

INFORMATION FOR OVERSEAS TEACHERS

SALARY & TAX IN ENGLAND

Pay Methods

Some teachers recruited by Hourglass Education will be employed and paid directly by the school. Others will work on an interim or 'supply' contract and paid weekly through Hourglass Education.

The UKBA Immigration rules strictly stipulate that teachers requiring a Certificate of Sponsorship must be employed and paid directly by the school. Salary will be discussed when an offer of employment is made. Hourglass Education will support you fully and negotiate on your behalf. We want to ensure that the salary offered to you is fair and that you are happy with it.

If you are eligible for a dependant visa, the Youth Mobility Scheme, an Ancestral Visa or if you have Dual Citizenship (UK or EU), then you will be able to work either on a 'supply' basis or on a direct contract with the school.

Income Tax

Regardless of your payment method or contract type, you will be required to pay UK tax. Similarly the taxes deducted from your salary will be the same. Taxes are deducted at a percentage of your salary; the more you earn the more tax you pay.

Income tax is charged at 20% (for salaries under £34,999) or 40% (for the proportion of any salary over £35,000).

Not all of your income is taxed as you do receive a tax-free personal tax allowance. Currently the Personal Allowance is £10,000. This is due to rise to £10,800 in April 2016 and £11,000 in April 2017. Income Tax is only payable on taxable income above the Personal Allowance.

All taxes and deductions will be clearly illustrated on your payslip.

Example

You have £35,000 of taxable income and your Personal Allowance is £10,000. You pay basic rate tax at 20% on £25,000 (£35,000 minus £10,000).

***Please note, all Jamaicans should read the section below on No Tax coding**

National Insurance

In order to work in the UK, you need to apply for your NI number as a matter of some urgency. You will need to quote your NI number to your employer's accounts department for taxation purposes and contributions will be taken each time you are paid. In addition, National Insurance contributions entitle you to certain state benefits the most significant of those being the National Health Service.

If you don't have a NI number, you will be required to contribute more than normal in NI payments so it's wise to get your personal number as soon after arriving in the UK. Further to this you will not be able to claim any of your overpaid taxes back or attempt to get a NI rebate. It is therefore vital to obtain this number when you start working.

The Revenue and Customs Department (the HMRC) no longer accept 'temporary' National Insurance numbers. After applying you will receive your National Insurance Number and card in the post a while later and you should ensure your employer is aware of this number.

National Insurance is deducted at 12%.

Your pay working through a School

In September 2013 pay scales for teachers in England and Wales were replaced with pay ranges; in September 2014 a leadership group pay range replaced the previous 43-point pay scale.

MAIN PAY RANGE

Discretionary Reference Points

	England & Wales*	Inner London Area	Outer London Area	Fringe Area
Min	22,023	27,543	25,623	23,082
	23,764	28,980	27,211	24,821
	25,675	30,490	28,896	26,731
	27,650	32,079	30,685	28,713
	29,829	24,547	33,287	30,887
Max	32,187	37,119	35,823	33,244

*Excluding the London Area

UPPER PAY RANGE

Discretionary Reference Points

	England & Wales*	Inner London Area	Outer London Area	Fringe Area
Min	34,869	42,332	38,355	35,927
	36,161	44,412	39,775	37,217
Max	37,496	45,905	41,247	38,555

*Excluding the London Area

Sometimes schools will make an overseas qualified teacher an offer of employment on the 'Unqualified Teacher' pay scale. This is because some overseas qualified teachers do not have Qualified Teacher Status in the UK. Hourglass Education consultants are experienced in negotiating in these circumstances; ensuring that teachers are paid according to their experience and qualifications is their primary priority. Where a school have to pay a teacher on the unqualified scale, they will 'top up' their salary package so that it reflects their experience and is comparable to a UK teacher with similar teaching experience. Salaries are reviewed each year, but annual increases are not guaranteed.

UNQUALIFIED TEACHER PAY RANGE

Discretionary Reference Points

	England & Wales*	Inner London Area	Outer London Area	Fringe Area
Min	16,136	20,293	19,167	17,196
	18,013	22,169	21,045	19,071
	19,889	24,046	22,922	20,948
	21,766	25,922	24,801	22,824
	23,644	27,789	26,677	24,701
Max	25,520	29,673	28,555	26,577

*Excluding the London Area

A teacher on a contract is usually paid on a monthly basis and payment will be processed either by the school or the local authority.

Your pay working through Hourglass

Teachers working on a contract with a school are paid on a PAYE (pay as you earn) basis. This means that after their personal tax allowance, income tax and NI contributions are deducted at the standard percentage.

Teachers working through Hourglass are paid in line with the UK qualified teacher pay scale. As a supply teacher you are paid an annual salary comparable to a teacher with similar teaching experience, but this is paid as a daily rate over 195 days (the number of days in the academic year) and this is processed on a weekly basis. You are still paid PAYE and tax and NI contributions are taken at source.

If you work through Hourglass Education via a managed services payroll (an umbrella company) then you can submit certain employment expenses as a way of increasing your personal tax allowance, therefore reducing your taxable income. This does not apply to Jamaican teachers, who will be paid PAYE in order to facilitate NT coding.

These expenses include:

- subsistence (meals)
- travel to and from school
- stationery, books and postage

If you are a teacher fresh to the UK then you can benefit most from this scheme because you can submit significant expenses such as:

- rent or guesthouse costs
- flight (and that of family members; spouse and children only)
- subsistence (all meals)

If you have not already received a call, you will be contacted shortly by one of the umbrella companies on the Hourglass Education preferred supply list. They will provide you with an illustration of what you can expect to receive as an approximate net salary taking in to consideration your daily rate and expenses you can submit. They will also provide an approximate net amount if you were to be paid via Hourglass directly on a PAYE basis. You can then make a decision based on these illustrations regarding your method of payment.

Please note: Jamaicans who work on a supply basis through Hourglass Education are not paid through an umbrella company as this affects their ability to apply for No Tax coding.