

General Teachers & Highlands Lecturers			
Standard Hours of Work (per annum)	Shift Included in Base Pay	Standby Included in Base Pay	Other Conditions Included in Base Pay
1660 (teachers) / 1680 (lecturers)	N	N	N
	Shift Payments made in addition to Base Pay	Standby Payments made in addition to Base Pay	Other Payments made in addition to Base Pay*
	N	N	Y

*Other conditions may include, overtime, additional skill or responsibility payments

General Teachers & Highlands Lecturers						
People Link Grade/ Increment	2019 Annual Rate 2.00% (wef 01/01/19)	2020 Annual Rate 4.80% (wef 01/01/20)	2019 Supply Rate (wef 01/01/19)	2020 Supply Rate (wef 01/01/20)	2021 Annual Rate 0.90% (wef 01/01/21)	2021 Supply Rate 0.90% (wef 01/01/21)
TCH1 1 - Unqualified	£32,272	£33,821	£140.67	£147.42	£34,125	£148.75
TCH1 2	£35,975	£37,702	£156.81	£164.34	£38,041	£165.82
TCH1 3	£38,306	£40,145	£166.97	£174.99	£40,506	£176.56
TCH1 4	£40,640	£42,591	£177.15	£185.65	£42,974	£187.32
TCH1 5	£41,830	£43,838	£182.34	£191.09	£44,233	£192.81
TCH1 6	£43,028	£45,093	£187.56	£196.56	£45,499	£198.33
TCH1 7	£44,226	£46,349	£192.78	£202.03	£46,766	£203.85
TCH1 8	£45,422	£47,602	£197.99	£207.50	£48,030	£209.37
TCH1 9	£46,615	£48,853	£203.19	£212.95	£49,293	£214.87
TCH1 10	£47,813	£50,108	£208.42	£218.42	£50,559	£220.39
TCH1 11 - U1	£48,991	£51,343	n/a	n/a	£51,805	n/a
TCH1 12 - U2	£50,015	£52,416	n/a	n/a	£52,888	n/a
TCH1 13 - U3	£51,033	£53,483	n/a	n/a	£53,964	n/a
TCH1 14 - U4	£52,058	£54,557	n/a	n/a	£55,048	n/a
TCH1 15 - U5	£53,078	£55,626	n/a	n/a	£56,127	n/a

People Link Grade/ Increment	2019 Annual Rate 2.00% (wef 01/01/19)	2020 Annual Rate 4.80% (wef 01/01/20)	2019 Hourly Rate 2.00% (wef 01/01/19)	2020 Hourly Rate 4.80% (wef 01/01/20)	2021 Annual Rate 0.90% (wef 01/01/21)	2021 Hourly Rate 0.90% (wef 01/01/21)
LSUP 1 - Lunch Supervisors	£36,701	£38,460	£28.13	£29.48	£38,806	£29.75
AET 1 - Adult Education Tutor 1	£47,813	£50,108	£41.68	£43.68	£50,559	£44.08
AET 2 -Adult Education Tutor 2	£33,469	£35,076	£29.18	£30.58	£35,392	£30.85
AET 3 - Adult Education Tutor 3	£26,775	£28,060	£23.34	£24.46	£28,313	£24.68

Note - The Annual Rate for Lunch Supervisors to be used by Payroll only, based on a 25 hour week

Supplementary Allowances (Management allowances paid to a teacher for taking on management responsibility within a school)				
People Link Pay Element Perm / Temp	Allowance	2019 Annual Rate 2.00% (wef 01/01/19)	2020 Annual Rate 4.80% (wef 01/01/20)	2021 Annual Rate 0.90% (wef 01/01/21)
2126,2312,2315,2321	SA1	£2,573	£2,697	£2,721
2129,2318,2324	SA2	£4,716	£4,943	£4,987
2132	SA3	£6,858	£7,188	£7,252
2135	SA4	£9,432	£9,885	£9,974
2138	SA5	£12,003	£12,580	£12,693
2141	SA6	£15,437	£16,178	£16,323

Additional Allowances				
People Link Pay Element	Detail	2019 Annual Rate 2.00% (wef 01/01/19)	2020 Annual Rate 4.80% (wef 01/01/20)	2021 Annual Rate 0.90% (wef 01/01/21)
2081	Brevet Ret	£183	£191	£193
2078	Brevet	£1,079	£1,131	£1,141