



Salary and Wage Rates

All School Employees From April 2010

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Introduction

This pack contains details of salary and wage rates for school employees for financial year 2010-11

The key headlines for calculating staffing expenditure from April 2010 are: -

- * The assumed pay award for all teachers, including the Leadership Group, is the final year of a three year settlement.
2010 -11 pay scales have been increased by 2.3% from September 2010.
- * The non teachers pay scales remain at the 2009-10 rates due to the likelihood of a pay freeze
- * The rate of Employers Pension Contributions for non-teaching staff has risen to 24.8% from April 2010.
- * Schools with any staff earning over £100,000 per year should be aware that the personal allowance of the individual will reduce by £1 for every £2 earned over £100,000.
- * The Nursery Nurse Grading Review was agreed in July 2009. Please refer to the separate Tabs 'Nursery Nurse Regrading' and 'Nonteacher Designations'

London Borough of Barnet

Employee Salary and Employer National Insurance & Pension Contribution Rates Financial Year 2010 -11

Category of Employee	Estimated Pay Award	Effective Date of Pay Award	Employers Pension Contribution Rate from April 10
All Teaching Staff (paid under Teachers Pay & Conditions Document)	2.3% Final year of a 3 year pay award	Sep-10	14.1%
All Non -Teaching Staff (paid under National Joint Conditions, spine points 4-62)	0% Assumption as no settlement agreed	Apr-10	24.8%

Employers National Insurance Contribution Rates for 2010-11

Annual Gross Earnings of Employee	Rate for Employee Categories D, E & L	Rate for Employee Categories A & J	Rate for Employee Categories B & C
Up to £5,715 pa	0%	0%	0%
Between £5,715 and £43,875 pa	9.1%	12.8%	12.8%
Over £43,875	12.8%	12.8%	12.8%

Classification of Employee NI Categories

Category	Description
D, E & L	Employee is aged between 16 & state retirement age and in occupational pension Scheme (covers most employees)
A & J	Employee is aged between 16 & State retirement age but not in occupational pension scheme
B	Employee is a married woman or widow aged 16 - 60 not in occupational pension scheme but entitled to reduced NI contributions
C	Employee is under 16 or of state retirement age

Teacher Pay Scales (Outer London) Financial Year 2010-11

Main Pay Scale (MPS)

Spine Point	From	From
	01/09/2009	01/09/2010
	£pa	£pa
M1	24,552	25,117
M2	26,073	26,673
M3	27,687	28,324
M4	29,402	30,078
M5	31,895	32,629
M6	34,326	35,115

Associate (Unqualified) Teacher Pay Scale

Spine Point	From	From
	01/09/2009	01/09/2010
	£pa	£pa
1	18,366	18,788
2	20,164	20,628
3	21,964	22,469
4	23,763	24,310
5	25,562	26,150
6	27,361	27,990

Upper Pay Scale (UPS)

Spine Point	From	From
	01/09/2009	01/09/2010
	£pa	£pa
U1	36,752	37,598
U2	38,114	38,991
U3	39,523	40,432

Excellent Teacher Pay Scale

From	From
01/09/2009	01/09/2010
£pa	£pa
42,685 - 54,799	43,667-56,039

Leadership Group

Spine Point	From	From
	01/09/2009	01/09/2010
	£pa	£pa
L1	39,523	40,432
L2	40,441	41,371
L3	41,375	42,327
L4	42,340	43,314
L5	43,321	44,317
L6	44,331	45,350
L7	45,450	46,495
L8	46,431	47,499
L9	47,515	48,608
L10	48,663	49,782
L11	49,846	50,992
L12	50,933	52,105
L13	52,134	53,333
L14	53,355	54,582
L15	54,612	55,868
L16	55,989	57,277
L17	57,209	58,525
L18	58,577	59,924
L19	59,957	61,336
L20	61,372	62,783
L21	62,818	64,263
L22	64,303	65,782
L23	65,824	67,338
L24	67,384	68,934
L25	68,987	70,574
L26	70,622	72,246
L27	72,298	73,961
L28	74,021	75,724
L29	75,782	77,525
L30	77,596	79,380
L31	79,445	81,272

Advanced Skills Teachers (AST's)

Spine Point	From	From
	01/09/2009	01/09/2010
	£pa	£pa
AST1	39,523	40,432
AST2	40,441	41,371
AST3	41,375	42,327
AST4	42,340	43,314
AST5	43,321	44,317
AST6	44,331	45,350
AST7	45,450	46,495
AST8	46,431	47,499
AST9	47,515	48,608
AST10	48,663	49,782
AST11	49,846	50,992
AST12	50,933	52,105
AST13	52,134	53,333
AST14	53,355	54,582
AST15	54,612	55,868
AST16	55,989	57,277
AST17	57,209	58,525
AST18	58,577	59,924

Additional Allowances for Classroom Teachers

	From	From
	01/09/2009	01/09/2010
	£pa	£pa
SEN 1	1,956	2,001
SEN 2	3,865	3,954
TLR Payment 2		
Minimum	2,478	2,535
Maximum	6,056	6,195
TLR Payment 1		
Minimum	7,158	7,323
Maximum	12,113	12,392

Ranges for Headteachers in Outer London

Group	Range of Spine Points
1	L6 - L18
2	L8 - L21
3	L11 - L24
4	L14 - L27
5	L18 - L31
6	L21 - L35
7	L24 - L39
8	L28 - L43

Salary Scales & Amounts for Non-Teachers Paid Under National Joint Conditions (NJC)

Barnet Band	Scale Point	Estimated Annual Salary from 1 April 2010 £	Old APT&C Grade
	4	14,698	
	5	14,814	
	6	14,941	
	7	15,215	
	8	15,616	
	9	16,005	
	10	16,290	
	11	16,483	Scale 2
	12	16,795	
BB1	13	17,195	
	14	17,483	
	15	17,807	Scale 3
	16	18,195	
	17	18,583	
	18	18,917	
	19	19,562	Scale 4
	20	20,204	
	21	20,877	
	22	21,374	
	23	21,952	Scale 5
	24	22,607	
	25	23,276	
	26	23,970	
	27	24,710	Scale 6
BB2	28	25,455	
	29	26,400	
	30	27,225	SO1
	31	28,031	
	32	28,800	
	33	29,600	SO2
	34	30,391	
	35	30,988	
	36	31,760	PO2
	37	32,606	
	38	33,509	
	39	34,542	PO3
	40	35,417	
	41	36,305	
BB3	42	37,178	PO4
	43	38,069	
	44	38,960	
	45	39,790	PO5
	46	40,717	
	47	41,611	
	48	42,499	PO6
	49	43,369	
	50	44,262	
	51	45,153	
	52	46,050	
	53	46,962	
	54	47,907	
	55	48,877	
BB4	56	49,837	
	57	50,789	
	58	51,740	
	59	52,704	
	60	53,655	
	61	54,610	
	62	55,573	
	63	56,528	
	64	57,476	
	65	58,440	
	66	59,667	
	67	60,915	
	68	62,188	
	69	63,496	
	70	64,827	

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Non Teaching Staff - Designations & Grades

Post / Designation	Standard Full Time Hrs per week	NJC Spine Point	
Mealtime Supervisor	36	6 -7	
Caretaker (Secondary School)	36	14 - 16	
Assistant Caretaker (Secondary School)	36	12 - 14	
Caretaker (Primary School)	36	12 - 14	
Assistant Caretaker (Primary School)	36	9 - 14	
Cleaner	36	6	
Cleaner in Charge	36	9	
Teaching Assistant Level 1	36	10 - 13	
Teaching Assistant Level 2	36	15 - 18#21	
Teaching Assistant Level 3	36	21 - 24#25	
Teaching Assistant Level 4	36	26 - 29#32	Extends to 33 if more than 5 staff are supervised
Nursery Nurse	36	25 - 28	

Nursery Nurses - single status was agreed in July 2009. The basis of the agreement is to apply the evaluated grade range and offer a retainer payment during the school holiday period. Implementation is backdated to September 2008. See separate tab for details.

denotes a performance bar - When reached an assessment should be undertaken to see if individual should go through the bar

Allowances - Senior Meal Time Supervisor

	£	
Sessional rate from 1 April 2010	12.74	estimate
Sessional rate from 1 September 2010	13.09	estimate

Caretakers Swimming Pool Allowance from April 2010

Level	Monthly Allowance £
Level 1 (based on spine point 6 - duty 4.5 hrs per week)	135.42
Level 2 (based on spine point 7 -duty 4.5 hrs per week)	139.54
Level 3 (based spine point 8 - duty 4.5 hrs per week)	143.77
Level 4 (based on spine point 7 - duty 6 hrs per week)	186.05
Level 5 (based on spine point 8 - duty 6 hrs per week)	191.67

Note: These rates are indicative only. The level is based on the size of the pool and the number of hours expected to maintain it each week. Caretakers substantive spine point for normal duties will differ to spine point on which pool allowance is based

Nursery Nurse Grading Review - Joint Agreement – July 2009

Joint agreement was reached between Barnet Council and the trade unions (UNISON and GMB), on the revised grade for Nursery Nurses employed in Barnet Schools in July 2009 for implementation backdated to September 2008.

Agreement

The basis of the agreement is to apply the evaluated grade range and offer a retainer payment during the school holiday period. This pays half-pay for the weeks in excess of term time and the amalgamated leave entitlement of annual leave and Bank Holidays. This is in line with Green Book conditions for certain Term Time groups of workers such as Meal Time Supervisors and Coach Escorts. Backdating was to September 2008, the date on which the Job Description was agreed.

The table below sets out:

the existing grade range (column 1)

the new grade for assimilating ALL existing staff [and for those new staff who have 5 years continuous Local Government (LG) Service] (column 2)

the new grade range for all new staff with less than 5 years but more than 3 years continuous LG service (column 3)

the new grade range for all new staff with less than 3 years continuous LG service (column 4)

The difference between columns 2, 3 and 4 arises from the different annual leave entitlements associated with local government continuous service which is built into the retainer pay formula.

Old grades & Salaries		New grades	1	2	3
			29 days leave	25 days leave	24 days leave
scp	Current	scp	<ul style="list-style-type: none"> • Existing staff • New staff >5 yrs service 	New staff 3-5 yrs service	New staff <3 yrs service
17	£18,399	25	£21,983	£21,805	£21,760
18	£18,729	26	£22,638	£22,455	£22,409
19	£19,368	27	£23,337	£23,148	£23,101
20	£20,004	28	£24,041	£23,846	£23,797
21	£20,670				

Implementation

Existing Nursery Nurses were assimilated onto the minimum of point 25 with effect from 1 September 2008 and progressed to point 26 from 1 April 2009 in line with normal incremental progression. If, exceptionally, an existing Nursery Nurse is currently earning above point 25 salary they should have been assimilated onto the appropriate point further up the scale so they do not lose out financially.

Existing Nursery Nurses appointed after September 2008 were assimilated onto the minimum of point 25 from the date of their appointment and be progressed in line with the normal qualifying service rules for incremental progression.

Back pay was paid as a lump sum in the month of implementation.

If schools wish to progress their Nursery Nurse(s) further up the agreed pay scale they may do so in line with their whole school pay policy and subject to an objective justification.

New appointments

New Nursery Nurses appointed after the date of the agreement should be appointed on the appropriate scale in the table commensurate with their length of continuous local government service which in turn reflects their annual leave entitlement. It follows, that as their service increases the Nursery Nurse will be entitled to receive the salary appropriate to the higher banding.

Contracts

Contracts for Nursery Nurses will set out the new pay rates and reflect the terms of the retainer pay. The principle differences to current term time or 52 week contracts will be the entitlement to retainer pay which is conditional upon their return to work after school closure periods, and, where staff are required and/or agree to work during the retainer period they would have their pay made up to full pay for the time worked.

VA and Foundation Schools

This agreement will apply to Nursery Nurses employed by all Community Schools in Barnet. VA and Foundation schools will also be advised to apply the agreement to their Nursery Nurses. HR will monitor implementation of the agreement and take appropriate steps and work closely with the unions to ensure that it is implemented in a consistent fashion.

All schools were requested to instruct HR, or their payroll provider, details of the necessary changes to be implemented which should have been confirmed in writing to the individual.

Employees IN Occupational Pension Scheme

'At a glance Employer NI Contributions'

Annual Gross Pay £	Annual Employer NI Contribution £	Average Employer NI Rate
5,715	-	0.00%
Less than 5,715	-	0.00%
6,500	71	1.10%
7,000	117	1.67%
8,000	208	2.60%
9,000	299	3.32%
10,000	390	3.90%
11,000	481	4.37%
12,000	572	4.77%
13,000	663	5.10%
14,000	754	5.39%
15,000	845	5.63%
16,000	936	5.85%
17,000	1,027	6.04%
18,000	1,118	6.21%
19,000	1,209	6.36%
20,000	1,300	6.50%
21,000	1,391	6.62%
22,000	1,482	6.74%
23,000	1,573	6.84%
24,000	1,664	6.93%
25,000	1,755	7.02%
26,000	1,846	7.10%
27,000	1,937	7.17%
28,000	2,028	7.24%
29,000	2,119	7.31%
30,000	2,210	7.37%
31,000	2,301	7.42%
31,720	2,366	7.46%
31,721	2,367	7.46%
32,000	2,392	7.47%
33,000	2,483	7.52%
34,000	2,574	7.57%
35,000	2,715	7.76%
36,000	2,843	7.90%
37,000	2,971	8.03%
38,000	3,099	8.16%
39,000	3,227	8.28%
40,000	3,355	8.39%
41,000	3,483	8.50%
42,000	3,611	8.60%
43,000	3,739	8.70%
44,000	3,867	8.79%
45,000	3,995	8.88%
46,000	4,123	8.96%
47,000	4,251	9.05%
48,000	4,379	9.12%
49,000	4,507	9.20%
50,000	4,635	9.27%
51,000	4,763	9.34%
52,000	4,891	9.41%
53,000	5,019	9.47%
54,000	5,147	9.53%
55,000	5,275	9.59%
56,000	5,403	9.65%
57,000	5,531	9.70%
58,000	5,659	9.76%
59,000	5,787	9.81%
60,000	5,915	9.86%
61,000	6,043	9.91%
62,000	6,171	9.95%
63,000	6,299	10.00%
64,000	6,427	10.04%
65,000	6,555	10.09%
66,000	6,683	10.13%
67,000	6,811	10.17%
68,000	6,939	10.21%
69,000	7,067	10.24%
70,000	7,195	10.28%
71,000	7,323	10.31%
72,000	7,451	10.35%
73,000	7,579	10.38%
74,000	7,707	10.42%
75,000	7,835	10.45%
76,000	7,963	10.48%
77,000	8,091	10.51%
78,000	8,219	10.54%
79,000	8,347	10.57%
80,000	8,475	10.59%
81,000	8,603	10.62%
82,000	8,731	10.65%
83,000	8,859	10.67%
84,000	8,987	10.70%
85,000	9,115	10.72%
86,000	9,243	10.75%
87,000	9,371	10.77%
88,000	9,499	10.79%
89,000	9,627	10.82%
90,000	9,755	10.84%

Enter Actual Gross Annual Salary →

To obtain Actual Employer NI Contribution £845

Employees NOT in Occupational Pension Scheme

'At a glance Employer NI Contributions'

Employee Annual Gross Pay £	Annual Employer NI Contribution £	Average Employer NI Rate
5,715	-	0.00%
Less than 5715	-	0.00%
6,500	100	1.55%
7,000	164	2.35%
8,000	292	3.66%
9,000	420	4.67%
10,000	548	5.48%
11,000	676	6.15%
12,000	804	6.70%
13,000	932	7.17%
14,000	1,060	7.57%
15,000	1,188	7.92%
16,000	1,316	8.23%
17,000	1,444	8.50%
18,000	1,572	8.74%
19,000	1,700	8.95%
20,000	1,828	9.14%
21,000	1,956	9.32%
22,000	2,084	9.47%
23,000	2,212	9.62%
24,000	2,340	9.75%
25,000	2,468	9.87%
26,000	2,596	9.99%
27,000	2,724	10.09%
28,000	2,852	10.19%
29,000	2,980	10.28%
30,000	3,108	10.36%
30,940	3,229	10.44%
30,941	3,229	10.44%
31,000	3,236	10.44%
32,000	3,364	10.51%
33,000	3,492	10.58%
34,000	3,620	10.65%
35,000	3,748	10.71%
36,000	3,876	10.77%
37,000	4,004	10.82%
38,000	4,132	10.87%
39,000	4,260	10.92%
40,000	4,388	10.97%
41,000	4,516	11.02%
42,000	4,644	11.06%
43,000	4,772	11.10%
44,000	4,900	11.14%
45,000	5,028	11.17%
46,000	5,156	11.21%
47,000	5,284	11.24%
48,000	5,412	11.28%
49,000	5,540	11.31%
50,000	5,668	11.34%
51,000	5,796	11.37%
52,000	5,924	11.39%
53,000	6,052	11.42%
54,000	6,180	11.45%
55,000	6,308	11.47%
56,000	6,436	11.49%
57,000	6,564	11.52%
58,000	6,692	11.54%
59,000	6,820	11.56%
60,000	6,948	11.58%
61,000	7,076	11.60%
62,000	7,204	11.62%
63,000	7,332	11.64%
64,000	7,460	11.66%
65,000	7,588	11.67%
66,000	7,716	11.69%
67,000	7,844	11.71%
68,000	7,972	11.72%
69,000	8,100	11.74%
70,000	8,228	11.75%
71,000	8,356	11.77%
72,000	8,484	11.78%
73,000	8,612	11.80%
74,000	8,740	11.81%
75,000	8,868	11.82%
76,000	8,996	11.84%
77,000	9,124	11.85%
78,000	9,252	11.86%
79,000	9,380	11.87%
80,000	9,508	11.89%
81,000	9,636	11.90%
82,000	9,764	11.91%
83,000	9,892	11.92%
84,000	10,020	11.93%
85,000	10,148	11.94%
86,000	10,276	11.95%
87,000	10,404	11.96%
88,000	10,532	11.97%
89,000	10,660	11.98%
90,000	10,788	11.99%

Enter Actual Gross Annual Salary →

To obtain Actual Employer NI Contribution £1,188