

Flintshire County Council combined pay scales 2023



Chief Executive

Grade	New Salary April 2023	Monthly Salary	Hourly Rate
CEO Point 01	£140,309.00	£11,692.42	£72.73
CEO Point 02	£144,317.00	£12,026.42	£74.80
CEO Point 03	£148,326.00	£12,360.50	£76.88
CEO Point 04	£152,334.00	£12,694.50	£78.96

Chief officers

Grade	New Salary 1 April 2023	Monthly Salary	Hourly Rate
New Chief Officer Point 1	£94,307.00	£7,858.92	£48.88
New Chief Officer Point 2	£97,812.00	£8,151.00	£50.70
New Chief Officer Point 3	£101,318.00	£8,443.17	£52.52
New Chief Officer Point 4	£105,992.00	£8,832.67	£54.94

Flintshire County Council Green Book Pay Model 1 April 2023

	JE Range	Grade	SCP	Salary 1 April 2023	Monthly Salary	Hourly Rate
Officer Range	<305	G01 (old A & B)	01	Deleted		
			02	£22,366.00	£1,863.83	£11.59
			03	£22,737.00	£1,894.75	£11.79
			04	£23,114.00	£1,926.17	£11.98
	306-369	G02 (old C & D)	05	£23,500.00	£1,958.33	£12.18
			06	£23,893.00	£1,991.08	£12.38
			07	£24,294.00	£2,024.50	£12.59
			08	£24,711.00	£2,059.25	£12.81
	370-395	G03 (old E)	09	£25,119.00	£2,093.25	£13.02
			10	£25,545.00	£2,128.75	£13.24
			11	£25,979.00	£2,164.92	£13.47
			12	£26,421.00	£2,201.75	£13.69
	396-440	G04 (old F)	15	£27,803.00	£2,316.92	£14.41
			17	£28,770.00	£2,397.50	£14.91
			19	£29,777.00	£2,481.42	£15.43
			20	£30,296.00	£2,524.67	£15.70
Senior Officer Range	441-480	G05 (old G)	24	£33,024.00	£2,752.00	£17.12
			25	£33,945.00	£2,828.75	£17.59
			26	£34,834.00	£2,902.83	£18.06
			27	£35,745.00	£2,978.75	£18.53
	481-525	G06 (old H)	28	£36,648.00	£3,054.00	£19.00
			29	£37,336.00	£3,111.33	£19.35
			30	£38,223.00	£3,185.25	£19.81
			31	£39,186.00	£3,265.50	£20.31
Manager Range	526-560	G07 (old I)	32	£40,221.00	£3,351.75	£20.85
			33	£41,418.00	£3,451.50	£21.47
			34	£42,403.00	£3,533.58	£21.98
			35	£43,421.00	£3,618.42	£22.51
	561-595	G08 (old J)	36	£44,428.00	£3,702.33	£23.03
			37	£45,441.00	£3,786.75	£23.55
			38	£46,464.00	£3,872.00	£24.08
			39	£47,420.00	£3,951.67	£24.58
	596-635	G09 (old K)	40	£48,474.00	£4,039.50	£25.13
			41	£49,498.00	£4,124.83	£25.66
			42	£50,512.00	£4,209.33	£26.18
			43	£51,515.00	£4,292.92	£26.70

Senior Manager Range	636-685	G10 (old L)	45	£53,866.00	£4,488.83	£27.92
			46	£55,243.00	£4,603.59	£28.63
			47	£56,656.00	£4,721.34	£29.37
			48	£58,110.00	£4,842.50	£30.12
	686-729	G11 (old N & M)	50	£61,126.00	£5,093.83	£31.68
			51	£62,696.00	£5,224.67	£32.50
			52	£64,307.00	£5,358.91	£33.33
			53	£65,959.00	£5,496.59	£34.19
	>730	G12 (New Grade)	58	£74,894.00	£6,241.17	£38.82
			59	£76,827.00	£6,402.25	£39.82
			60	£78,810.00	£6,567.50	£40.85
			61	£80,844.00	£6,737.00	£41.90

Leadership and Head Teacher Pay Scales September 2023



SCP	Salary 1 September 2022	New Salary 1 September 2023	Monthly Salary
Point L01	£45,725.00	£48,012.00	£4,001.00
Point L02	£46,869.00	£49,213.00	£4,101.08
Point L03	£48,039.00	£50,441.00	£4,203.42
Point L04	£49,235.00	£51,697.00	£4,308.08
Point L05	£50,461.00	£52,985.00	£4,415.42
Point L06	£51,729.00	£54,316.00	£4,526.33
Point L07	£53,120.00	£55,776.00	£4,648.00
Point L08	£54,346.00	£57,064.00	£4,755.33
Point L09	£55,702.00	£58,488.00	£4,874.00
Point L10	£57,133.00	£59,990.00	£4,999.17
Point L11	£58,616.00	£61,547.00	£5,128.92
Point L12	£59,967.00	£62,966.00	£5,247.17
Point L13	£61,466.00	£64,540.00	£5,378.33
Point L14	£62,998.00	£66,148.00	£5,512.33
Point L15	£64,565.00	£67,794.00	£5,649.50
Point L16	£66,283.00	£69,598.00	£5,799.83
Point L17	£67,804.00	£71,195.00	£5,932.92
Point L18*	£68,821.00	£72,263.00	£6,021.92
Point L18	£69,509.00	£72,985.00	£6,082.08
Point L19	£71,234.00	£74,796.00	£6,233.00
Point L20	£72,999.00	£76,649.00	£6,387.42
Point L21*	£74,065.00	£77,769.00	£6,480.75
Point L21	£74,806.00	£78,547.00	£6,545.58
Point L22	£76,663.00	£80,497.00	£6,708.08
Point L23	£78,561.00	£82,490.00	£6,874.17
Point L24*	£79,713.00	£83,699.00	£6,974.92

SCP	Salary 1 September 2022	New Salary 1 September 2023	Monthly Salary
Point L24	£80,510.00	£84,536.00	£7,044.67
Point L25	£82,510.00	£86,636.00	£7,219.67
Point L26	£84,552.00	£88,780.00	£7,398.33
Point L27*	£85,789.00	£90,079.00	£7,506.58
Point L27	£86,647.00	£90,980.00	£7,581.67
Point L28	£88,796.00	£93,236.00	£7,769.67
Point L29	£90,995.00	£95,545.00	£7,962.08
Point L30	£93,260.00	£97,923.00	£8,160.25
Point L31*	£94,616.00	£99,347.00	£8,278.92
Point L31	£95,564.00	£100,343.00	£8,361.92
Point L32	£97,939.00	£102,836.00	£8,569.67
Point L33	£100,371.00	£105,390.00	£8,782.50
Point L34	£102,853.00	£107,996.00	£8,999.67
Point L35*	£104,366.00	£109,585.00	£9,132.08
Point L35	£105,410.00	£110,681.00	£9,223.42
Point L36	£108,019.00	£113,420.00	£9,451.67
Point L37	£110,704.00	£116,240.00	£9,686.67
Point L38	£113,444.00	£119,117.00	£9,926.42
Point L39*	£115,058.00	£120,811.00	£10,067.58
Point L39	£116,209.00	£122,020.00	£10,168.33
Point L40	£119,108.00	£125,064.00	£10,422.00
Point L41	£122,084.00	£128,189.00	£10,682.42
Point L42	£125,142.00	£131,400.00	£10,950.00
Point L43	£127,000.00	£133,350.00	£11,112.50

Please also see the pay ranges for head teachers at the top of a head teacher pay range

Head Teachers Groups and Pay Ranges

Group	Range of SCPs	Salary Range
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1	L06 - L18*	£54,316.00 - £72,263.00*
2	L08 - L21*	£57,064.00 - £77,769.00*
3	L11 - L24*	£61,547.00 - £83,699.00 *
4	L14 - L27*	£66,148.00 - £90,079.00*
5	L18 - L31*	£72,985.00 - £99,347.00*
6	L21 - L35*	£78,547.00 - £109,585.00*
7	L24 - L39*	£84,536.00 - £120,811.00*
8	L28 - L43	£93,236.00 - £133,350.00

* The School Teachers' Review Body (STRB) recommended that no pay uplift be applied to the maximum values on the Leadership Group Pay Range or to maximum values on any of the eight head teacher group pay ranges in 2015.

This restriction was applied to the maximum of each the eight head teacher group pay ranges only. It does not apply where a head/deputy/assistant head teacher is not earning the maximum on a head teacher group pay range, but is placed on one of the corresponding points on the LGPR - L18, L21, L24, L27, L31, L35 or L39, which have all increased by 1% in each year between 2014 and 2017, by 1.5% in 2018, by 2.75% in 2019 and 2020, 1.75% in 2021, 5% in 2022 and 5% in 2023.

Qualified Teachers Pay Scales September 2023

SCP	Salary 1 September 2022	New Salary 1 September 2023	Monthly Salary
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W00 Point 02	£29,278.00	£30,742.00	£2,561.83
W00 Point 03	£31,630.00	£33,212.00	£2,767.67
W00 Point 04	£34,067.00	£35,771.00	£2,980.92
W00 Point 05	£36,749.00	£38,587.00	£3,215.58
W00 Point 06	£40,443.00	£42,466.00	£3,538.83

Upper Pay Scale

SCP	Salary 1 September 2022	New Salary 1 September 2023	Monthly Salary
P00 Point 07	£41,927.00	£44,024.00	£3,668.67
P00 Point 08	£43,481.00	£45,656.00	£3,804.67
P00 Point 09	£45,085.00	£47,340.00	£3,945.00

Additional Learning Needs (ALN) Allowance

Minimum:	£2,585.00	Maximum:	£5,098.00
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Teaching and Learning Responsibility (TLR) Payments

TLR1	Minimum	£9,436.00	Maximum	£15,965.00
TLR2	Minimum	£3,271.00	Maximum	£7,986.00
TLR3	Minimum	£650.00	Maximum	£3,225.00

Unqualified Teachers Pay Scales September 2023

SCP	Salary 1 September 2022	New Salary 1 September 2023	Monthly Salary
U04 Point 01	£19,689.00	£20,674.00	£1,722.83
U04 Point 02	£21,979.00	£23,078.00	£1,923.17
U04 Point 03	£24,268.00	£25,482.00	£2,123.50
U04 Point 04	£26,557.00	£27,885.00	£2,323.75
U04 Point 05	£28,849.00	£30,292.00	£2,524.33
U04 Point 06	£31,139.00	£32,696.00	£2,724.67

School Non-Teaching Profiles April 2023

Profile	Grade	SCP Range	Salary Range	
			From	To
1.1 Learning Support 1	G01	2 to 4	£22,366	£23,114
1.2 Learning Support 2	G01	2 to 4	£22,366	£23,114
1.3 Learning Support 3	G02	5 to 8	£23,500	£24,711
1.4 Learning Support 4 (Specialist Area Only)	G04	15 to 20	£27,803	£30,296
1.4 Learning Support 4 (Supervision)	G04	15 to 20	£27,803	£30,296
2.1 Pastoral Support 1	G01	2 to 4	£22,366	£23,114
2.2 Pastoral Support 2	G01	2 to 4	£22,366	£23,114
2.3 Pastoral Support 3	G02	5 to 8	£23,500	£24,711
2.4 Pastoral Support 4	G05	24 to 27	£33,024	£35,745
2.4 Pastoral Support 4 (Without Supervision)	G04	15 to 20	£27,803	£30,296
2.5 Breakfast Club Assistant	G01	2 to 4	£22,366	£23,114
2.6 Breakfast Club Supervisor	G02	5 to 8	£23,500	£24,711
2.7 Mid Day Supervisory Assistant	G01	2 to 4	£22,366	£23,114
2.8 Senior Mid Day Supervisory Assistant	G02	5 to 8	£23,500	£24,711
3.1 Technician 1	G01	2 to 4	£22,366	£23,114
3.2 Technician 2 - ICT 1	G02	5 to 8	£23,500	£24,711
3.3 Technician 2a (Design & Technology)	G02	5 to 8	£23,500	£24,711
3.4 Technician 3 - ICT 2	G04	15 to 20	£27,803	£30,296
3.5 Technician 4 Science	G05	24 to 27	£33,024	£35,745
3.5 Technician 4 Science (Supervising)	G05	24 to 27	£33,024	£35,745

3.6 Technician 4 - ICT 3 (Non Supervising)	G05	24 to 27	£33,024	£35,745
3.6 Technician 4 - ICT 3 (Supervising)	G05	24 to 27	£33,024	£35,745
4.1 Administration 1	G01	2 to 4	£22,366	£23,114
4.2 Administration 2	G01	2 to 4	£22,366	£23,114
4.3 Administration 3 (Exams)	G02	5 to 8	£23,500	£24,711
4.3 Administration 3a (Secretary)	G02	5 to 8	£23,500	£24,711
4.4 Administration 4 (Non Supervisory)	G04	15 to 20	£27,803	£30,296
4.4 Administration 4 (Supervisory)	G04	15 to 20	£27,803	£30,296
4.4 Administration 4 (Supervisory 6-15 Staff)	G05	24 to 27	£33,024	£35,745
4.5 Administration 4+ (Business Manager)	G08	36 to 39	£44,428	£47,420
4.6 Cleaner	G01	2 to 4	£22,366	£23,114
4.7 Cleaning Supervisor	G02	5 to 8	£23,500	£24,711
4.8 Caretaker	G01	2 to 4	£22,366	£23,114
4.8a Caretaker With Supervision	G03	9 to 12	£25,119	£26,421
4.9 Caretaker / Site Supervisor	G05	24 to 27	£33,024	£35,745

Soulbury Pay Scales 1 September 2023

Trainee Educational Psychologists

Spinal Column Point	Salary 1 September 2023	Monthly Salary	Hourly Rate
02	£29,872.00	£2,489.33	£15.48
03	£31,770.00	£2,647.50	£16.47
04	£33,673.00	£2,806.08	£17.45
05	£35,572.00	£2,964.33	£18.44
06	£37,473.00	£3,122.75	£19.42

Assistant Educational Psychologists

Spinal Column Point	Salary 1 September 2023	Monthly Salary	Hourly Rate
02	£35,228.00	£2,935.67	£18.26
03	£36,531.00	£3,044.25	£18.93
04	£37,828.00	£3,152.33	£19.61
05	£39,341.00	£3,278.42	£20.39

Spinal Column Point	Salary 1 September 2023	Monthly Salary	Hourly Rate
01	£42,422.00	£3,535.17	£21.99
02	£44,474.00	£3,706.17	£23.05
03	£46,525.00	£3,877.08	£24.12
04	£48,575.00	£4,047.92	£25.18
05	£50,627.00	£4,218.92	£26.24
06	£52,678.00	£4,389.83	£27.30
07	£54,609.00	£4,550.75	£28.31
08	£56,540.00	£4,711.67	£29.31
09	£58,348.00	£4,862.33	£30.24
10	£60,160.00	£5,013.33	£31.18
11	£61,848.00	£5,154.00	£32.06
12*	£62,540.00	£5,211.66	£32.41
13*	£63,836.00	£5,319.66	£33.08
14*	£65,120.00	£5,426.66	£33.75

*Extension to scale to accommodate structured professional assessment points

Senior and Professional Educational Psychologists

*Normal point for principal

Spinal Column Point	Salary 1 September 2023	Monthly Salary	Hourly Rate
01	£52,678.00	£4,389.83	£27.30
02	£54,609.00	£4,550.75	£28.31
03	£56,540.00	£4,711.67	£29.31
04	£58,348.00	£4,862.33	£30.24
05	£60,160.00	£5,013.33	£31.18
06*	£61,848.00	£5,154.00	£32.06
07	£62,540.00	£5,211.67	£32.42
08	£63,836.00	£5,319.67	£33.09
09	£65,120.00	£5,426.67	£33.75
10	£66,425.00	£5,535.42	£34.43
11	£67,706.00	£5,642.17	£35.09
12	£69,010.00	£5,750.83	£35.77
13	£70,337.00	£5,861.42	£36.46
14**	£71,621.00	£5,968.42	£37.12
15**	£72,966.00	£6,080.50	£37.82
16**	£74,297.00	£6,191.42	£38.51
17**	£75,637.00	£6,303.08	£39.20
18**	£76,976.00	£6,414.66	£39.89
19**	£80,055.00	£6,671.25	£41.49
20**	£83,257.00	£6,938.08	£43.15
21**	£86,587.00	£7,215.58	£44.88

minimum the

educational psychologist undertaking the full range of duties at this level.

**Extension to range to accommodate discretionary scale points and structured professional assessments

- Three additional SCPs after point 18 with effect from 1 September 2023.

Educational Improvement Professionals (Soulbury)

Spinal Column Point	Salary 1 September 2023	Monthly Salary	Hourly Rate
01	£40,540.00	£3,378.33	£21.01
02	£41,920.00	£3,493.33	£21.73
03	£43,224.00	£3,602.00	£22.40
04	£44,545.00	£3,712.08	£23.09
05	£45,857.00	£3,821.42	£23.77
06	£47,170.00	£3,930.83	£24.45
07	£48,550.00	£4,045.83	£25.16
08*	£49,878.00	£4,156.50	£25.85
09	£51,425.00	£4,285.42	£26.65
10	£52,805.00	£4,400.42	£27.37
11	£54,166.00	£4,513.83	£28.08
12	£55,484.00	£4,623.67	£28.76
13**	£56,976.00	£4,748.00	£29.53
14	£58,308.00	£4,859.00	£30.22
15	£59,777.00	£4,981.42	£30.98
16	£61,106.00	£5,092.17	£31.67
17	£62,440.00	£5,203.33	£32.36
18	£63,748.00	£5,312.33	£33.04
19	£65,097.00	£5,424.75	£33.74
20***	£65,794.00	£5,482.83	£34.10
21	£67,133.00	£5,594.42	£34.80
22	£68,301.00	£5,691.75	£35.40
23	£69,586.00	£5,798.83	£36.07
24	£70,739.00	£5,894.92	£36.67
25	£71,971.00	£5,997.58	£37.30
26	£73,173.00	£6,097.75	£37.93
27	£74,403.00	£6,200.25	£38.57
28	£75,650.00	£6,304.17	£39.21
29	£76,899.00	£6,408.25	£39.86
30	£78,146.00	£6,512.17	£40.51
31	£79,382.00	£6,615.17	£41.14
32	£80,637.00	£6,719.75	£41.79
33	£81,894.00	£6,824.50	£42.44
34	£83,180.00	£6,931.66	£43.11
35	£84,465.00	£7,038.75	£43.78
36	£85,784.00	£7,148.66	£44.46
37	£87,083.00	£7,256.91	£45.13
38	£88,396.00	£7,366.33	£45.81
39	£89,691.00	£7,474.25	£46.48
40	£90,985.00	£7,582.08	£47.15
41	£92,285.00	£7,690.41	£47.83
42	£93,585.00	£7,798.75	£48.50
43	£94,883.00	£7,906.91	£49.18
44	£96,189.00	£8,015.75	£49.85
45	£97,490.00	£8,124.16	£50.53
46	£98,794.00	£8,232.83	£51.20
47	£99,102.00	£8,341.83	£51.88
48	£101,399.00	£8,449.91	£52.55

49	£102,700.00	£8,558.33	£53.23
50	£104,004.00	£8,667.00	£53.90
51****	£108,164.00	£9,013.66	£56.06
52****	£112,491.00	£9,374.25	£58.30

NHS Pay Award 1 April 2023

Band	New Salary April 2023	Monthly Salary	Hourly Rate
Band 1 – Point 1	£22,720.00	£1,893.33	£11.77
Band 2 – Entry Step Point	£22,720.00	£1,893.33	£11.77
Band 2 – Top Step Point	£22,720.00	£1,893.33	£11.77
Band 3 – Entry Step Point	£23,159.00	£1,929.91	£12.00
Band 3 – Top Step Point	£24,701.00	£2,058.41	£12.80
Band 4 – Entry Step Point	£25,524.00	£2,127.00	£13.22
Band 4 – Top Step Point	£28,010.00	£2,334.16	£14.51
Band 5 – Entry Step Point	£28,834.00	£2,402.83	£14.94
Band 5 – Intermediate Step Point	£31,099.00	£2,591.58	£16.11
Band 5 – Top Step Point	£35,099.00	£2,924.91	£18.19
Band 6 – Entry Step Point	£35,922.00	£2,993.50	£18.61
Band 6 – Intermediate Step Point	£37,911.00	£3,159.25	£19.65
Band 6 – Top Step Point	£43,257.00	£3,604.75	£22.42
Band 7 – Entry Step Point	£44,398.00	£3,699.83	£23.01
Band 7 – Intermediate Step Point	£46,686.00	£3,890.50	£24.19
Band 7 – Top Step Point	£50,807.00	£4,233.91	£26.33
Band 8a – Entry Step Point	£51,706.00	£4,308.83	£26.80
Band 8a – Top Step Point	£58,210.00	£4,850.83	£30.17
Band 8b – Entry Step Point	£59,857.00	£4,988.08	£31.02
Band 8b – Top Step Point	£69,553.00	£5,796.08	£36.05

Band	New Salary April 2023	Monthly Salary	Hourly Rate
Band 8c – Entry Step Point	£71,473.00	£5,956.08	£37.04
Band 8c – Top Step Point	£82,335.00	£6,861.25	£42.67
Band 8d – Entry Step Point	£84,825.00	£7,068.75	£43.96
Band 8d – Top Step Point	£97,822.00	£8,151.83	£50.70
Band 9 – Entry Step Point	£101,390.00	£8,449.16	£52.55
Band 9 – Top Step Point	£116,673.00	£9,722.75	£60.47