

JOINT NEGOTIATING COUNCIL FOR THE EDUCATION AND LIBRARY BOARDS

13 June 2008

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

JOINT NEGOTIATING COUNCIL CIRCULAR NO. 155

Revised Structure and Salary Scales for Educational Psychologists


The Joint Negotiating Council for the Education and Library Boards has agreed a revised structure for the Educational Psychologist Service with effect from 1 September 2001.

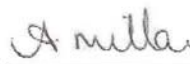
The revised salary scales are attached at Appendix 1 to this circular.

The new structure agreed for the Educational Psychology Service was subject to a proviso that a 2.5% differential will be applied in the future, between the grades in the structure and the bottom point of Assistant Senior Education Officer, based on the scales detailed in Appendix 2.


Further details regarding this agreement and potential future progression is contained in Appendix 3 - Explanatory Notes.

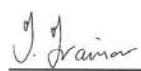
Should you require further clarification on this Circular please contact Mr R McGreevy, Inter-Board Services Manager, SELB, 3 Charlemont Place, The Mall, Armagh.


Management Side Secretary
R McGreevy


Trade Union Side Secretary
A Millar


Trade Union Side Secretary
L Kerr


Trade Union Side Secretary
E Coy


Trade Union Side Secretary
T Trainor

**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 ¹ | 29,847 ¹ | 30,891 ¹ | 31,740 ¹ | 31,803 ¹ | 32,741 ¹ | 33,708 ¹ | 34,542 ¹ |
| 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

¹ 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)**

| 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 |
|-----|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 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)**

| 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 |
|-----|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 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 2nd point above the cap, as that is the point they would have reached had the bar not been in place.

The Soulbury Committee

Inspectors, Organisers and Advisory Officers of Local Authorities

2 December 2008

Dear Sir/Madam

JOINT EDUCATION SERVICES CIRCULAR NO. 162

SOULBURY AGREEMENT 1 SEPTEMBER 2008

1. At a meeting of the Soulbury Committee held on 27 November 2008 agreement was reached in the following terms:

"The Officers' Side is prepared to accept the Employers' offer of an increase of 2.45% on all scales and London allowances backdated to 1 September 2008, to be implemented with immediate effect.

The Employers' Side recognises that the Officers' Side reserves the right to return to the matter of salaries. Further meetings of the Soulbury Committee will be taking place in this cycle on matters as yet unresolved".

Salaries effective from 1 September 2008

2. The salary rates and revised London allowances effective from 1 September 2008 are set out in **Appendices I – IV** attached to this circular.
3. Local authorities are asked to implement the backdated salary increases as soon as possible.

Pay Structure for main scale educational psychologists

4. Both sides of the Soulbury Committee agree that the length of the current salary scale for main scale educational psychologists makes it vulnerable to challenge under age discrimination legislation. Therefore, agreement in principle has been reached to restructure the salary scale with effect from 1 September 2009.
5. It is intended that further discussions will take place to ensure that agreement is reached on the process for restructuring the pay scale as early as possible, so that authorities should be in a position to implement the new structure as soon as the annual negotiations for 2009 are concluded.

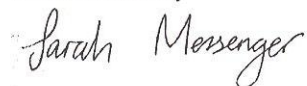
Revisions to the Soulbury Handbook

6. Work is continuing to agree an updated version of the Soulbury Committee's Handbook as soon as possible. As part of this updating exercise, there have been discussions to revise the definitions of national job profiles and these new definitions will be included in the revised handbook.

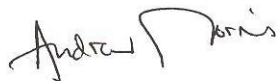
Other outstanding issues

7. Other outstanding issues from the current round of negotiations will be considered by the Soulbury Committee in the coming months.

Yours sincerely



Sarah Messenger



Andrew Morris
Joint Secretaries

To: Local Authorities in England and Wales
Members of the Employers' Side of Soulbury Committee;
Members of NEOST

SOULBURY PAY AGREEMENT 2008

Appendix I

**SOULBURY EDUCATIONAL IMPROVEMENT PROFESSIONALS [EIPs] SPINE
(previously known as Advisers/Inspectors spine)**

| Spine point | Salary from 1.9.07 | Salary from 1.9.08 | |
|--------------------|---------------------------|---------------------------|------|
| 1 | 31,176 | 31,940 | |
| 2 | 32,292 | 33,083 | |
| 3 | 33,346 | 34,163 | |
| 4 | 34,413 | 35,256 | |
| 5 | 35,477 | 36,346 | |
| 6 | 36,541 | 37,436 | |
| 7 | 37,656 | 38,579 | |
| 8 | 38,729 | 39,678 | * |
| 9 | 39,981 | 40,960 | |
| 10 | 41,097 | 42,103 | |
| 11 | 42,197 | 43,231 | |
| 12 | 43,264 | 44,324 | |
| 13 | 44,472 | 45,562 | ** |
| 14 | 45,548 | 46,664 | |
| 15 | 46,738 | 47,883 | |
| 16 | 47,814 | 48,985 | |
| 17 | 48,893 | 50,091 | |
| 18 | 49,950 | 51,174 | |
| 19 | 51,042 | 52,292 | |
| 20 | 52,121 | 53,398 | *** |
| 21 | 53,215 | 54,519 | |
| 22 | 54,168 | 55,495 | |
| 23 | 55,220 | 56,573 | |
| 24 | 56,160 | 57,536 | |
| 25 | 57,169 | 58,569 | |
| 26 | 58,149 | 59,574 | |
| 27 | 59,155 | 60,604 | |
| 28 | 60,172 | 61,647 | |
| 29 | 61,193 | 62,692 | |
| 30 | 62,214 | 63,738 | |
| 31 | 63,222 | 64,771 | |
| 32 | 64,249 | 65,823 | |
| 33 | 65,276 | 66,875 | |
| 34 | 66,327 | 67,952 | |
| 35 | 67,375 | 69,026 | |
| 36 | 68,454 | 70,131 | |
| 37 | 69,515 | 71,218 | |
| 38 | 70,588 | 72,317 | |
| 39 | 71,645 | 73,401 | |
| 40 | 72,703 | 74,484 | |
| 41 | 73,767 | 75,574 | |
| 42 | 74,827 | 76,661 | |
| 43 | 75,888 | 77,747 | |
| 44 | 76,955 | 78,840 | |
| 45 | 78,018 | 79,930 | |
| 46 | 79,082 | 81,020 | |
| 47 | 80,152 | 82,116 | |
| 48 | 81,212 | 83,202 | **** |
| 49 | 82,276 | 84,292 | **** |
| 50 | 83,340 | 85,382 | **** |

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 and motivate staff.

* normal minimum point for EIP undertaking the full range of duties at this level
 ** normal minimum point for senior EIP undertaking the full range of duties at this level
 *** normal minimum point for principal EIP undertaking the full range of duties at this level

**** Extension to range to accommodate structured professional assessments.

EDUCATIONAL PSYCHOLOGISTS - SCALE A

| <u>Spine point</u> | <u>Salary from 1.9.07</u> | <u>Salary from 1.9.08</u> | |
|--------------------|---------------------------|---------------------------|----|
| 1 | 31,302 | 32,069 | |
| 2 | 32,353 | 33,146 | |
| 3 | 33,408 | 34,226 | |
| 4 | 34,542 | 35,389 | * |
| 5 | 35,609 | 36,481 | |
| 6 | 36,679 | 37,578 | |
| 7 | 37,749 | 38,674 | |
| 8 | 38,831 | 39,782 | |
| 9 | 39,901 | 40,878 | |
| 10 | 41,001 | 42,006 | |
| 11 | 42,062 | 43,092 | ** |
| 12 | 43,123 | 44,179 | ** |
| 13 | 44,180 | 45,262 | ** |
| 14 | 45,238 | 46,346 | ** |
| 15 | 46,304 | 47,439 | ** |
| 16 | 47,362 | 48,522 | ** |
| 17 | 48,410 | 49,596 | ** |

* Minimum age 35 fully qualified

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

SENIOR AND PRINCIPAL EDUCATIONAL PSYCHOLOGISTS**(B) SALARY RANGE**

| <u>Spine point</u> | <u>Salary from 1.9.07</u> | <u>Salary from 1.9.08</u> | |
|--------------------|---------------------------|---------------------------|----|
| 1 | 41,001 | 42,006 | |
| 2 | 42,062 | 43,092 | |
| 3 | 43,123 | 44,179 | |
| 4 | 44,180 | 45,262 | * |
| 5 | 45,238 | 46,346 | |
| 6 | 46,304 | 47,439 | |
| 7 | 47,362 | 48,522 | |
| 8 | 48,410 | 49,596 | |
| 9 | 49,465 | 50,677 | |
| 10 | 50,522 | 51,760 | |
| 11 | 51,571 | 52,834 | |
| 12 | 52,637 | 53,927 | |
| 13 | 53,683 | 54,998 | |
| 14 | 54,749 | 56,091 | |
| 15 | 55,835 | 57,202 | |
| 16 | 56,883 | 58,276 | ** |
| 17 | 57,980 | 59,401 | ** |
| 18 | 59,069 | 60,516 | ** |
| 19 | 60,163 | 61,637 | ** |
| 20 | 61,258 | 62,758 | ** |

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

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

TRAINEE EDUCATIONAL PSYCHOLOGISTS

| <u>Spine point</u> | <u>Salary from 1.9.07</u> | Salary from 1.9.08 |
|-------------------------------|--------------------------------------|-------------------------------|
| 1 | 21,007 | 21,522 |
| 2 | 22,545 | 23,097 |
| 3 | 24,082 | 24,672 |
| 4 | 25,619 | 26,247 |
| 5 | 27,156 | 27,821 |
| 6 | 28,693 | 29,396 |

ASSISTANT EDUCATIONAL PSYCHOLOGISTS

| <u>Spine point</u> | <u>Salary from 1.9.07</u> | Salary from 1.9.08 |
|-------------------------------|--------------------------------------|-------------------------------|
| | 25,824 | 26,456 |
| | 26,878 | 27,537 |
| | 27,933 | 28,617 |
| | 28,981 | 29,691 |

SOULBURY PAY AGREEMENT 2008

Appendix III

YOUTH AND COMMUNITY SERVICE OFFICERS

| <u>Spine point</u> | <u>Salary from 1.9.07</u> | | <u>Salary from 1.9.08</u> | |
|--------------------|---------------------------|-----|---------------------------|-----|
| 1 | 32,334 | | 33,126 | |
| 2 | 33,392 | | 34,210 | |
| 3 | 34,450 | | 35,294 | |
| 4 | 35,529 | * | 36,399 | * |
| 5 | 36,626 | | 37,523 | |
| 6 | 37,696 | | 38,620 | |
| 7 | 38,790 | ** | 39,740 | ** |
| 8 | 40,035 | | 41,016 | |
| 9 | 41,127 | | 42,135 | |
| 10 | 42,197 | | 43,231 | |
| 11 | 43,260 | | 44,320 | |
| 12 | 44,327 | | 45,413 | |
| 13 | 45,385 | | 46,497 | |
| 14 | 46,454 | | 47,592 | |
| 15 | 47,524 | | 48,688 | |
| 16 | 48,597 | | 49,788 | |
| 17 | 49,676 | | 50,893 | |
| 18 | 50,746 | | 51,989 | |
| 19 | 51,812 | | 53,081 | |
| 20 | 52,900 | *** | 54,196 | *** |
| 21 | 54,011 | *** | 55,334 | *** |
| 22 | 55,145 | *** | 56,496 | *** |
| 23 | 56,303 | *** | 57,682 | *** |
| 24 | 57,485 | *** | 58,893 | *** |

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 range to accommodate discretionary scale points and structured professional assessments

SOULBURY PAY AGREEMENT 2008

Appendix IV

LONDON ALLOWANCES

| | <u>1.9.07</u> | <u>1.9.08</u> |
|--------------|---------------|---------------|
| Inner London | 2,797 | 2,866 |
| Outer London | 1,844 | 1,889 |
| Fringe | 713 | 730 |