

JOINT NEGOTIATING COUNCIL FOR THE EDUCATION AND LIBRARY BOARDS

12 May 2009

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

JOINT NEGOTIATING COUNCIL CIRCULAR NO. 165

Soulbury Committee Joint Education Services Circular No. 164 – 17 April 2009 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 2008.

The revised salary scales are as follows:-

Assistant Advisory Officers Salary Scale

	w.e.f. 1.9.07	w.e.f. 1.9.08
	37,656	38,692
	38,729	39,794
	39,981	41,080
	<u>41,097</u>	<u>42,227</u>
	42,197*	43,358*
	43,264*	44,454*
	44,472*	45,695*

Advisers Salary Scale

	w.e.f. 1.9.07	w.e.f. 1.9.08
	44,472	45,695
	45,548	46,801
	46,738	48,023
	<u>47,814</u>	<u>49,129</u>
	48,893*	50,237*
	49,950*	51,324*
	51,042*	52,445*


(Cont'd/...)

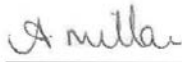
* Additional points to accommodate the award of structured professional assessments

**Senior Advisers
Salary Scale**

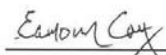
	w.e.f. 1.9.07	w.e.f. 1.9.08¹
	47,814	49,129
	48,893	50,237
	49,950	51,324
	<u>51,042</u>	<u>52,445</u>
	52,121*	53,554
	53,215*	54,679
	54,168*	55,658

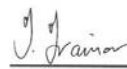
A copy of the Soulbury Committee Joint Education Services Circular No.164 is attached for information purposes.


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

¹ Including additional award of 0.3%

* Additional points to accommodate the award of structured professional assessments

The Soulbury Committee
Inspectors, Organisers and Advisory Officers of Local Authorities

17 April 2009

Dear Sir/Madam

JOINT EDUCATION SERVICES CIRCULAR NO. 164

SOULBURY AGREEMENT ON PAY AND STRUCTURAL ISSUES

Revised Soulbury Agreement 1 September 2008

In Joint Education Services Circular No.162, dated 2 December 2008, authorities were notified that agreement had been reached in the following terms:

“The Officers’ Side is prepared to accept the Employers’ offer 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.”

Following the outcome of the arbitration award relating to the NJC for local government services, the Officers’ Side indicated their wish to return to negotiations on the pay award effective from 1 September 2008.

Further negotiations took place at a meeting of the Soulbury Committee held on 23 March 2009 and agreement was reached on a further 0.3% increase to pay and allowances, backdated to 1 September 2008. This was agreed as part of a package which includes revisions to the educational psychologists’ main scale and revisions to the job profiles for educational psychologists, educational improvement professionals and young people’s /community service managers within the Soulbury Report.

In reaching an agreement to increase the salaries effective from 1 September 2008 by a further 0.3%, the Soulbury Committee recognises the significance of a range of local government and other related groups in determining this and future national pay settlements.

Attached are the revised Soulbury pay scales effective from 1 September 2008 (**Appendices 1-4**). Local authorities are asked to make arrangements, as soon as practically possible, to implement the revised salary rates and to pay back pay due to Soulbury Officers.

Educational Psychologists' Main Scale Restructuring

In JESC No.162 local authorities were advised that the Soulbury Committee had agreed that the length of the current salary scale for main scale educational psychologists made it vulnerable to challenge under age discrimination legislation. Therefore, agreement in principle had been reached to restructure the salary scale with effect from 1 September 2009.

The detailed terms of this restructuring have now been agreed and are attached to this circular in **Appendices 5-9**, in order to allow sufficient time for authorities to plan for implementation. It should be noted that the guidance on the assimilation process from the current structure to the new structure includes **for illustrative purposes only** two notional increases from 1 September 2009, which should not be acted upon.

On the basis of this agreement, local authorities should be in a position to consult now locally and move to implement the new structure as soon as the annual negotiations for 2009 are concluded.

As part of the agreement, the age 35 minimum reference point on the main educational psychologists' pay scale will be removed with effect from 1 September 2009.

Supervision of Trainees by Main Scale Educational Psychologists

The Soulbury Committee has agreed that, with effect from 1 September 2009, where a local authority does not have separate grading arrangements for recognising the supervision of trainees, a main scale educational psychologist who is required to supervise trainees will be awarded an allowance equivalent to one additional incremental point on Scale A for the duration of the period of the supervision. This would be a temporary monetary allowance only and would not allow for progression from one pay scale to another.

Discretionary scale points

The Soulbury Committee has agreed that, with effect from 1 September 2009, the 3rd criterion set out in paragraph 2 of Appendix F of the Soulbury Report, under which Soulbury Officers (excluding main scale educational psychologists) can be awarded discretionary scale points on the basis of "developing the job by commitment and performance" will be deleted. The reason for this decision is to remove the overlap with the performance criteria which apply to the award of structured professional assessment (SPA) points.

Revised Job Profiles

Revised job profiles have been agreed for the roles of Soulbury Officers contained in the Soulbury Report. These are attached to this circular as follows:

- Educational Improvement Professionals (**Appendix 10**);
- Educational Improvement Professionals (General Statement) (**Appendix 11**);
- Educational Psychologists (**Appendix 12**);
- Young People's /Community Service Manager (**Appendix 13**).

The Appendix relating to educational psychologists will be amended further in due course to recognise the new structural arrangements to be effective from 1 September 2009.

As part of the revision to the wording for Young People's/Community Service Managers (YPCSMs), it has been agreed to delete the paragraph which establishes a minimum salary increase for a YPCSM who is promoted from the JNC for Youth and Community Worker grades and which provides for a minimum "differential" where a YPCSM supervises youth workers at the top end of the JNC salary structure. These provisions were contained in Appendix D of the Soulbury Report. Paragraph 5.4 of Appendix 13 describes the new arrangements for establishing appropriate differentials.

Yours sincerely



Sarah Messenger



Andrew Morris
Joint Secretaries

**JESC 164
Appendix 1**

SOULBURY PAY AGREEMENT 2008

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

<u>Spine point</u>	<u>Salary from 1.9.07</u>	<u>Revised Salary from 1.9.08</u>	
1	31,176	32,033	
2	32,292	33,180	
3	33,346	34,263	
4	34,413	35,360	
5	35,477	36,452	
6	36,541	37,545	
7	37,656	38,692	
8	38,729 *	39,794 *	
9	39,981	41,080	
10	41,097	42,227	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.
11	42,197	43,358	
12	43,264	44,454	
13	44,472 **	45,695 **	
14	45,548	46,801	
15	46,738	48,023	* normal minimum point for EIP undertaking the full range of duties at this level
16	47,814	49,129	** normal minimum point for senior EIP undertaking the full range of duties at this level
17	48,893	50,237	*** normal minimum point for principal EIP undertaking the full range of duties at this level
18	49,950	51,324	
19	51,042	52,445	
20	52,121 ***	53,554 ***	
21	53,215	54,679	
22	54,168	55,658	**** Extension to range to accommodate structured professional assessments.
23	55,220	56,738	
24	56,160	57,705	

25	57,169		58,741	
26	58,149		59,749	
27	59,155		60,781	
28	60,172		61,827	
29	61,193		62,876	
30	62,214		63,924	
31	63,222		64,961	
32	64,249		66,016	
33	65,276		67,071	
34	66,327		68,151	
35	67,375		69,228	
36	68,454		70,337	
37	69,515		71,427	
38	70,588		72,529	
39	71,645		73,616	
40	72,703		74,702	
41	73,767		75,795	
42	74,827		76,885	
43	75,888		77,975	
44	76,955		79,071	
45	78,018		80,164	
46	79,082		81,257	
47	80,152		82,356	
<hr/>				
48	81,212	****	83,446	****
49	82,276	****	84,539	****
50	83,340	****	85,632	****

SOULBURY PAY AGREEMENT 2008

**JESC 164
Appendix 2**

EDUCATIONAL PSYCHOLOGISTS - SCALE A

<u>Spine point</u>	<u>Salary from 1.9.07</u>	<u>Revised Salary from 1.9.08</u>	
1	31,302	31,302	
2	32,353	32,163	
3	33,408	33,243	
4	34,542	34,327	
5	35,609	35,492	*
6	36,679	36,588	
7	37,749	37,688	
8	38,831	38,787	
9	39,901	39,899	
10	41,001	40,998	
11	42,062	42,129	
12	43,123	43,219	**
13	44,180	44,308	**
14	45,238	45,395	**
15	46,304	46,482	**
16	47,362	47,578	**
17	48,410	48,664	**
		49,741	**

* 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

Spine point	Salary from 1.9.07	Salary from 1.9.08	
1	41,001	42,129	
2	42,062	43,219	
3	43,123	44,308	
4	44,180	45,395	*
5	45,238	46,482	
6	46,304	47,578	
7	47,362	48,664	
8	48,410	49,741	
9	49,465	50,825	
10	50,522	51,912	
11	51,571	52,989	
12	52,637	54,085	
13	53,683	55,159	
14	54,749	56,255	
15	55,835	57,370	
16	56,883	58,447	**
17	57,980	59,575	**
18	59,069	60,693	**
19	60,163	61,818	**
20	61,258	62,942	**

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>	<u>Salary from 1.9.08</u>
1	21,007	21,585
2	22,545	23,165
3	24,082	24,744
4	25,619	26,324
5	27,156	27,903
6	28,693	29,482

ASSISTANT EDUCATIONAL PSYCHOLOGISTS

<u>Spine point</u>	<u>Salary from 1.9.07</u>	<u>Salary from 1.9.08</u>
	25,824	26,534
	26,878	27,617
	27,933	28,701
	28,981	29,778

SOULBURY PAY AGREEMENT 2008

YOUNG PEOPLE'S/COMMUNITY SERVICE MANAGER (formerly youth and community service officers)

<u>Spine point</u>	<u>Salary from 1.9.07</u>		<u>Revised Salary from 1.9.08</u>	
1	32,334		33,223	
2	33,392		34,310	
3	34,450		35,397	
4	35,529	*	36,506	*
5	36,626		37,633	
6	37,696		38,733	
7	38,790	**	39,857	**
8	40,035		41,136	
9	41,127		42,258	
10	42,197		43,357	
11	43,260		44,450	
12	44,327		45,546	
13	45,385		46,633	
14	46,454		47,731	
15	47,524		48,831	
16	48,597		49,933	
17	49,676		51,042	
18	50,746		52,142	
19	51,812		53,237	
20	52,900	***	54,355	***
21	54,011	***	55,496	***
22	55,145	***	56,661	***
23	56,303	***	57,851	***
24	57,485	***	59,066	***

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 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

LONDON ALLOWANCES

	<u>1.9.07</u>	<u>Revised 1.9.08</u>
Inner London	2,797	2,874
Outer London	1,844	1,895
Fringe	713	733

REVISED PAY STRUCTURE FOR MAIN SCALE EDUCATIONAL PSYCHOLOGISTS:

1. This agreement sets out the basis for the introduction of a new shorter pay spine for main scale educational psychologists and arrangements for implementation.
2. The basic features of the new structure are that:
 - a Main Scale of 11 points replaces the current 17 point scale;
 - main scale EPs are appointed to an individual six point scale;
 - the current system of discretionary scale points for main scale educational psychologists is abolished;
 - authorities have the discretion to choose scales of points 1-6, 2-7 or 3-8 with this discretion replacing the previous provision for additional discretionary scale points;
 - the present provision for allocation of up to three further points via the SPA system is retained;
 - assimilation provisions apply to guarantee the position of individual serving postholders; and
 - the new structure will be implemented with effect from 1 September 2009.

BACKGROUND

3. Developments in the law on equalities and discrimination have led to a consensus that changes are required to be made to the length of experience-based pay scales. The current Main Scale for educational psychologists provides for individuals to be placed on a scale of up to 14 points, including discretionary scale extensions, with purely experience-based progression. This structure is no longer supportable. Both Sides of the Soulbury Committee have agreed that it should be replaced by a structure which provides for experience-based pay scales of no more than six points for individuals.
4. The current structure also includes provision for EPs to receive up to three further spine points under the Structure Professional Assessment (SPA) system. This element of the pay structure is based on performance assessment and, therefore, continues to form part of the new structure. Existing SPA points awarded to serving EPs would continue in place under the assimilation provisions.

THE AGREEMENT

5. The terms of the agreement provide for an 11 point Main Scale for educational psychologists in place of the present 17 point scale. As part of the implementation of the new scale, the guaranteed salary point for new recruits aged 35 or over is abolished with effect from 1 September 2009.
6. Individual EPs will be placed on a pay scale of up to six points. Authorities will place EPs on one of three pay scales. These three scales are: points 1-6, 2-7 and 3-8 of the new Main Scale. The choice of individual pay scales is at the discretion of the authority (although there are guaranteed assimilation entitlements for current postholders).
7. The individual six point scale may, as now, be supplemented separately by up to a further three points allocated under the SPA system, providing an individual maximum entitlement to progress to points 9, 10 or 11 in each case. SPA points 1-3 can be awarded at any point during an individual's progression within their pay scale.
8. The revised structure protects the existing levels of pay at the present point 10 (the minimum point to which all EPs are guaranteed progression) and point 17 (the maximum point to which EPs may progress through full application of existing discretion and maximum number of SPA points). The equivalent points of the new scale are points 6 and 11 respectively.
9. The new structure also meets in part the Officers' Side claim for a higher minimum starting salary for Main Scale EPs following the implementation of the Trainee EP grade for those in their first two years of employment under the new training route.

DETAILED ARRANGEMENTS FOR IMPLEMENTATION

10. **Appendix 6** attached sets out the revised values of the existing 17 point pay scale – which remains in place until 31 August 2009 – with effect from 1 September 2008, including the agreed annual pay increase for 2008 of 2.75%.
11. **Appendix 7** sets out indicative values for the revised 11 point scale with effect from September 2009. The final values for the September 2009 scale will depend upon the 2009 Soulbury negotiations and will reflect the common percentage increase in other Soulbury scales. The indicative values given **for the purpose of illustration** are based on percentage increases of 2.25 and 2.5 per cent respectively.
12. **Appendix 8** sets out an assimilation table to provide minimum assimilation points for individual serving EP postholders as at 1 September 2009.

13. **Appendix 9** sets out the minimum entitlement to be placed on a new scale which reflects the postholder's current scale, inclusive of previously allocated discretionary scale points.

IMPLEMENTATION OF THE NEW STRUCTURE

14. For individual postholders, the process of movement to the new pay scale will be as follows:

Determination of assimilation point

15. The postholder, on 1 September 2009, will move to the new Main Scale on the minimum assimilation point indicated in **Appendix 8**.

Determination of individual six point scale

16. The postholder will be appointed to a minimum individual scale in accordance with **Appendix 9**, which takes into account the postholder's previous entitlement to discretionary scale points. Authorities will have discretion to determine the appropriate scale on which to place new recruits. Decisions will be based on an assessment of recruitment and retention and other local factors. Authorities will have discretion to appoint above the minimum of the selected scale.

Incremental Progression Due as At 1 September 2009

17. Following their assimilation to the new structure, postholders who have not yet reached the maximum of their new individual six point scale – when SPA points previously awarded are disregarded – will be entitled to further incremental progression on 1 September 2009 and thereafter until they reach their scale maximum.
18. The exception is those postholders formerly on points 1 and 2 of the 17 point scale. Due to the shortening of the scale and higher minimum starting point, such postholders will remain at point 1 of the new scale as at 1 September 2009. They will, however, be eligible for progression in subsequent years.

ASSIMILATION ARRANGEMENTS FOR SENIOR/PRINCIPAL EDUCATIONAL PSYCHOLOGISTS

19. Since the upper part of the new pay structure for main scale educational psychologists (Scale A) overlaps with the lower part of the pay structure for senior/principal educational psychologists (Scale B) and the revised points for the main scale are replicated in the senior/principal scale, it will be necessary for local authorities to redetermine the position of those existing senior/principal educational psychologists, who are currently paid at the lower end of the structure, within the new revised salary spine. No specific national prescription is proposed.

March 2009

SOULBURY COMMITTEE

Revised pay structure for educational psychologists

(1) Pay scales w.e.f 1 September 2008

MAIN SCALE (A)

SCP	2007	2008
1	£31,302	£32,163
2	£32,353	£33,243
3	£33,408	£34,327
4	£34,542	£35,492
5	£35,609	£36,588
6	£36,679	£37,688
7	£37,749	£38,787
8	£38,831	£39,899
9	£39,901	£40,998
10	£41,001	£42,129
11	£42,062	£43,219
12	£43,123	£44,308
13	£44,180	£45,395
14	£45,238	£46,482
15	£46,304	£47,578
16	£47,362	£48,664
17	£48,410	£49,741

SENIOR AND PRINCIPAL SCALE (B)

SCP	2007	2008
1	£41,001	£42,129
2	£42,062	£43,219
3	£43,123	£44,308
4	£44,180	£45,395
5	£45,238	£46,482
6	£46,304	£47,578
7	£47,362	£48,664
8	£48,410	£49,741
9	£49,465	£50,825
10	£50,522	£51,912
11	£51,571	£52,989
12	£52,637	£54,085
13	£53,683	£55,159
14	£54,749	£56,255
15	£55,835	£57,370
16	£56,883	£58,447
17	£57,980	£59,575
18	£59,069	£60,693
19	£60,163	£61,818
20	£61,258	£62,942

SOULBURY COMMITTEE

Revised pay structure for educational psychologists

(2) New structure and pay scales w.e.f 1 September 2009

MAIN SCALE (A)

SCP	with 2.25% increase £	with 2.5% increase £
1	34,354	34,438
2	36,097	36,186
3	37,841	37,933
4	39,584	39,681
5	41,327	41,428
6	43,071	43,176
7	44,712	44,821
8	46,352	48,008
9	47,891	48,008
10	49,429	49,550
11	50,865	50,989

SENIOR AND PRINCIPAL SCALE (B)

SCP	with 2.25% increase £	with 2.5% increase £
1	43,071	43,176
2	44,712	44,821
3	46,352	46,466
4	47,891	48,008
5	49,429	49,550
6	50,865	50,989
7	51,969	52,096
8	53,080	53,209
9	54,181	54,313
10	55,302	55,437
11	56,400	56,538
12	57,521	57,661
13	58,661	58,804
14	59,762	59,908
15	60,915	61,064
16	62,059	62,210
17	63,208	63,363
18	64,358	64,516

SOULBURY COMMITTEE

Revised pay structure for educational psychologists

(3) Assimilation to new scales

MAIN SCALE (A)

Current SCP	Assimilation SCP
1	1
2	1
3	1
4	2
5	3
6	3
7	4
8	5
9	5
10	6
11	7
12	7
13	8
14	9
15	10
16	10
17	11

Determination of individual six point scale

In addition to determining the individual's assimilation point as set out above, the authority will also determine the individual six point scale in accordance with the table set out below in order that the scale reflects and maintains the individual postholder's entitlement to previously allocated discretionary scale points under the former structure.

Number of discretionary scale points previously allocated	New Scale
0	1-6
1	2-7
2	2-7
3	3-8
4	3-8

3. EDUCATIONAL IMPROVEMENT PROFESSIONALS

General

3.1 Appendix E sets out a statement of general considerations in connection with educational improvement professionals. The salary levels for educational improvement professionals are set out in Appendix A. Salary scales should consist of not more than four consecutive points from the range (subject to any additional points needed to accommodate discretionary scale extensions and/or Structured Professional Assessment points).

Educational Improvement Professionals

3.2 Postholders will give advice on educational, organisational, management and related children's service's issues in connection with the role of the local authority. Particular duties may include:

- advice to the local authority, schools and other bodies on design and implementation of development plans;
- developing and implementing the role of the local authority in raising standards by challenging and supporting schools;
- contributing to the development of pupils in and out of schools and working collaboratively with related children's services to that end;
- taking part in formal inspections;
- assisting schools with their own self-evaluation;
- working with schools of concern to bring about sustained improvement;
- and
- undertaking the role of school improvement partner.

3.3 Postholders undertaking the full range of duties at this level should not normally have a minimum lower than point 8 on their pay spine.

Senior Educational Improvement Professionals

3.4 These are posts carrying substantial managerial and/or professional responsibility over and above posts for educational improvement professionals within the local authority. Postholders may in particular direct the work of a group of educational improvement professionals.

3.5 Postholders undertaking the full range of duties at this level should not normally have a minimum lower than point 13 on their pay spine.

Leading Educational Improvement Professionals

3.6 There are posts which carry managerial and professional responsibilities at whole service level for educational improvement services within a local authority as determined by the Director of Children's Services.

3.7 Postholders undertaking the full range of duties at this level should not normally have a minimum lower than point 20 on their pay spine.

Educational Improvement Consultants

3.8 Educational improvement consultants usually assist schools in relation to specific initiatives or areas of specialism. Postholders undertaking the role of an educational improvement consultant will not have a minimum lower than point 1 of their pay spine.

Where educational improvement consultants provide advice and support relating to local education systems, the raising of educational standards and the improvement of outcomes for children and young people and are paid on the Soulbury spine, their pay and grading arrangements should relate appropriately to the arrangements for others paid on that spine

Job Description

3.9 Each educational improvement professional is to be provided by the Director of Children's Services with a job description, which should be subject to periodic review in the light of changing educational and organisational circumstances.

**EDUCATIONAL IMPROVEMENT PROFESSIONALS – GENERAL STATEMENT
ADOPTED BY THE SOULBURY COMMITTEE**

Educational improvement professionals are drawn from different sources, including senior members of the teaching profession. Their role is to advise local authorities and educational institutions on a wide range of professional, organisational, management, curriculum and related children's services issues, with the overall aim of enhancing the quality of education and related services.

The precise organisational structure of educational improvement services within local authorities varies according to a broad range of local factors and circumstances.

Consequently the national framework for the pay and grading of educational improvement professionals needs to accommodate that broad range of local factors and circumstances, set against the reality that, for reasons of recruitment and retention, pay scales also need to pay regard to those of senior members of the teaching profession, among others.

The Soulbury Report pay structure for educational improvement professionals defines four categories:

- Leading educational improvement professional (LEIP);
- Senior educational improvement professional (SEIP);
- Educational improvement professional (EIP); and
- Educational improvement consultants.

LEIPs will carry managerial and professional responsibilities at whole service level. SEIPs will undertake significant managerial and/or professional responsibility over and above those of EIPs but below that of LEIPs.

Where educational improvement consultants provide advice and support relating to local education systems, the raising of educational standards and the improvement of outcomes for children and young people and are paid on the Soulbury spine, their pay and grading arrangements should relate appropriately to the arrangements for others paid on that spine.

For each of these categories, the Soulbury Report provides that their individual pay scales should not normally have a minimum lower than a prescribed point on the Soulbury pay spine. Authorities may, however, need to have several grading options at different levels within the categories to allow for differentiation according to the local distribution of responsibilities and the size of the authority concerned.

The Soulbury Committee believes that consultation at local level with the associations representing Soulbury officers is an important part of establishing appropriate pay scales for educational improvement professionals and indeed other categories of Soulbury officer.

Note: The Soulbury Committee has agreed that when the revised Soulbury Report is published, this paragraph will be moved to form an introduction to the section which describes the national job profiles, since this statement relates to all the groups rather than educational improvement professionals alone.

4. EDUCATIONAL PSYCHOLOGISTS

4.1 A fully qualified educational psychologist has:

- (a) an Honours Degree in Psychology or recognised equivalent qualification;
- (b) substantial relevant experience working with children in education or children's services or both; and
- (c) successfully followed a course of specific post graduate professional training as an educational psychologist

In addition an educational psychologist will be required to be registered to practise with the Health Professions Council, when its register is established.

Note: Requirement (a) above confers eligibility for graduate basis for registration with the British Psychological Society.

Educational Psychologists

4.2 Within the framework of their particular service's organisational structure educational psychologists on Scale A (set out in Appendix A) usually work in defined locations or groups of schools within local authority areas. They may be expected to undertake:

- (i) direct casework (including statutory duties in the terms of the Education Act 1996), working in close liaison and collaboration with parents and colleagues from education, health and social services;
- (ii) a variety of multi-service based, multi-disciplinary team-work on behalf of children and their families;
- (iii) a range of more generalised advisory and consultative work in schools, especially relating to children's developmental and learning needs;
- (iv) some in-service training for teachers and others;
- (v) some research and evaluation responsibilities;
- (vi) regular personal post-experience training;
- (vii) supporting and working with specialist local authority functions and agencies (e.g. behaviour support, learning support, sensory support, Portage etc).

For educational psychologists, the local authority psychological service should provide a career structure in its own right. The qualifications of educational psychologists are substantial. It is reasonable to expect that educational psychologists will look to the Soulbury structure to provide them with a pattern of a career development.

- 4.3 This is approached by using an extended scale (Appendix A) for educational psychologists to ensure that the salary ranges for educational psychologists are not so narrow that no recognition of the value of experience can effectively be given. This structure gives authorities the flexibility to determine starting salaries but enables all educational psychologists to progress to the maximum of the scale (point 10).
- 4.4 In addition to progressing to the maximum of the scale, up to four additional increments can be paid to educational psychologists when the authority is satisfied that in the case of an individual, one or more of the following criteria are met:
- (i) difference in the duties and responsibilities of individual posts of a minor kind (i.e. significant but not sufficient to grade the post at the next higher level);
 - (ii) variations from place to place in the ease or difficulty of recruiting and retaining suitably qualified and/or experienced staff, or
 - (iii) recognition of the extent to which an individual has developed the job by commitment and performance.
- 4.5 Educational psychologists on Scale A are also eligible for structured professional assessment points. Provision is made for additional points above the extension to Scale A to accommodate the award of SPA points at this level.

Educational Psychologists (Pre-Final Qualification)

- 4.6 The Soulbury Committee recognises two groups of professionals who it considers as educational psychologists (pre-final qualification): Assistant Educational Psychologists and Educational Psychologists in Training.
- 4.7 Assistant educational psychologists are not qualified to carry out the full range of duties and responsibilities of fully qualified officers on Scale A.

Those local authorities who employ assistant educational psychologists should take positive action to ensure that these employees achieve qualified status as soon as possible. It is the aim that no officer should remain on the assistant educational psychologists' scale for more than 4 years.

- 4.8 Educational Psychologists in training in the second and third years of their training employed by local authorities should be paid on a point selected from the trainee pay range set out in paragraph 2 of Appendix A. During their training they should expect to be provided with appropriate levels of training, support and supervision and workloads commensurate and appropriate with their professional development as educational psychologists.

Senior Educational Psychologists

- 4.9 Senior educational psychologists have duties and responsibilities above those of officers on scale A. They may have
- (i) specific line management responsibilities for two or more officers; or
 - (ii) specialised responsibilities of a broadly equivalent level; or
 - (iii) duties as deputy to the principal educational psychologist; or

Local authorities have to select a scale of up to four consecutive points (subject to any additional points needed to accommodate discretionary scale extensions and/or structured professional assessment points) selected from the range set out in Appendix A.

Principal Educational Psychologist

- 4.10 Principal educational psychologists are the officers to whom has been assigned the responsibility for organising and managing the educational psychology service and accountability for the professional work of the local authority's other educational psychologists.
- 4.11 In addition to their core role, principal educational psychologists often assume additional responsibility for managing other areas of local authorities' services relating to work with vulnerable children.
- 4.12 Local authorities have to select a scale of up to four consecutive points (subject to any additional points needed to accommodate discretionary scale extensions and/or structured professional assessment points), selected from the range set out in Appendix A. The scale for the principal educational psychologist undertaking the full range of duties at this level should not normally have a minimum lower than point 4 on the psychologists' salary range set out in Appendix A to this report.

5. YOUNG PEOPLE'S/COMMUNITY SERVICE MANAGER

General

- 5.1 Young People's Service Managers and officers are concerned with securing a range of provision to meet the personal development needs of young people through formal and informal education. This may include the development of youth work; the connexions service; youth offending and inclusion services; teenage pregnancy; and other associated services for young people concerned with the social, educational, safety and cultural needs of young people of all ages. Community Service Managers and officers may undertake similar roles to those of Young People's Service Managers but also be involved in the delivery of informal educational opportunities for the whole community.
- 5.2 The Soulbury Committee has established a salary range for Young People's/Community Service Managers for local authorities to use in determining their organisational structure to meet the service needs in their area. These scales are also suitable for use by the voluntary/third sector.
- 5.3 Salary scales should consist of not more than four consecutive points from the range (subject to any additional points needed to accommodate discretionary scale extensions and/or structured professional assessment points).
- 5.4 The differential between the salary of the Young Peoples/Community Service Manager and the salary of the highest paid practitioner (within scope of the JNC for Youth and Community Workers) being managed by the YPCSM shall be the equivalent of a minimum of one Soulbury salary increment.

Young People's/Community Service Managers

- 5.5 The managerial and professional responsibilities of a Young People's/Community Service Manager may include:
- Advice to the local authority, its officers and elected members, management bodies, heads of establishments, salaried and voluntary workers and teachers concerned with young people to meet the needs of individuals and groups on the following:
 - the organisation of groups and projects;

- the safety and safe use of facilities and equipment;
 - the quality of service provided and approaches to improving the service;
 - safeguarding young people
- The appointment, training, supervision, induction, management and assessment of staff and volunteers.
 - The preparation of budgets and co-ordination of responses to administrative and management requirements, including the administration of grant schemes and grant.
 - The promotion of individual and group interests and promotion of their participation in schemes and projects.
- 5.6. He/she maybe concerned with all young people's service activities in a geographical part of the area and/or with one or more specialist activities.

Senior Young People's/Community Service Manager

- 5.7 These posts carry substantial managerial and/or professional responsibilities over and above those of Young People's/Community Service Manager. The particular duties and responsibilities of officers in the senior range will be determined by the job description. This may include responsibility for the work of a group of young people's/community service managers and managers of other services for young people ; responsibility for management functions such as the appointment, supervision, development of staff employed in providing services for young people; and designing and developing areas of the curriculum for these services. The scale for senior Young People's/Community Service Manager undertaking the full range of duties at this level should not normally have a minimum lower than point 4 of the Young People's/Community Service Manager salary range set out in Appendix A to this document.

Principal Young People's/Community Service Manager

- 5.8 These are posts which carry managerial and professional responsibility for the running of young people's services in an authority. This will include day to day control of the service and giving appropriate advice on the operation, development and other needs of the service.
- 5.9 The scale for the Principal Young People's/Community Service Manager undertaking the full range of duties at this level should not normally have a minimum lower than point 7 of the Young People's/Community Service Managers' salary range set out in Appendix A to this document.