

# JOINT NEGOTIATING COUNCIL FOR THE EDUCATION AND LIBRARY BOARDS

3 March 2009

**To: Chief Executives  
Council Members  
MSO/TUSO**

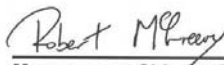
## **JOINT NEGOTIATING COUNCIL CIRCULAR NO. 155 - ADDENDUM**

### **Revised Structure and Salary Scales for Educational Psychologists Appendix 4 - Senior Educational Psychologist Posts**

At the Joint Negotiating Council meeting on Friday 19 December 2008, agreement was reached on the criteria which characterises the functions of the Senior Educational Psychologist posts in the Education and Library Boards, i.e. Management and Specialist.


The essential criteria and common core elements for each post are detailed in Appendix 4, attached, which is an addendum to JNC Circular No 155 issued on 13 June 2008. Appendices 1, 2 and 3 have also been attached for ease of reference.


Should further clarification be required in relation to the detail of this Circular please contact Mr R McGreevy, Inter-Board Services Manager, SELB, 3 Charlemont Place, The Mall, Armagh.

  
Management Side Secretary  
R McGreevy

  
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**REVISED STRUCTURE FOR THE EDUCATIONAL PSYCHOLOGIST SERVICE  
CURRENT AGREEMENT WITH EFFECT FROM 01.09.01**

**Main Grade Educational Psychologist [Previous Designation - Psychologist]  
Salary Scale A, Spinal Pts 1-12 plus Structured Professional Assessments (SPAs)**

Pts	w.e.f. 1.9.01	w.e.f. 1.9.02	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	w.e.f. 1.9.07
1	26,133	27,048	27,996	28,767	28,821	29,670	30,546	31,302
2	27,009	27,954	28,932	29,727	29,784	30,666	31,572	32,353
3	27,894	28,869	29,880	30,702	30,762	31,668	32,601	33,408
4	28,839 <sup>1</sup>	29,847 <sup>1</sup>	30,891 <sup>1</sup>	31,740 <sup>1</sup>	31,803 <sup>1</sup>	32,741 <sup>1</sup>	33,708 <sup>1</sup>	34,542 <sup>1</sup>
5	29,730	30,771	31,848	32,724	32,787	33,753	34,749	35,609
6	30,621	31,692	32,802	33,705	33,771	34,767	35,793	36,679
7	31,512	32,616	33,759	34,686	34,755	35,781	36,837	37,749
8	32,421	33,555	34,728	35,682	35,751	36,807	37,893	38,831
9	33,312	34,479	35,685	36,666	36,738	37,821	38,937	39,901
10	34,233	35,430	36,669	37,677	37,752	38,865	40,011	41,001
11	35,115	36,345	37,617	38,652	38,727	39,870	41,046	42,062
12	36,003	37,263	38,568	39,630	39,705	40,875	42,081	43,123
	36,885*	38,175*	39,510*	40,596*	40,677*	41,877*	43,113*	44,180*
	37,764*	39,087*	40,455*	41,568*	41,649*	42,879*	44,145*	45,238*
							45,186**	46,304**

**Senior Educational Psychologist (Specialist) [Previous Designation - Senior Educational Psychologist]  
Salary Scale B, Spinal Pts 3-6 plus Structured Professional Assessments (SPAs)**

Pts	w.e.f. 1.9.01	w.e.f. 1.9.02	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	w.e.f. 1.9.07
3	36,003	37,263	38,568	39,630	39,705	40,875	42,081	43,123
4	36,885	38,175	39,510	40,596	40,677	41,877	43,113	44,180
5	37,764	39,087	40,455	41,568	41,649	42,879	44,145	45,238
6	38,658	40,011	41,412	42,552	42,633	43,890	45,186	46,304
	39,543*	40,926*	42,357*	43,521*	43,608*	44,895*	46,218*	47,362*
	40,416*	41,832*	43,296*	44,487*	44,574*	45,888*	47,241*	48,410*
							48,270**	49,465**

\* Extension to scale to accommodate award of Structured Professional Assessment points

\*\* Extension to scale to accommodate award of a third Structured Professional Assessment point with effect from 01.09.06

<sup>1</sup> Minimum salary point for fully qualified Educational Psychologists aged 35 (under review)

**Senior Educational Psychologist (Management) [Previous Designation - Senior Educational Psychologist]  
Salary Scale B, Spinal Pts 5-8 plus Structured Professional Assessments (SPAs)**

<b>Pts</b>	<b>w.e.f. 1.9.01</b>	<b>w.e.f. 1.9.02</b>	<b>w.e.f. 1.9.03</b>	<b>w.e.f. 1.9.04</b>	<b>w.e.f. 1.4.05</b>	<b>w.e.f. 1.9.05</b>	<b>w.e.f. 1.9.06</b>	<b>w.e.f. 1.9.07</b>
5	37,764	39,087	40,455	41,568	41,649	42,879	44,145	45,238
6	38,658	40,011	41,412	42,552	42,633	43,890	45,186	46,304
7	39,543	40,926	42,357	43,521	43,608	44,895	46,218	47,362
8	40,416	41,832	43,296	44,487	44,574	45,888	47,241	48,410
	41,295*	42,741*	44,238*	45,456*	45,543*	46,887*	48,270*	49,465*
	42,183*	43,659*	45,186*	46,428*	46,518*	47,889*	49,302*	50,522*
							50,325**	51,571**

**Principal Educational Psychologist [Previous Designation - Principal Psychologist]  
Salary Scale B Spinal Pts 8-11 plus Structured Professional Assessments (SPAs)**

<b>Pts</b>	<b>w.e.f. 1.9.01</b>	<b>w.e.f. 1.9.02</b>	<b>w.e.f. 1.9.03</b>	<b>w.e.f. 1.9.04</b>	<b>w.e.f. 1.4.05</b>	<b>w.e.f. 1.9.05</b>	<b>w.e.f. 1.9.06</b>	<b>w.e.f. 1.9.07</b>
8	40,416	41,832	43,296	44,487	44,574	45,888	47,241	48,410
9	41,295	42,741	44,238	45,456	45,543	46,887	48,270	49,465
10	42,183	43,659	45,186	46,428	46,518	47,889	49,302	50,522
11	43,053	44,559	46,119	47,388	47,481	48,882	50,325	51,571
	43,941*	45,480*	47,073*	48,369*	48,462*	49,893*	51,366*	52,637*
	44,820*	46,389*	48,012*	49,332*	49,428*	50,886*	52,386*	53,683*
							53,427**	54,749**

\* Extension to scale to accommodate award of Structured Professional Assessment points

\*\* Extension to scale to accommodate award of a third Structured Professional Assessment point with effect from 01.09.06

**REVISED STRUCTURE FOR THE EDUCATIONAL PSYCHOLOGIST SERVICE  
PAY SCALES TO ALLOW FOR FUTURE PROGRESSION IF CURRENT PAY DIFFERENTIALS CHANGE  
FOLLOWING ISSUE OF A FURTHER CONFIRMATORY CIRCULAR**

**Senior Educational Psychologist (Management) [Previous Designation - Senior Educational Psychologist]  
(Salary Scale B Spinal Pts 7-10 plus SPAs) (To allow for future progression if current pay differentials change)**

Pts	w.e.f. 1.9.01	w.e.f. 1.9.02	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	w.e.f. 1.9.07
7	39,543	40,926	42,357	43,521	43,608	44,895	46,218	47,362
8	40,416	41,832	43,296	44,487	44,574	45,888	47,241	48,410
9	41,295	42,741	44,238	45,456	45,543	46,887	48,270	49,465
10	42,183	43,659	45,186	46,428	46,518	47,889	49,302	50,522
	43,053*	44,559*	46,119*	47,388*	47,481*	48,882*	50,325*	51,571*
	43,941*	45,480*	47,073*	48,369*	48,462*	49,893*	51,366*	52,637*
							52,386**	53,683**

**Principal Educational Psychologist [Previous Designation - Principal Psychologist]  
(Salary Scale B Spinal Pts 11-14 plus SPAs) (To allow for future progression if current pay differentials change)**

Pts	w.e.f. 1.9.01	w.e.f. 1.9.02	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	w.e.f. 1.9.07
11	43,053	44,559	46,119	47,388	47,481	48,882	50,325	51,571
12	43,941	45,480	47,073	48,369	48,462	49,893	51,366	52,637
13	44,820	46,389	48,012	49,332	49,428	50,886	52,386	53,683
14	45,711	47,310	48,966	50,313	50,409	51,897	53,427	54,749
	46,614*	48,246*	49,935*	51,309*	51,408*	52,926*	54,486*	55,835*
	47,493*	49,155*	50,874*	52,272*	52,374*	53,919*	55,509*	56,883*
							56,580**	57,980**

\* Extension to scale to accommodate award of Structured Professional Assessment points

\*\* Extension to scale to accommodate award of a third Structured Professional Assessment point with effect from 01.09.06

## REVISED STRUCTURE FOR THE EDUCATIONAL PSYCHOLOGIST SERVICE - EXPLANATORY NOTES

### CURRENT AGREEMENT (APPENDIX 1 REFERS)

For the purpose of this Agreement the pay scales set out in Appendix 1 apply.

### FUTURE PROGRESSION IF CURRENT PAY DIFFERENTIALS CHANGE (APPENDIX 2 REFERS)

#### Re-designated Post of Principal Educational Psychologist

In the original Business Case to the Department of Education, the salary scale for this post was stated as Soulbury Scale B, Spinal Points 11-14 plus SPAs with a 2.5% differential to be maintained with the ASEO scale. Staff may only progress beyond the bar at point 11 if it does not impact on the 2.5% differential which must be maintained at the **minimum** point of the ASEO scale.

#### *Example*

*Subject to successful assessment, three SPA points can be accessed. If spinal points 11-14 were implemented, a bar applies at point 11 and progress to point 12 could only be considered if the new maximum point of £55,835 (which is inclusive of SPAs) does not reduce the differential of 2.5% from the **minimum** point of the ASEO scale.*

#### Re-designated Post of Senior Educational Psychologist (Management)

In the original Business Case to the Department of Education the salary scale for this post was stated as Soulbury Scale B, Spinal Points 7-10 plus SPAs. Staff may only progress beyond the bar at point 8 if the Principal Educational Psychologist grade has progressed beyond the bar at point 11. In effect, incremental progression will be linked to the Principal Educational Psychologist grade and then on the same relative increase in point(s) to prevent erosion of the differential between the Senior Educational Psychologist (Management) scale and the Principal Educational Psychologist scale.

It was further agreed that if the ASEOs received a pay increase significantly above 2.5% or if a new grade was created to manage the Principal Educational Psychologist grade in the new Education and Skills Authority, **nominal progression** would be applied at that time. In effect this would mean that **no arrears would be due**, for example if 2 years had passed and a Principal Educational Psychologist was at the top of the old scale for 2 years, provided it did not erode the 2.5% differential, they could progress directly to the 2<sup>nd</sup> point above the cap, as that is the point they would have reached had the bar not been in place.

## IMPLEMENTATION OF AGREEMENT ON GRADING AND SALARY STRUCTURE FOR EDUCATIONAL PSYCHOLOGISTS

### SENIOR EDUCATIONAL PSYCHOLOGISTS

#### Background

There are currently two types of Senior Educational Psychologist posts in the Educational Psychology Service – Senior Educational Psychologist (Management) and Senior Educational Psychologist (Specialist). Both types of post are paid on the same Soulbury Scale range although the posts undertake different functions.

The Business Cases proposed that the different functions are reflected in differential pay scales and the purpose of this paper is to enable Boards to relate the duties of current post-holders to one of the two types of Senior Educational Psychologist post and to allocate the appropriate grade accordingly.

This paper sets out the common core elements which characterise the functions of the posts of Senior Educational Psychologist in Education and Library Boards.

#### Senior Educational Psychologist (Management)

The essential criterion which distinguishes the post of Senior Educational Psychologist (Management) is detailed below.

Under the general direction of the Board's Principal Educational Psychologist or another appropriately identified manager, the post-holder will have responsibility for the strategic management of a team consisting of at least two Educational Psychologists or at least two other Board professional support/staff.

In addition the post-holder will:

- 1 Assist in the formulation and development of Board policy in relation to Special Education/Psychological Support Services/Specialist Support Services.
- 2 Have responsibility for the development of cross service themes or aspects of service delivery at board or regional level eg development of policy or systems, delivery of programmes/support in liaison with other providers (eg Health and Social Services Trusts/Children Services Planning/ inclusion and diversity issues/ critical incident management).
- 3 Take a leading role in the development and/or management of effective support services through liaison and close partnership work, leading to the delivery of outreach support/service delivery.

- 4 Be involved in the planning and delivery of in-service training/advice/support for staff and other educational stakeholders e.g. teachers/Governors/classroom assistants.
- 5 Have responsibility for identifying and/or addressing the needs of team members through
  - Induction programmes/CPD
  - Staff appraisal

### **Senior Educational Psychologist (Specialist)**

The essential criterion which distinguishes the post of Senior Educational Psychologist (Specialist) is detailed below:

Under the general direction of the Board's Principal Educational Psychologist the post-holder will have responsibility for the development of a particular area (or areas) of professional expertise on behalf of the Board.

In addition the post-holder will:

- 1 Assist in the formulation and development of Board and service policy in relation to the specialism.
- 2 In respect of the specialism, be involved in multi-disciplinary and multi-agency partnerships e.g. Health and Social Services Trusts and work in collaboration with other Educational Psychologists in other Boards
- 3 Co-ordinate the work of other Educational Psychologists and, if appropriate, other staff working in the area of their specialism(s), being available for consultation and to advise colleagues as required.
- 4 In respect of the designated specialism, be involved in the planning/delivery of in-service training and advice/support for staff and other educational stakeholders, e.g. teachers, Governors, staff from other agencies.
- 5 In respect of the designated specialism, be responsible for the carrying out/advising of specialist assessments and interventions throughout the Board's area.

In addition to meeting the essential criterion as stated in the opening paragraph under each post, it is expected that applicants for either post will meet at least four of the five stated criteria.