

JOINT NEGOTIATING COUNCIL FOR THE EDUCATION AND LIBRARY BOARDS

3 March 2005

To: Chief Executives
Council Members
MSO/SSO

JOINT NEGOTIATING COUNCIL CIRCULAR NO. 109

Soulbury Committee Joint Education Services Circular No. 134– 23 December 2004

Revised Salary Scales for Assistant Advisory Officers/Advisers/Senior Advisers

The Joint Secretaries of the Joint Negotiating Council for the Education and Library Boards have agreed to the implementation of the revised salary scales for posts in the Advisory Service with effect from 1 September 2004, 1 April 2005, 1 September 2005 and 1 September 2006.

The revised salary scales are as follows:-

Assistant Advisory Officers

Salary Scale

w.e.f. 1.9.03	w.e.f. 1.9.04	w.e.f. 1.4.05	w.e.f. 1.9.05	w.e.f. 1.9.06
33,678	34,605	34,671	35,694	36,747
34,635	35,586	35,658	36,711	37,794
35,754	36,738	36,810	37,896	39,015
36,756	37,767	37,839	38,955	40,104

Advisers

Salary Scale

w.e.f. 1.9.03	w.e.f. 1.9.04	w.e.f. 1.4.05	w.e.f. 1.9.05	w.e.f. 1.9.06
39,771	40,866	40,944	42,153	43,398
40,734	41,853	41,937	43,173	44,448
41,799	42,948	43,032	44,301	45,609
42,762	43,938	44,022	45,321	46,659

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Philip Robinson

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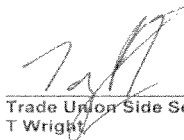
Senior Advisers

Salary Scale

w.e.f. 1.9.03	w.e.f. 1.9.04	w.e.f. 1.4.05	w.e.f. 1.9.05	w.e.f. 1.9.06
42,762	43,938	44,022	45,321	46,659
43,725	44,928	45,015	46,344	47,712
44,673	45,903	45,990	47,346	48,744
45,648	46,902	46,995	48,381	49,809

A copy of the Soulbury Committee Joint Education Services Circular No. 134 is attached for information purposes.


Management Side Secretary
J Curran


Trade Union Side Secretary
T Wright


Trade Union Side Secretary
L Kerr


Trade Union Side Secretary
A Elliott


Trade Union Side Secretary
A Gribben

The Soulbury Committee

Inspectors, Organisers and Advisory Officers of Local Authorities

23 December 2004

Dear Sir/Madam

JOINT EDUCATION SERVICES CIRCULAR NO. 134

SOULBURY AGREEMENT 2004/07

1. At a recent meeting of the Soulbury Committee, agreement was reached on a three-year pay deal for Soulbury Officers employed by local education authorities.
2. The agreement is for:
 - (a) a 2.75% increase on all salary points from 1 September 2004; rising to 2.95% from 1 April 2005 (based on 31 August 2004 figures)
 - (b) a 2.95% increase on all salary points from 1 September 2005
 - (c) a 2.95% increase on all salary points from 1 September 2006 or the RPI rate for April 2006 if higher

The revised salary rates are set out in the attached Appendices.

London area allowances

3. London area allowances have not increased since 1 September 2001. Agreement has now been reached to increase these allowances in line with annual percentage pay increases from 1 September 2003 to 1 September 2006. **The figures are set out in the Appendices attached to this circular.**

Structured Professional Assessment

4. It was agreed that the rule requiring four years service with the LEA before an application for the award of SPA points could be considered would be amended so as to allow an officer to apply for the award of SPA points if he or she has had four years or more continuous LEA service. A revised Appendix G to the Soulbury Report is attached.

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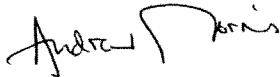
Joint Working Party

5. A Joint Working Party will be convened in early 2005 to discuss a range of issues which arose during this year's salary negotiations. The Soulbury Committee has agreed to meet again in April 2005 to consider the progress reached in these joint discussions and the possible implementation of agreed measures by September 2005.

Yours sincerely



Mike Walker



Andrew Morris
Joint Secretaries

To: Chief Executives of County Councils and Metropolitan Districts and Unitary Authorities in England;
Chief Executives of London Boroughs;
Chief Executives of County Councils and County Borough Councils in Wales;
Copy enclosed for Treasurers of all authorities in England and Wales;
Chief Education Officers/Directors of Education of County Councils, and Metropolitan Districts and Unitary Authorities in England;
Chief Education Officers/Directors of Education of London Boroughs;
Chief Education Officers/Director of Education of County Councils and County Borough Councils in Wales;
Members of the Soulbury Committee
Subscribers

SOULBURY PAY AGREEMENT 2004-2006

EDUCATIONAL PSYCHOLOGISTS - SCALE A

Spine Point	1.9.03	1.9.04	1.4.05	1.9.05	1.9.06
1	27996	28767	28821	29670	30546
2	28932	29727	29784	30666	31572
3	29880	30702	30762	31668	32601
4	30891 *	31740 *	31803 *	32741 *	33708 *
5	31848	32724	32787	33753	34749
6	32802	33705	33771	34767	35793
7	33759	34686	34755	35781	36837
8	34728	35682	35751	36807	37893
9	35685	36666	36738	37821	38937
10	36669	37677	37752	38865	40011
11	37617 **	38652 **	38727 **	39870 **	41046 **
12	38568	39630	39705	40875	42081
13	39510	40596	40677	41877	43113
14	40455	41568	41649	42879	44145
15	41412 (+)	42552 (+)	42633 (+)	43890 (+)	45186 (+)
16	42357 (+)	43521 (+)	43608 (+)	44895 (+)	46218 (+)

* Minimum age 35 fully qualified

** Discretionary extension to main scale

(+) Extension to national maximum of the salary scale to provide headroom for the award of two points under the structured professional assessments (SPAs)

SENIOR AND PRINCIPAL EDUCATIONAL PSYCHOLOGISTS

(B) SALARY RANGE

Spine Point	1.9.03	1.9.04	1.4.05	1.9.05	1.9.06
1	36669	37677	37752	38865	40011
2	37617	38652	38727	39870	41046
3	38568	39630	39705	40875	42081
4	39510 *	40596 *	40677 *	41877 *	43113 *
5	40455	41568	41649	42879	44145
6	41412	42552	42633	43890	45186
7	42357	43521	43608	44895	46218
8	43296	44487	44574	45888	47241
9	44238	45456	45543	46887	48270
10	45186	46428	46518	47889	49302
11	46119	47388	47481	48882	50325
12	47073	48369	48462	49893	51366
13	48012	49332	49428	50886	52386
14	48966	50313	50409	51897	53427
15	49935	51309	51408	52926	54486
16	50874 **	52272 **	52374 **	53919 **	55509 **
17	51855 **	53280 **	53385 **	54960 **	56580 **
18	52827 (+)	54279 (+)	54384 (+)	55989 (+)	57642 (+)
19	53805 (+)	55284 (+)	55392 (+)	57027 (+)	58710 (+)

Notes:

Salary scales to consist of not more than four consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.

* normal minimum point for the principal educational psychologist undertaking the full range of duties at this level

** Discretionary points

(+) *extension to the national maximum of the salary range to provide headroom for the award of two points under the structured professional assessments (SPAs)*

ASSISTANT EDUCATIONAL PSYCHOLOGISTS

Salary from	1.9.03	1.9.04	1.4.05	1.9.05	1.9.06
	23094	23730	23775	24477	25200
	24039	24699	24747	25476	26229
	24981	25668	25719	26478	27258
	25920	26634	26685	27471	28281

SOULBURY PAY AGREEMENT 2004-2006

SOULBURY ADVISERS/INSPECTORS

Spine points	Existing salary from 1.9.03	1.9.04	1.4.05	1.9.05	1.9.06
1	27882	28650	28704	29550	30423
2	28881	29676	29733	30609	31512
3	29823	30642	30702	31608	32541
4	30774	31620	31683	32619	33582
5	31728	32601	32664	33627	34620
6	32679	33579	33642	34635	35658
7	33678	34605	34671	35694	36747
8	34635 *	35586 *	35658 *	36711 *	37794 *
9	35754	36738	36810	37896	39015
10	36756	37767	37839	38955	40104
11	37740	38778	38853	39999	41178
12	38694	39759	39834	41010	42219
13	39771 **	40866 **	40944 **	42153 **	43398 **
14	40734	41853	41937	43173	44448
15	41799	42948	43032	44301	45609
16	42762	43938	44022	45321	46659
17	43725	44928	45015	46344	47712
18	44673	45903	45990	47346	48744
19	45648	46902	46995	48381	49809
20	46614 ***	47895 ***	47988 ***	49404 ***	50862 ***
21	47592	48900	48996	50442	51930
22	48447	49779	49875	51345	52860
23	49383	50742	50841	52341	53886
24	50229	51609	51711	53235	54804
25	51126	52533	52635	54189	55788
26	52008	53439	53541	55119	56745
27	52905	54360	54465	56073	57726
28	53814	55293	55401	57036	58719
29	54729	56235	56343	58005	59715
30	55641	57171	57282	58971	60711
31	56544	58098	58212	59928	61695
32	57459	59040	59154	60900	62697
33	58380	59985	60102	61875	63699
34	59319	60951	61068	62871	64725
35	60255	61911	62034	63864	65748
36	61221	62904	63027	64887	66801
37	62172	63882	64005	65892	67836
38	63129	64866	64992	66909	68883
39	64074	65835	65964	67911	69915
40	65022	66810	66939	68913	70947
41	65970	67785	67917	69921	71985
42	66924	68763	68898	70929	73020
43	67872	69738	69873	71934	74055
44	68823	70716	70854	72945	75096
45	69777	71697	71835	73953	76134
46	70728	72672	72813	74961	77172
47	71682	73653	73797	75975	78216
48	72633 (+)	74631 (+)	74775 (+)	76980 (+)	79251 (+)
49	73581 (+)	75603 (+)	75753 (+)	77988 (+)	80289 (+)

Salary scales to consist of not more than four consecutive points, based on attaching to the duties and responsibilities attaching to posts and the need to recruit and motivate staff

- * normal minimum point for advisers/inspectors undertaking the full range of duties at this level
- ** normal minimum point for senior advisers/inspectors undertaking the full range of duties at this level
- *** normal minimum point for principal adviser/inspector undertaking the full range of duties at this level
- (+) extension to national maximum of the salary spine to provide headroom for the award of two points

SOULBURY PAY AGREEMENT 2004-2006

YOUTH AND COMMUNITY SERVICE OFFICERS

	Spine point	Current salary	1.9.04	1.4.05	1.9.05	1.9.06
	1	28920	29715	29772	30651	31554
	2	29865	30687	30747	31653	32586
	3	30810	31656	31719	32655	33618
	4	31776 *	32649 *	32712 *	33678 *	34671 *
	5	32757	33657	33723	34719	35742
	6	33714	34641	34710	35733	36786
	7	34692 **	35646 **	35715 **	36768 **	37854 **
	8	35808	36792	36864	37950	39069
	9	36783	37794	37869	38985	40134
	10	37740	38778	38853	39999	41178
	11	38691	39756	39831	41007	42216
	12	39645	40734	40815	42018	43257
	13	40590	41706	41787	43020	44289
	14	41544	42687	42771	44034	45333
Discretionary point	15	42504	43674	43758	45048	46377
Discretionary point	16	43464	44658	44745	46065	47424
	17	44427 (+)	45648 (+)	45738 (+)	47088 (+)	48477 (+)
	18	45387 (+)	46635 (+)	46725 (+)	48102 (+)	49521 (+)

NOTES:

The minimum Youth and Community Service Officers' scale is 4 points

Other salary scales to consist of not more than four consecutive points based on the duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

* normal minimum point for senior youth and community service officers undertaking the full range of duties at this level (see paragraph 5.6 of the Soulbury Report)

** normal minimum point for the principal youth and community service officer undertaking the full range of duties at this level (see paragraph 5.8 of the Soulbury Report)

(+) Extension to national maximum of the salary spine to provide headroom for the award of two points under structured professional assessments (SPAs)

SOULBURY PAY AGREEMENT 2004-2006

LONDON ALLOWANCES

*Increases to London area allowances will take effect from
1 September 2002 on a backdated basis*

	1.9.01	1.9.02	1.9.03	1.9.04	1.4.05	1.9.05	1.9.06
Inner London	2337	2418	2502	2571	2577	2652	2730
Outer London	1539	1593	1650	1695	1698	1749	1800
Fringe	597	618	639	657	657	675	696

Revised Appendix G

STRUCTURED PROFESSIONAL ASSESSMENTS

1. The Soulbury Committee has reached agreement to introduce local assessments to recognise the contribution of Soulbury Officers to the authority's role in raising standards in schools, improving involvement of young people in community activities and the promotion of child development and learning. This agreement provides a framework for local decisions relating to an assessment of the officer's contribution.
2. The Committee recognises that arrangements for the assessment of Soulbury Officer's contributions will have been designed locally. The Committee does not want to introduce new arrangements but will consider providing an outline of good practice on local procedures if this is required. The Committee has agreed that all local procedures will need to provide for reviews in cases where officers believe they have grounds to challenge a local assessment.
3. The key aim is arrangements which provide for a structured assessment by the Chief Education Officer of the officer's contribution. Local arrangements will need to provide for:
 - The opportunity for officers to apply to their Chief Education Officer **after four year's continuous Soulbury service with one or more Local Education Authorities**. In normal circumstances, this would be after not less than two years in the current post. CEOs can consider applications before the four years, in exceptional cases. A new local assessment will not be necessary where a local review has already taken place.
 - Assessments will be based on the officer's contribution over the four year period. This will be at two levels.
 - Local assessments need to be based on the range of duties and responsibilities and achievements against targets and objectives for the post. This assessment of the overall contribution will need to take account of the following for the first level:
 - Development – Officers must show that they are fully informed of the developments in their area of specialism.
 - Developing the services – Officers must make a recognised contribution to the policy, planning and meeting of performance targets for their authority.
 - Improving standards – Officers must make an identified contribution to the improvement and evaluation of service delivery across all appropriate aspects of the authority's functions.

- Management and Administration – Officers must manage and assess resources to provide efficient delivery of services.
- Equal opportunities – Officers must contribute to the development of the authority's policies in improving access to their services and in raising achievement levels for their local communities.
- For the second level, officers' contributions will need to be based on showing that they have made a sustained contribution to the efficiency and effectiveness of the service.

Salary Rewards

4. Officers who have been assessed as achieving the first level will receive an additional pay point on the Soulbury spine. Those achieving the second level will receive a second point on the Soulbury spine. These additional points will extend normal scale maxima by up to two points.