the main pay scale.”;
- (dd) after Part 1 of Annex 6 insert Part 1A, set out in Part 1 of the Schedule; and
- (ee) in Part 2 of Annex 6 before paragraph 4 insert the paragraphs set out in Part 2 of the Schedule.

10th March 2004

David Miliband
Minister of State
Department for Education and Skills

SCHEDULE

Article 2(dd) and (ee)

PART 1

“Part 1A:

Changes taking effect on 1st April 2005

3A. For the table in paragraph 4.4 substitute—

<i>Spine point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
L1	33,006	39,249	35,370	33,921
L2	33,834	40,080	36,195	34,752
L3	34,680	40,926	37,041	35,592
L4	35,547	41,790	37,908	36,459
L5	36,432	42,678	38,793	37,347
L6	37,344	43,587	39,705	38,256
L7	38,355	44,601	40,716	39,267
L8	39,234	45,480	41,595	40,146
L9	40,215	46,461	42,576	41,127
L10	41,247	47,493	43,611	42,162
L11	42,318	48,561	44,676	43,230
L12	43,293	49,539	45,654	44,208
L13	44,379	50,625	46,740	45,291
L14	45,483	51,726	47,841	46,395
L15	46,614	52,857	48,972	47,526
L16	47,856	54,099	50,214	48,771
L17	48,957	55,203	51,318	49,872
L18	50,187	56,433	52,548	51,099
L19	51,429	57,672	53,790	52,344
L20	52,707	58,950	55,068	53,619
L21	54,009	60,255	56,370	54,927
L22	55,350	61,596	57,711	56,262
L23	56,721	62,964	59,082	57,636

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<i>Spine point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
L24	58,131	64,374	60,492	59,043
L25	59,571	65,814	61,932	60,486
L26	61,047	67,293	63,411	61,962
L27	62,559	68,802	64,920	63,471
L28	64,110	70,353	66,468	65,025
L29	65,700	71,946	68,061	66,615
L30	67,332	73,578	69,696	68,247
L31	69,000	75,246	71,361	69,915
L32	70,716	76,959	73,077	71,628
L33	72,471	78,714	74,832	73,386
L34	74,265	80,511	76,626	75,177
L35	76,113	82,356	78,471	77,025
L36	77,994	84,237	80,352	78,909
L37	79,935	86,181	82,296	80,847
L38	81,912	88,155	84,270	82,824
L39	83,907	90,150	86,265	84,822
L40	86,004	92,250	88,365	86,919
L41	88,152	94,395	90,513	89,064
L42	90,360	96,600	92,718	91,272
L43	92,619	98,862	94,977	93,531

3B. For the table in paragraph 6.3 substitute —

<i>Group</i>	<i>Range of spine points</i>	<i>Salary Range England and Wales (excluding the London Area)</i>	<i>Salary Range Inner London Area</i>	<i>Salary Range Outer London Area</i>	<i>Salary Range Fringe Area</i>
		£	£	£	£
1	L6-L18	37,344 – 50,187	43,587 – 56,433	39,705 – 52,548	38,256 – 51,099
2	L8-L21	39,234 – 54,009	45,480 – 60,255	41,595 – 56,370	40,146 – 54,927

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<i>Group</i>	<i>Range of spine points</i>	<i>Salary Range England and Wales (excluding the London Area)</i>	<i>Salary Range Inner London Area</i>	<i>Salary Range Outer London Area</i>	<i>Salary Range Fringe Area</i>
		£	£	£	£
3	L11-L24	42,318 – 58,131	48,561 – 64,374	44,676 – 60,492	43,230 – 59,043
4	L14-L27	45,483 – 62,559	51,726 – 68,802	47,841 – 64,920	46,395 – 63,471
5	L18-L31	50,187 – 69,000	56,433 – 75,246	52,548 – 71,361	51,099 – 69,915
6	L21-L35	54,009 – 76,113	60,255 – 82,356	56,370 – 78,471	54,927 – 77,025
7	L24-L39	58,131 – 83,907	64,374 – 90,150	60,492 – 86,265	59,043 – 84,822
8	L28-L43	64,110 – 92,619	70,353 – 98,862	66,468 – 94,977	65,025 – 93,531

3C. For the table in paragraph 15.3 substitute—

<i>Scale point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
M1	19,023	22,611	21,384	19,935
M2	20,526	24,138	22,887	21,438
M3	22,176	25,818	24,540	23,091
M4	23,883	27,555	26,244	24,801
M5	25,764	29,463	28,128	26,682
M6	27,801	31,518	30,159	28,713

3D. For the table in paragraph 17.2 substitute—

<i>Scale point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
U1	30,120	35,721	32,481	31,032

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	£	£	£	£
U2	31,236	37,479	33,594	32,148
U3	32,391	38,634	34,755	33,306
U4	33,585	39,831	35,946	34,503
U5	34,827	41,073	37,188	35,745

3E. In paragraph 25.1, for “£1,716” substitute “£1,758” and for “£3,396” substitute “£3,480”.

3F. For the table in paragraph 28.1 substitute—

<i>Spine point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
1	31,263	37,509	33,624	32,178
2	31,820	38,064	34,182	32,736
3	32,382	38,625	34,743	33,297
4	32,934	39,180	35,295	33,846
5	33,492	39,735	35,850	34,407
6	34,056	40,302	36,417	34,968
7	34,617	40,860	36,978	35,532
8	35,175	41,421	37,536	36,087
9	35,727	41,973	38,091	36,645
10	36,285	42,528	38,646	37,197
11	36,846	43,089	39,207	37,761
12	37,593	43,836	39,954	38,505
13	38,337	44,580	40,698	39,249
14	39,078	45,318	41,439	39,990
15	39,822	46,065	42,183	40,734
16	40,569	46,812	42,930	41,481
17	41,313	47,556	43,671	42,225
18	42,060	48,303	44,418	42,972
19	42,804	49,047	45,162	43,716

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<i>Spine point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
20	43,545	49,791	45,906	44,460
21	44,289	50,535	46,650	45,207
22	45,219	51,459	47,577	46,131
23	46,152	52,398	48,513	47,067
24	47,079	53,325	49,440	47,994
25	48,012	54,255	50,376	48,927
26	48,939	55,185	51,300	49,851
27	49,872	56,115	52,233	50,787

3G. For the table in paragraph 36.1 substitute—

<i>Spine point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
1	13,938	17,529	16,299	14,853
2	14,562	18,153	16,923	15,477
3	15,168	18,762	17,532	16,086
4	15,798	19,392	18,162	16,716
5	16,437	20,028	18,798	17,352
6	17,049	20,640	19,410	17,961
7	17,676	21,267	20,037	18,588
8	19,140	22,728	21,501	20,052
9	20,796	24,384	23,157	21,711
10	22,041	25,629	24,402	22,956

PART 2

3H. For the table in paragraph 4.4 substitute—

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<i>Spine point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
L1	33,249	39,537	35,889	34,170
L2	34,083	40,374	36,723	35,004
L3	34,935	41,226	37,572	35,853
L4	35,808	42,096	38,448	36,726
L5	36,699	42,990	39,339	37,620
L6	37,617	43,908	40,257	38,535
L7	38,634	44,925	41,274	39,555
L8	39,522	45,813	42,162	40,440
L9	40,509	46,800	43,149	41,430
L10	41,550	47,841	44,190	42,471
L11	42,627	48,915	45,264	43,548
L12	43,611	49,902	46,251	44,532
L13	44,703	50,994	47,343	45,624
L14	45,816	52,104	48,453	46,734
L15	46,956	53,244	49,593	47,874
L16	48,207	54,495	50,844	49,125
L17	49,314	55,605	51,954	50,238
L18	50,553	56,844	53,193	51,474
L19	51,807	58,095	54,447	52,725
L20	53,091	59,382	55,731	54,012
L21	54,405	60,696	57,045	55,329
L22	55,755	62,046	58,395	56,676
L23	57,135	63,423	59,775	58,056
L24	58,554	64,845	61,194	59,475
L25	60,009	66,297	62,646	60,927
L26	61,494	67,785	64,134	62,415
L27	63,015	69,306	65,655	63,936
L28	64,581	70,869	67,218	65,499
L29	66,180	72,471	68,820	67,101
L30	67,827	74,118	70,467	68,745
L31	69,504	75,795	72,144	70,428

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<i>Spine point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
L32	71,232	77,520	73,872	72,153
L33	73,002	79,290	75,642	73,923
L34	74,808	81,099	77,448	75,729
L35	76,668	82,956	79,305	77,589
L36	78,564	84,852	81,201	79,485
L37	80,520	86,811	83,160	81,438
L38	82,512	88,800	85,149	83,430
L39	84,522	90,810	87,159	85,440
L40	86,634	92,925	89,274	87,555
L41	88,797	95,088	91,437	89,715
L42	91,020	97,308	93,657	91,941
L43	93,297	99,585	95,934	94,218

3I. For the table in paragraph 6.3 substitute—

<i>Group</i>	<i>Range of spine points</i>	<i>Salary Range England and Wales (excluding the London Area)</i>	<i>Salary Range Inner London Area</i>	<i>Salary Range Outer London Area</i>	<i>Salary Range Fringe Area</i>
		£	£	£	£
1	L6-L18	37,617 – 50,553	43,908 – 56,844	40,257 – 53,193	38,535 – 51,474
2	L8-L21	39,522 – 54,405	45,813 – 60,696	42,162 – 57,045	40,440 – 55,329
3	L11-L24	42,627 – 58,554	48,915 – 64,845	45,264 – 61,194	43,548 – 59,475
4	L14-L27	45,816 – 63,015	52,104 – 69,306	48,453 – 65,655	46,734 – 63,936
5	L18-L31	50,553 – 69,504	56,844 – 75,795	53,193 – 72,144	51,474 – 70,428
6	L21-L35	54,405 – 76,668	60,696 – 82,956	57,045 – 79,305	55,329 – 77,589
7	L24-L39	58,554 – 84,522	64,845 – 90,810	61,194 – 87,159	59,475 – 85,440

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<i>Group</i>	<i>Range of spine points</i>	<i>Salary Range England and Wales (excluding the London Area)</i>	<i>Salary Range Inner London Area</i>	<i>Salary Range Outer London Area</i>	<i>Salary Range Fringe Area</i>
		£	£	£	£
8	L28-L43	64,581 – 93,297	70,869 – 99,585	67,218 – 95,934	65,499 – 94,218

3J. For the table in paragraph 15.3 substitute—

<i>Scale point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
M1	19,161	23,001	22,002	20,082
M2	20,676	24,315	23,316	21,597
M3	22,338	26,007	24,978	23,259
M4	24,057	27,756	26,697	24,981
M5	25,953	29,676	28,593	26,877
M6	28,005	31,749	30,642	28,923

3K. For the table in paragraph 17.2 substitute—

<i>Scale point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
U1	30,339	35,985	32,979	31,260
U2	31,464	37,752	34,101	32,385
U3	32,628	38,916	35,268	33,549
U4	33,831	40,122	36,471	34,755
U5	35,082	41,373	37,722	36,006

3L. In paragraph 25.1, for “£1,758” substitute “£1773” and for “£3,480” substitute “£3,507”.

3M. For the table in paragraph 28.1 substitute—

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<i>Spine point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
1	31,491	37,782	34,131	32,412
2	32,052	38,343	34,692	32,976
3	32,619	38,907	35,259	33,540
4	33,174	39,465	35,814	34,095
5	33,738	40,026	36,375	34,659
6	34,305	40,596	36,945	35,226
7	34,872	41,160	37,509	35,793
8	35,433	41,724	38,073	36,351
9	35,991	42,282	38,631	36,912
10	36,552	42,837	39,189	37,470
11	37,113	43,404	39,753	38,037
12	37,866	44,157	40,506	38,787
13	38,616	44,907	41,256	39,537
14	39,363	45,651	42,003	40,284
15	40,113	46,401	42,753	41,034
16	40,866	47,154	43,506	41,784
17	41,616	47,904	44,253	42,534
18	42,369	48,657	45,003	43,287
19	43,116	49,404	45,753	44,037
20	43,863	50,154	46,503	44,787
21	44,613	50,904	47,253	45,537
22	45,549	51,837	48,186	46,470
23	46,491	52,782	49,131	47,409
24	47,424	53,715	50,064	48,345
25	48,363	54,651	51,003	49,284
26	49,296	55,587	51,936	50,217
27	50,238	56,526	52,875	51,159

3L. For the table in paragraph 36.1 substitute—

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<i>Spine point</i>	<i>Annual Salary England and Wales (excluding the London Area)</i>	<i>Annual Salary Inner London Area</i>	<i>Annual Salary Outer London Area</i>	<i>Annual Salary Fringe Area</i>
	£	£	£	£
1	14,040	17,655	16,677	14,961
2	14,670	18,285	17,307	15,591
3	15,279	18,897	17,919	16,203
4	15,915	19,533	18,555	16,839
5	16,557	20,175	19,197	17,478
6	17,172	20,790	19,812	18,093
7	17,805	21,423	20,445	18,723
8	19,278	22,893	21,918	20,199
9	20,949	24,564	23,589	21,867
10	22,203	25,818	24,843	23,124”

EXPLANATORY NOTE

(This note is not part of the Order)

This Order amends the School Teachers' Pay and Conditions Document 2003 (“the Document”) by up-rating the amounts of salary and certain allowances and by replacing the Outer London and Fringe Area allowances with new Outer London and Fringe Area pay scales. New tables that include provision for the Outer London and Fringe Areas replace the following—

- (a) the leadership group pay spine set out in paragraph 4.4 of the Document;
- (b) the head teachers' groups' pay ranges set out in paragraph 6.3 of the Document;
- (c) the pay scale for classroom teachers set out in paragraph 15.3 of the Document;
- (d) the pay scale for post-threshold teachers set out in paragraph 17.2 of the Document;
- (e) the pay spine for advanced skills teacher set out in paragraph 28.1 of the Document; and
- (f) the pay scale for unqualified teachers set out in paragraph 36.1 of the Document.

The value of the special educational needs allowances set out in paragraph 25.1 of the Document is increased.

The first increase takes effect from 1st April 2004. Subsequent increases, for which the Schedule makes provision, take effect from 1st April 2005 and 1st September 2005.

The Order abolishes recruitment and retention allowances (formerly paid under paragraph 24 of the Document, now omitted) and amends the basis on which recruitment and retention incentives and benefits (collectively referred to as “allowances”) can be awarded under paragraph 48 of the Document, so that such allowances can only be awarded either as a ‘one-off’ or for a fixed period

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of up to three years. Recruitment incentives cannot be renewed. Fixed term allowances awarded prior to the date of this Order are preserved until the long stop date of 31st March 2007. Permanent allowances or ones that were awarded for as long as the teacher remained in a particular post cease to have effect from 1st April 2004.

Management allowances must henceforth be awarded for a fixed period not exceeding one year, although allowances awarded prior to 1st April may be retained for the period for which they were originally awarded even if that was for a fixed period exceeding a year or while the teacher continues in the same post.

The eligibility criteria for fast track assessment in Annex 3 are amended to enable teachers who are entitled to be paid at point M6 on the main pay scale to be included in the scheme.