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Council**

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**MIS, Financial Systems and Technical Support**

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# **Arbor - Teachers Pay Award Guidance 2025**

Working in Partnership with



Private Funds Manager  
From ISTEK UK LIMITED







# Arbor - Teachers Pay Award Guidance 2025

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## Revision History

| Version   | Change Description                                                      | Date        |
|-----------|-------------------------------------------------------------------------|-------------|
| Version 1 | Buckinghamshire Council ICT Schools Team edit<br>Taken from Arbor dated | Oct 2022    |
| Version 2 | Buckinghamshire Council ICT Schools Team edit<br>Taken from Arbor dated | August 2023 |
| Version 3 | Buckinghamshire Council ICT Schools Team edit<br>Taken from Arbor dated | Nov 2024    |
| Version 4 | Buckinghamshire Council ICT Schools Team edit<br>Taken from Arbor dated | Sept 2025   |
|           |                                                                         |             |

# Introduction Guidance

The information has been produced from guidance published by both the DfE and Buckinghamshire Council HR Service Desk. Please refer to the links below for further information.



<https://www.gov.uk/government/publications/school-teachers-pay-and-conditions>

[https://assets.publishing.service.gov.uk/media/66ab42d5ce1fd0da7b59313b/STRB\\_34th\\_Report\\_2025\\_Accessible.pdf](https://assets.publishing.service.gov.uk/media/66ab42d5ce1fd0da7b59313b/STRB_34th_Report_2025_Accessible.pdf)



## SchoolsWeb Bulletin Articles issued by the HR Service Desk

<https://schoolsweb.buckinghamshire.gov.uk/>

**HR Service Desk:** 01296 382233

**Email:** [hrrservicedesk@buckinghamshire.gov.uk](mailto:hrrservicedesk@buckinghamshire.gov.uk)

Refer to:

- **HR School Bulletins** – re the 2025 Teachers Pay Reviews details and information regarding the special Teacher Pay E-form process..

## Salary Increases

- The Teachers Pay Review e-form **is mandatory**.
- Once you have completed the e-form it must be emailed to the HR Service Desk: [hrrservicedesk@Buckinghamshire.gov.uk](mailto:hrrservicedesk@Buckinghamshire.gov.uk) to confirm you have completed this.
- If you need to make additional changes to teacher salaries after the initial submission, you will be able to complete the e-form again.

## Additional Payments

- The Buckinghamshire SAP system no longer hold end dates for TLR1, TLR2 and SEN allowances; the payments will continue each year, at the same rate, until HR are advised otherwise.
- Other Allowances in SAP, will end on the date submitted by the School.
- All allowances will need to be reviewed and new rates submitted via LVTC, effective 1<sup>st</sup> September 2025, if applicable.

## Latest Pay Review Date

Please ensure all **teaching staff** have their latest pay review date entered correctly.

**2025 School Workforce Census Return** - If a pay review date for teaching staff is not at least 01/09/2024, the 2025 School Workforce Census Return will error.



# Chapter 1 2025 Teacher Pay Awards Ranges and Allowances

## Teacher Pay Award Table of Ranges:

The minimum and maximum figures are represented below. If your School still uses spine points; M1, M2, M3 etc, the please refer to **Pay Scale Points – Appendix A**

### Salary

| Date       | Salary Range Code | Service Term Description          | Rest of England (England & Wales) | London Fringe                     |
|------------|-------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| 01/09/2025 | LDSR              | Leadership Salary Range           | Min. = £51,773<br>Max. = £143,796 | Min. = £53,198<br>Max. = £145,218 |
| 01/09/2025 | LPSR              | Leading Practitioner Salary Range | Min. = £52,026<br>Max. = £79,092  | Min. = £53,460<br>Max. = £80,528  |
| 01/09/2025 | TMSR              | Teachers Main Salary Range        | Min. = £32,916<br>Max. = £45,352  | Min. = £34,398<br>Max. = £46,839  |
| 01/09/2025 | TUSR              | Teachers Upper Salary Range       | Min. = £47,472<br>Max. = £51,048  | Min. = £48,913<br>Max. = £52,490  |
| 01/09/2025 | UTSR              | Unqualified Teacher Salary Range  | Min. = £22,601<br>Max. = £35,259  | Min. = £24,066<br>Max. = £36,718  |

### Allowances

The following table provides the 2025 **minimum** and **maximum** figures for allowances and which Service Term is applicable:

| Code | Allowance Description                  | Amounts                          |
|------|----------------------------------------|----------------------------------|
| TLR1 | Teaching and Learning Responsibility 1 | Min. = £10,174<br>Max. = £17,216 |
| TLR2 | Teaching and Learning Responsibility 2 | Min. = £3,527<br>Max. = £8,611   |
| TLR3 | Teaching and Learning Responsibility 3 | Min. = £702<br>Max. = £3478      |
| SPN1 | Special Needs 1                        | Min. = £2,787<br>Max. = £5,497   |

## Chapter 2 Updating Pay Scales

### Introduction

There are two options to update Pay Scales with figures. Ranges or Spine Points.

**Option 1** - If your school is using Ranges, using the minimum and maximum figures to determine Teachers pay, then to reflect the new 2025 figures, a new pay scale must be created, and an end date entered on 2024.

|                                      |                           |                |
|--------------------------------------|---------------------------|----------------|
| <a href="#">Teachers Main 22-23</a>  | 01 Sep 2022 - 31 Aug 2023 | Teachers Main  |
| <a href="#">Teachers Main 23-24</a>  | 01 Sep 2023 - 31 Aug 2024 | Teachers Main  |
| <a href="#">Teachers Upper 22-23</a> | 01 Sep 2021 - 31 Aug 2023 | Teachers Upper |
| <a href="#">Teachers Upper 23-24</a> | 01 Sep 2023 - 31 Aug 2024 | Teachers Upper |

**Option 2** - If your School is still using the pay scale / points method, then existing Pay Scales require the range or spine points to be updated with 25 – 26 figures. **Refer to Appendix A**

Spinal Points

Current and Next Values

All Values

Hide columns

Search this table

| Spinal point | Current FTE Salary | Until         | Next FTE Salary | Grades |
|--------------|--------------------|---------------|-----------------|--------|
| U1           | £39661.55          | 31st Aug 2023 | -               | -      |
| U2           | £40632.67          | 31st Aug 2023 | -               | -      |
| U3           | £41604.00          | 31st Aug 2023 | -               | -      |

### Option 1 - Setting up a new Pay Award for 25 – 26

1. School / All Staff / HR Admin / Pay scales and click **+Add**.

| Pay Scales                       |                           |            |
|----------------------------------|---------------------------|------------|
| Pay Scales                       |                           |            |
| Hide columns                     |                           |            |
| Pay Scale                        | Dates                     | Category   |
| <a href="#">Bucks Pay</a>        | Ongoing                   | Other      |
| <a href="#">Leadership 22-23</a> | 01 Sep 2021 - 31 Aug 2023 | Leadership |
| <a href="#">Leadership 23-24</a> | 01 Sep 2023 - 31 Aug 2024 | Leadership |

2. Complete the information for the pay scale - name, effective date, end date, minimum salary and maximum salary.
3. Save the changes to return to the pay scale information.

### Pay Range and Regional Pay Range

1. Click the field to add the Pay Range and Regional Pay Range. Please ensure that your pay information is either for Rest of England or London Fringe.

### Create Pay Scale

|                 |                           |
|-----------------|---------------------------|
| Pay scale name* | Teachers Main Scale 25-26 |
| Effective date  | 1st Sep 2025              |
| End date        | 31st Aug 2026             |
| Minimum salary  | £ 32916.00                |
| Maximum salary  | £ 45352.00                |

Cancel
Create pay scale

### Change Pay Scale

|                    |                           |
|--------------------|---------------------------|
| Pay scale          | Teachers Main Scale 25-26 |
| Pay range*         | Teachers Main             |
| Regional pay range | Rest of England and Wales |

Cancel
Save Changes

| Pay Scale - Teachers Main Scale 25-26 |                           |
|---------------------------------------|---------------------------|
| Pay scale name                        | Teachers Main Scale 25-26 |
| Effective date                        | 01 Sep 2025               |
| End date                              | 31 Aug 2026               |
| Minimum salary                        | £32,916.00                |
| Maximum salary                        | £45,352.00                |
| Pay range                             | Teachers Main             |
| Regional pay range                    | Rest of England and Wales |

Repeat the above steps for:

**LD – Leadership 25-26**

**TU – Teachers Upper 25-26**

**UQ – Unqualified Teachers 25-26**

**LP – Leading Practitioner 25-26 ( if applicable)**

**Note:** The minimum and maximum amounts will vary depending on whether the pay range is for Rest of England or London Fringe.

## Option 2 – Editing Existing Pay Scales

To keep a record of any salary changes for pay scale spinal points, you can define the effective dates for each salary. This enables you to set the next salary a staff member will move to, and the date this will happen.

When setting up your initial salaries you should have specified an end date. This will determine when the salaries switch over.

1. School / All Staff / HR Admin / Pay scales
2. Open existing Pay Scale

Pay Scale - Teachers Upper

|                    |                           |
|--------------------|---------------------------|
| Pay scale name     | Teachers Upper            |
| Effective date     |                           |
| End date           |                           |
| Minimum salary     |                           |
| Maximum salary     |                           |
| Pay range          | Teachers Upper            |
| Regional pay range | Rest of England and Wales |

Spinal Points

Current and Next Values

All Values

Hide columns

Search this table

| Spinal point | Current FTE Salary | Until | Next FTE Salary | Grades |
|--------------|--------------------|-------|-----------------|--------|
| U1           | £39999.00          |       |                 | -      |
| U2           | £45000.00          |       |                 | -      |
| U3           | £50000.00          |       |                 | -      |

Showing 3 results

Set New FTE Salary Values

3. Click on **Set New FTE Salary Values** and enter the dates and new values for 25 – 26
4. Save and return to the Pay Scale dashboard.



This salary will also automatically be applied to the staff members assigned to each spinal point once the Effective date has passed.

To see or edit more information about the spinal point, or delete it, click the row in the table containing the spinal point. You can only delete a spinal point if there are no staff members assigned to it.

| Spinal point | Current FTE Salary | Until         | Next FTE Salary | Grades |
|--------------|--------------------|---------------|-----------------|--------|
| 11           | £47472.00          | 31st Aug 2026 |                 |        |
| 12           | £49232.00          | 31st Aug 2026 |                 |        |
| 13           | £51048.00          | 31st Aug 2026 |                 |        |

**Set New FTE Salary Values**

Pay scale: Teachers Upper

Effective date\*: 1st Sep 2025

End date: 31st Aug 2026

U1: £ 47472.00

U2: £ 49232.00

U3: £ 51048.00

Buttons: Cancel, Save Changes

- Click on the **All Values Tab**
- Add an End date to 1<sup>st</sup> Sept 2025** value by clicking on the Spinal point, if not already provided.

Repeat all the above steps for the remainder of the Pay Scales, See Appendix A

| Spinal point       | From         | Until         |
|--------------------|--------------|---------------|
| <a href="#">U1</a> | 1st Sep 2025 | 31st Aug 2026 |
| <a href="#">U1</a> | 1st Sep 2024 | 31st Aug 2025 |
| <a href="#">U1</a> | 1st Sep 2023 | 31st Aug 2024 |
| <a href="#">U1</a> | 1st Sep 2021 | 31st Aug 2023 |
| <a href="#">U2</a> | 1st Sep 2025 | 31st Aug 2026 |
| <a href="#">U2</a> | 1st Sep 2024 |               |
| <a href="#">U2</a> | 1st Sep 2023 | 31st Aug 2024 |
| <a href="#">U3</a> | 1st Sep 2025 | 31st Aug 2026 |
| <a href="#">U3</a> | 1st Sep 2024 |               |

## Teachers Superannuation Scheme

- Select **School / All Staff / HR Admin / Superannuation Schemes**
- Click on Teachers Superannuation Scheme

Superannuation Schemes

Teachers Superannuation Scheme

If there isn't any listed, click on **+Add**

**Create Superannuation Scheme**

Name\*: Teachers Superannuation Scheme1

Code\*: TEAC

Buttons: Cancel, Save Changes





3. Click on **More Information**
4. Click on **+Add** and the **25 – 26 dates** and **28.68** as the value.

Back

Superannuation Scheme - Teachers

Superannuation Scheme

Code TEAC

Current value

More Information

| Superannuation Scheme Overview |                                                       |
|--------------------------------|-------------------------------------------------------|
| Name                           | Teachers Superannuation Scheme                        |
| Code                           | TEAC                                                  |
| Current value                  | 23.68                                                 |
| Values                         |                                                       |
| 23.68                          | <div>+ Add</div> <div>01 Sep 2022 - 31 Aug 2023</div> |

Add Superannuation Scheme Value

Effective date\*

1st Sep 2025

End date

31st Aug 2026

Value\*

28.68

Cancel

Save Changes

## Chapter 3 Updating Salary, Additional Payments & Allowances

### Introduction

Following Governing Body approval, individual staff salary records must be updated to reflect any changes with effect from **1 September 2025**, where applicable. A new salary line will need to be entered for:

- Any teaching staff receiving a performance pay increase - within the minimum and maximum ranges.
- Any teaching staff receiving an allowance or the allowance is being continued.

### Updating Salary Records

- Click on the Contract link on the left of a staff profile.
- Click on **+Add** to create a new salary line from 1 September 2025 in the staff profile
- Complete and submit the Teachers Pay Review e-form to HR
- If you need to make additional changes to teacher salaries after the initial submission, you will be able to complete the e-form again.

Salary

Hide columns ▾ Search this table

| Period                    | Pay scale                            | Spine point | FTE Salary | Base Pay (Pro Rata) |
|---------------------------|--------------------------------------|-------------|------------|---------------------|
| 28 Nov 2017 - 31 Aug 2022 | Bucks Pay                            | 26          | £35,378.70 | £35,378.70          |
| 01 Sep 2022 - 31 Aug 2023 | Teachers Main 22-23                  |             | £35,378.00 | £35,378.00          |
| 01 Sep 2023 - ongoing     | Teachers Main 23-24 (Not yet in use) |             | £43,250.00 | £43,250.00          |

Salary

Hide columns ▾ Search this table Download ▾

| Period                    | Pay Scale      | Spine Point | FTE Salary | Base Pay (Pro Rata) |
|---------------------------|----------------|-------------|------------|---------------------|
| 01 Sep 2025 - 31 Aug 2026 | Teachers Upper | U2          | £49,232.00 | £49,232.00          |
| 01 Sep 2024 - 31 Aug 2025 | Teachers Upper | U1          | £45,646.00 | £45,646.00          |
| 01 Sep 2023 - 31 Aug 2024 | Teachers Main  |             | £36,000.00 | £36,000.00          |
| 01 Sep 2022 - 31 Aug 2023 | Teachers Main  |             | £35,378.00 | £35,378.00          |

Showing 4 results

**Add Salary**

**Effective Period**

Effective date\* 1st Sep 2025

End date 31st Aug 2026

Safeguarded period start date No safeguarded period

Safeguarded period end date No safeguarded period

**FTE Salary**

Pay scale Teachers Upper

Pay scale grade

Pay scale spine point U2 (£49,232.00)

Custom FTE salary amount £ Leave blank to use the pay scale salary

**Pro Rata Calculation**

Hours per week\* 32.50

FTE Hours per week\* 32.50

Weeks per year\* 52.143

FTE Weeks per year\* 52.143

Pro Rata (Weekly) 1.0000000 (100.0% of weekly FTE)

Pro Rata (Annual) 1.0000000 (100.0% of annual FTE)

Pay Factor 1.0000000 (100.0% of FTE)

**Base Pay Calculation**

FTE Salary £49,232.00

Pay Factor

Base Pay (Pro Rata) £49,232.00

Cancel Save Changes

### Updating Additional Payments

- Click on the Contract link on the left of a staff profile.
- Click on **+Add** to create a new line from 1 September 2025 in the staff profile.



- HR will continue to pay the allowances TLR1, TLR2 and SEN until advised by a LVTC e-form.
- Other Allowances in SAP, will end on the date submitted by the School.
- **Please note** that there is no pay factor for Additional Payments, so you would need to calculate the actual amount (by multiplying the original amount by the pay factor) before adding this.

| Additional Payments                                                         |                                                                                   |           | <a href="#">+ Add</a> |
|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------|-----------------------|
| <a href="#">Hide columns</a> <input type="text" value="Search this table"/> |                                                                                   |           |                       |
| Date                                                                        | Reason for Payment                                                                | Amount    |                       |
| <a href="#">01 Sep 2024</a>                                                 | First and second Teaching and Learning Responsibility Payments, aka TLR1 and TLR2 | £6,750.00 |                       |
| <a href="#">01 Sep 2023</a>                                                 | First and second Teaching and Learning Responsibility Payments, aka TLR1 and TLR2 | £6,500.00 |                       |
| <a href="#">01 Sep 2022</a>                                                 | First and second Teaching and Learning Responsibility Payments, aka TLR1 and TLR2 | £5,000.00 |                       |

## Updating Allowances

Allowances, in Arbor, as school specific payments, such as First Aid, Honorariums etc. These are recorded as Allowances in staff records.

1. Click on Add on the Allowance panel
2. Complete the details of the Allowance
3. Close the previous 2025 Allowance, if necessary

| Allowances                                                                  |           |                   |                 | <a href="#">+ Add</a> |
|-----------------------------------------------------------------------------|-----------|-------------------|-----------------|-----------------------|
| <a href="#">Hide columns</a> <input type="text" value="Search this table"/> |           |                   |                 |                       |
| Date                                                                        | Allowance | Reason            | Pro Rata Amount |                       |
| <a href="#">01 Sep 2025 - 31 Aug 2026</a>                                   | First Aid | First Aid Officer | £500.00         |                       |
| <a href="#">01 Sep 2024 - 31 Aug 2025</a>                                   | First Aid | First Aid Officer | £500.00         |                       |

## Chapter 4 Updating Pay Review Dates

### Introduction

Pay Review dates are included in the School Workforce Census and for 2025, a pay review date for teaching staff must be on or after **01/09/2023**, otherwise the Census will error.

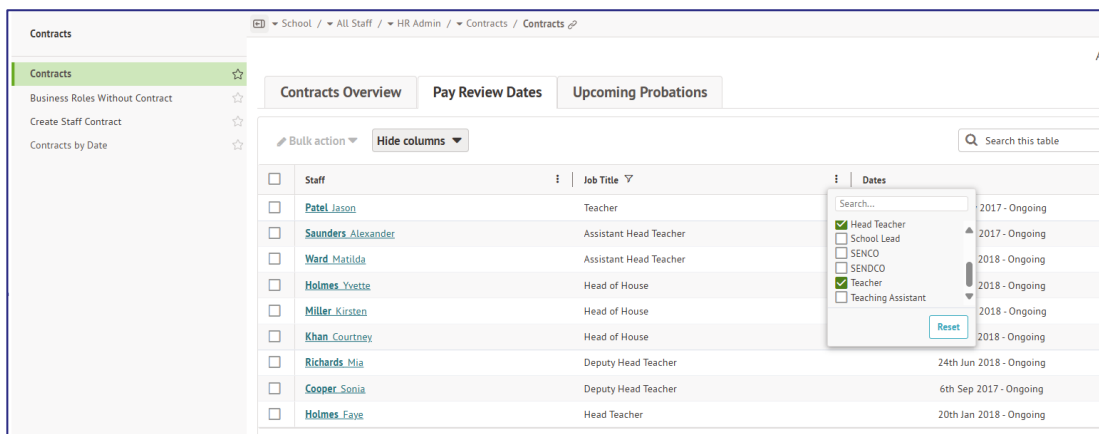
You can add pay review dates individually or in bulk. This information is required for the workforce census where a review has been undertaken.

### Adding pay review dates in bulk

School > All Staff > HR Admin > Contracts

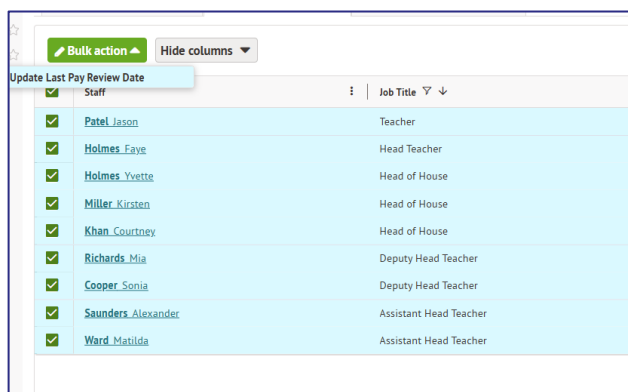
1. Click on the **Pay Review Dates** tab.

To update pay review dates for Teaching Staff, in bulk, first filter on the Job Title column to select those relevant for an update



| Staff                              | Job Title              | Dates                   |
|------------------------------------|------------------------|-------------------------|
| <a href="#">Patel Jason</a>        | Teacher                | 2017 - Ongoing          |
| <a href="#">Saunders Alexander</a> | Assistant Head Teacher | 2017 - Ongoing          |
| <a href="#">Ward Matilda</a>       | Assistant Head Teacher | 2018 - Ongoing          |
| <a href="#">Holmes Yvette</a>      | Head of House          | 2018 - Ongoing          |
| <a href="#">Miller Kirsten</a>     | Head of House          | 2018 - Ongoing          |
| <a href="#">Khan Courtney</a>      | Head of House          | 2018 - Ongoing          |
| <a href="#">Richards Mia</a>       | Deputy Head Teacher    | 24th Jun 2018 - Ongoing |
| <a href="#">Cooper Sonia</a>       | Deputy Head Teacher    | 6th Sep 2017 - Ongoing  |
| <a href="#">Holmes Faye</a>        | Head Teacher           | 20th Jan 2018 - Ongoing |

2. Once filtered, click the box next to **Staff** to highlight all
3. Click the **Bulk action** button and update Last Pay Review Date.



| Staff                                                                  | Job Title              |
|------------------------------------------------------------------------|------------------------|
| <input checked="" type="checkbox"/> <a href="#">Patel Jason</a>        | Teacher                |
| <input checked="" type="checkbox"/> <a href="#">Holmes Faye</a>        | Head Teacher           |
| <input checked="" type="checkbox"/> <a href="#">Holmes Yvette</a>      | Head of House          |
| <input checked="" type="checkbox"/> <a href="#">Miller Kirsten</a>     | Head of House          |
| <input checked="" type="checkbox"/> <a href="#">Khan Courtney</a>      | Head of House          |
| <input checked="" type="checkbox"/> <a href="#">Richards Mia</a>       | Deputy Head Teacher    |
| <input checked="" type="checkbox"/> <a href="#">Cooper Sonia</a>       | Deputy Head Teacher    |
| <input checked="" type="checkbox"/> <a href="#">Saunders Alexander</a> | Assistant Head Teacher |
| <input checked="" type="checkbox"/> <a href="#">Ward Matilda</a>       | Assistant Head Teacher |

[<< Back](#)

### Bulk Update Pay Review Date

Last Pay Review Date

Cancel
Bulk Update

## Appendix A Pay Scale Points

| Teachers Main                    | Rest of England | London Fringe |
|----------------------------------|-----------------|---------------|
| M1 (Minimum) <a href="#">[1]</a> | £32,916         | £34,398       |
| M2                               | £34,823         | £36,373       |
| M3                               | £37,101         | £38,627       |
| M4                               | £39,556         | £41,075       |
| M5                               | £42,057         | £43,545       |
| M6 (Maximum)                     | £45,352         | £46,839       |
| Teachers Upper                   | Rest of England | London Fringe |
| U1 (Minimum) <a href="#">[1]</a> | £47,472         | £48,913       |
| U2                               | £49,232         | £50,668       |
| U3 (Maximum)                     | £51,048         | £52,490       |
| Unqualified Teachers             | Rest of England | London Fringe |
| 1 (Minimum)                      | £22,601         | £24,066       |
| 2                                | £25,193         | £26,656       |
| 3                                | £27,785         | £29,248       |
| 4                                | £30,071         | £31,532       |
| 5                                | £32,667         | £34,126       |
| 6 (Maximum)                      | £35,259         | £36,718       |
| Lead Practitioners               | Rest of England | London Fringe |
| 1 (Minimum)                      | £52,026         | £53,460       |



|                   |                        |                      |
|-------------------|------------------------|----------------------|
| 2                 | £53,332                | £54,766              |
| 3                 | £54,663                | £56,096              |
| 4                 | £56,022                | £57,464              |
| 5                 | £57,418                | £58,860              |
| 6                 | £58,857                | £60,299              |
| 7                 | £60,443                | £61,885              |
| 8                 | £61,836                | £63,272              |
| 9                 | £63,381                | £64,820              |
| 10                | £65,010                | £66,444              |
| 11                | £66,695                | £68,131              |
| 12                | £68,233                | £69,674              |
| 13                | £69,937                | £71,380              |
| 14                | £71,682                | £73,120              |
| 15                | £73,465                | £74,898              |
| 16                | £75,419                | £76,858              |
| 17                | £77,150                | £78,598              |
| 18 (Maximum)      | £79,092                | £80,528              |
| <b>Leadership</b> | <b>Rest of England</b> | <b>London Fringe</b> |
| L1 (Minimum)      | £51,773                | £53,198              |
| L2                | £53,069                | £54,496              |
| L3                | £54,394                | £55,822              |
| L4                | £55,747                | £57,183              |
| L5                | £57,137                | £58,573              |



|            |                 |                 |
|------------|-----------------|-----------------|
| <b>L6</b>  | <b>£58,569</b>  | <b>£60,001</b>  |
| <b>L7</b>  | <b>£60,145</b>  | <b>£61,582</b>  |
| <b>L8</b>  | <b>£61,534</b>  | <b>£62,962</b>  |
| <b>L9</b>  | <b>£63,070</b>  | <b>£64,500</b>  |
| <b>L10</b> | <b>£64,691</b>  | <b>£66,120</b>  |
| <b>L11</b> | <b>£66,368</b>  | <b>£67,796</b>  |
| <b>L12</b> | <b>£67,898</b>  | <b>£69,332</b>  |
| <b>L13</b> | <b>£69,596</b>  | <b>£71,030</b>  |
| <b>L14</b> | <b>£71,330</b>  | <b>£72,763</b>  |
| <b>L15</b> | <b>£73,105</b>  | <b>£74,532</b>  |
| <b>L16</b> | <b>£75,049</b>  | <b>£76,481</b>  |
| <b>L17</b> | <b>£76,772</b>  | <b>£78,215</b>  |
| <b>L18</b> | <b>£78,702</b>  | <b>£80,134</b>  |
| <b>L19</b> | <b>£80,655</b>  | <b>£82,084</b>  |
| <b>L20</b> | <b>£82,654</b>  | <b>£84,092</b>  |
| <b>L21</b> | <b>£84,699</b>  | <b>£86,138</b>  |
| <b>L22</b> | <b>£86,803</b>  | <b>£88,237</b>  |
| <b>L23</b> | <b>£88,951</b>  | <b>£90,381</b>  |
| <b>L24</b> | <b>£91,158</b>  | <b>£92,595</b>  |
| <b>L25</b> | <b>£93,424</b>  | <b>£94,854</b>  |
| <b>L26</b> | <b>£95,735</b>  | <b>£97,170</b>  |
| <b>L27</b> | <b>£98,106</b>  | <b>£99,537</b>  |
| <b>L28</b> | <b>£100,540</b> | <b>£101,967</b> |



|                      |          |          |
|----------------------|----------|----------|
| <b>L29</b>           | £103,030 | £104,462 |
| <b>L30</b>           | £105,595 | £107,018 |
| <b>L31</b>           | £108,202 | £109,637 |
| <b>L32</b>           | £110,892 | £112,328 |
| <b>L33</b>           | £113,646 | £115,083 |
| <b>L34</b>           | £116,456 | £117,891 |
| <b>L35</b>           | £119,350 | £120,786 |
| <b>L36</b>           | £122,306 | £123,737 |
| <b>L37</b>           | £125,345 | £126,780 |
| <b>L38</b>           | £128,447 | £129,880 |
| <b>L39</b>           | £131,578 | £133,006 |
| <b>L40</b>           | £134,860 | £136,299 |
| <b>L41</b>           | £138,230 | £139,662 |
| <b>L42</b>           | £141,693 | £143,128 |
| <b>L43 (Maximum)</b> | £143,796 | £145,218 |



