



Llywodraeth Cymru
Welsh Government

To:
Chief Executives of County and County Borough Councils in Wales

Copied to:
Chief Executive, Welsh Local Government Association

22 March 2023

Dear Colleague,

On 14 November 2022 the Minister for Education and Welsh Language confirmed that he was accepting all of the Independent Welsh Pay Review Body's recommendations for 2022/23 including an uplift of 5% to all statutory salary points on all pay scales and for all allowances from September 2022.

Following extensive negotiations with unions and the WLGA, the Minister has agreed to the implementation of a revised teachers' pay award for 2022/23 comprising a further 1.5% consolidated increase and a 1.5% non-consolidated payment.

The consolidated part of the offer includes pay, allowances, employer National Insurance and employer pension contributions and should be backdated to September 2022. The non-consolidated part of the offer includes pay, allowances and employer National Insurance contributions. Both parts of the offer apply to all statutory salary points.

The Welsh Ministers have the power to set teachers' pay and conditions in Wales by way of Order under sections 122 to 124 and 126 to 127 of the Education Act 2002. These functions were transferred to the Welsh Ministers on 30 September 2018 by the Welsh Ministers (Transfer of Functions) Order 2018. Officials will prepare appropriate documentation with an Order to give effect to a revised STPC(W)D to implement the revised award to be laid as soon as practical.

Local Authority Education Grant variation letters were issued on 17 March 2023, with details of the additional funding being provided. Once signed and returned, we will ensure payment reaches Local Authorities before the end of March. Whilst timing of the implementation of the pay award will be a matter for yourselves, the Minister would be grateful if the additional money makes its way into teacher's pay at the earliest opportunity.

Subject to formal statutory processes mentioned above, the new pay rates for 2022/23 can be calculated as follows:

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Teacher Main Pay Scale:

	2021	Previous 2022/23 (5%)	Revised 2022/23 (6.5%)	Non- consolidated lumpsum of 1.5%
	£	£	£	£
M2 (min)	27,491	28,866	29,278	411.91
M3	29,699	31,184	31,630	445.43
M4	31,987	33,587	34,067	479.15
M5	34,506	36,232	36,749	516.89
M6 (max)	37,974	39,873	40,443	569.31

Teacher Upper Pay Scale:

	2021	Previous 2022/23 (5%)	Revised 2022/23 (6.5%)	Non- consolidated lumpsum of 1.5%
	£	£	£	£
Minimum	39,368	41,337	41,927	589.92
U2	40,827	42,869	43,481	611.75
Maximum	42,333	44,450	45,085	634.64

Leading Practitioner Pay Range:

	2021	Previous 2022/23 (5%)	Revised 2022/23 (6.5%)	Non- consolidated lumpsum of 1.5%
	£	£	£	£
Minimum	43,145	45,303	45,950	646.42
Maximum	65,590	68,870	69,854	983.35

Unqualified Teacher Pay Scale:

	2021	Previous 2022/23 (5%)	Revised 2022/23 (6.5%)	Non- consolidated lumpsum of 1.5%
	£	£	£	£
1	18,487	19,412	19,689	276.65
2	20,637	21,669	21,979	309.40
3	22,786	23,926	24,268	341.09
4	24,936	26,183	26,557	373.84
5	27,088	28,443	28,849	405.72
6	29,238	30,700	31,139	438.47

Teacher Additional Allowances:

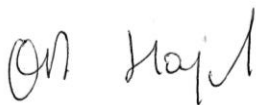
	2021	Previous 2022/23 (5%)	Revised 2022/23 (6.5%)	Non- consolidated lumpsum of 1.5%
	£	£	£	£
TLR 1				
Min	8437	8859	8,986	126.40
Max	14276	14990	15,204	213.94
TLR 2				
Min	2924	3071	3,115	43.06
Max	7140	7497	7,605	107.10
TLR 3				
Min	581	611	619	7.76
Max	2883	3028	3,071	42.40
ALN				
Min	2310	2426	2,461	34.15
Max	4558	4786	4,855	68.27

Leadership Pay Scales:

	2021	Previous 2022/23 (5%)	Revised 2022/23 (6.5%)	Non- consolidated lumpsum of 1.5%
	£	£	£	£
1	42,934	45,081	45,725	643.71
2	44,008	46,209	46,869	659.52
3	45,107	47,363	48,039	675.95
4	46,230	48,542	49,235	692.95
5	47,381	49,751	50,461	709.76
6	48,571	51,000	51,729	728.11
7	49,877	52,371	53,120	748.00
8	51,029	53,581	54,346	764.88
9	52,302	54,918	55,702	783.63
10	53,646	56,329	57,133	803.99
11	55,038	57,790	58,616	825.47
12	56,307	59,123	59,967	843.95
13	57,714	60,600	61,466	865.41
14	59,153	62,111	62,998	886.95
15	60,624	63,656	64,565	908.56
16	62,237	65,349	66,283	933.40
17	63,665	66,849	67,804	954.22
18*	64,620	67,851	68,821	969.30
18	65,266	68,530	69,509	978.29
19	66,886	70,231	71,234	1,002.59
20	68,543	71,971	72,999	1,027.30
21*	69,544	73,022	74,065	1,042.36

21	70,240	73,752	74,806	1,053.60
22	71,984	75,584	76,663	1,078.96
23	73,766	77,455	78,561	1,105.79
24*	74,847	78,590	79,713	1,122.05
24	75,596	79,376	80,510	1,133.74
25	77,474	81,348	82,510	1,161.81
26	79,391	83,361	84,552	1,190.41
27*	80,553	84,581	85,789	1,207.94
27	81,358	85,426	86,647	1,220.27
28	83,376	87,545	88,796	1,250.44
29	85,441	89,714	90,995	1,280.66
30	87,568	91,947	93,260	1,312.92
31*	88,841	93,284	94,616	1,331.66
31	89,731	94,218	95,564	1,345.52
32	91,961	96,560	97,939	1,378.47
33	94,245	98,958	100,371	1,412.92
34	96,575	101,404	102,853	1,448.38
35*	97,996	102,896	104,366	1,469.74
35	98,976	103,925	105,410	1,484.44
36	101,426	106,498	108,019	1,520.69
37	103,947	109,145	110,704	1,558.55
38	106,520	111,846	113,444	1,597.80
39*	108,035	113,437	115,058	1,620.27
39	109,116	114,572	116,209	1,636.54
40	111,838	117,430	119,108	1,677.47
41	114,632	120,364	122,084	1,719.08
42	117,504	123,380	125,142	1,761.76
43	119,248	125,211	127,000	1,788.12

Yours sincerely



Owain Lloyd
Director of Education and the Welsh Language