

JOINT NEGOTIATING COUNCIL FOR THE EDUCATION AND LIBRARY BOARDS

Date: 14 January 1999

Our Ref: PW/PM

To: Chief Executives
Council Members
MSO/SSO

JOINT NEGOTIATING COUNCIL CIRCULAR NO. 2

Soulbury Committee Joint Education Services Circular No. 118 - 18 December 1998 Revised Salary Scales for Assistant Advisory Officers/Advisers/Senior Advisers With Effect From 1 September 1998

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. The salary levels will be increased by 3% from 1 September 1998.

The revised salary scales are as follows:-

Assistant Advisory Officers

Salary Scale	1.9.97	w.e.f. 1.9.98
	27,753	28,587
	28,539	29,394
	29,316	30,195
	30,105	31,008

Advisers

Salary Scale	1.9.97	w.e.f. 1.9.98
	32,445	33,417
	33,225	34,221
	34,011	35,031
	34,794	35,838

(Cont'd/...)

Council Secretary:
Forestview, Purdy's Lane, Belfast, BT8 7AR

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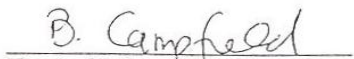
Senior Advisers

Salary Scale	1.9.97	w.e.f. 1.9.98
	34,794	35,838
	35,574	36,642
	36,351	37,443
	37,140	38,253

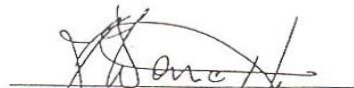
Note:- Where appropriate, Department of Education approval to the revised salary scales has been obtained.

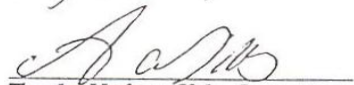
A copy of the Soulbury Committee Joint Education Services Circular No. 118 is attached for information purposes.


Management Side Secretary
J G Martin


Trade Union Side Secretary
B Campfield


Trade Union Side Secretary
G Manly


Trade Union Side Secretary
J Donaghy


Trade Union Side Secretary
A Mills

18 December 1998

Dear Sir/Madam

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JOINT EDUCATION SERVICES CIRCULAR NO: 118

1998 Soulbury Settlement

1. At a meeting of the Soulbury Committee held on 2 November 1998 it was agreed to increase salaries for Soulbury Officers by 3% with effect from 1st September 1998.
2. The new salary rates for Educational Advisers/Inspectors, Educational Psychologists and Youth and Community Service Officers, which reflect the settlement outlined above, are set out in Appendices A, B and C respectively.

London Allowances

3. It has also been agreed to increase London allowances by 3% from 1st September 1998. The revised figures are set out in Appendix D.

Review of Salary Structure

4. During the negotiations the Soulbury Committee considered the results of a two stage exercise which sought views from authorities on whether the current national framework of pay and conditions met the current requirements and the perceived future requirements of LEAs, in the light of a number of developments. A report of the Joint Secretaries was sent to LEAs under cover of Education Employers' Bulletin No 393 dated 20 October 1998.
5. Following detailed discussions in the Soulbury Committee it was agreed that the following changes should be made this year to be effective from 1 September 1998:
 - (a) The normal minimum point for **advisers/inspectors** undertaking the full range of duties (see paragraph 3.2 of the Soulbury Report) has been increased from point 5 to point 6. The new minimum point effective from 1 September 1998 is therefore £27,786. This does not result in any increase in the maximum of the scale; the lowest scale therefore becomes (at most) a three point scale from point 6 to point 8.
 - (b) The minimum point of the **main scale for educational psychologists** has been deleted. The new minimum effective from 1 September 1998 is

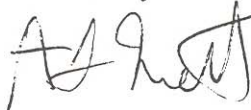
therefore £23,760. There is no change to the normal maximum (new point 10) or the discretionary extension to the main scale.

- (c) The minimum point for **youth and community service officers** has been deleted. The new minimum point effective from 1 September 1998 is therefore £24,561. This does not result in any increase in the maximum of the scale; the lowest scale therefore becomes(at most) a two point scale with salary values of £24,561 and £25,368. (This scale was previously reduced from a four point scale to a three point scale in June 1994). Appendices A, B and C reflect these changes. Appropriate revisions to paragraphs 3-5 of the Soulbury Report will be included when the printed pages are published later this year.
6. In addition to these amendments, however, as part of this year's agreement, the Soulbury Committee agreed that the present salary structure needed to be changed to allow LEAs to respond to the Government's Standards Agenda. The Committee has therefore agreed to meet in April 1999 to consider proposals for changes to the national salary framework, to be implemented starting from 1 September 1999.

The application of discretion in the national framework

7. Notwithstanding any future developments, the Soulbury Committee at present has a national salary framework which allows local decisions on those issues which are most appropriately decided locally. This includes using the flexibility to respond to recruitment and retention problems which are identified at local level. LEAs will be expected to mitigate such problems by using the discretions available.

Yours faithfully



for Charles Nolda
Doug McAvoy
Joint Secretaries

To: Chief Executives of County Councils and Metropolitan Districts in England and Wales;
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 in England;
Chief Education Officers/Directors of Education of London Boroughs;
Chief Education Officers/Directors of Education of County Councils and County Borough Councils in Wales;
Members of the Soulbury Committee

	Existing Salary from 1.9.97 £	Revised Salary from 1.9.98 £
1.	23,067	23,760
2.	23,847	24,561
3.	24,630	25,368
4.	25,410	26,172
5.	26,193 *	26,979
6.	26,976	27,786 *
7.	27,753	28,587
8.	28,539	29,394
9.	29,316	30,195
10.	30,105	31,008
11.	30,885	31,812
12.	31,662 **	32,613 **
13.	32,445	33,417
14.	33,225	34,221
15.	34,011	35,031
16.	34,794	35,838
17.	35,574	36,642
18.	36,351	37,443
19.	37,140 ***	38,253 ***
20.	37,917	39,054
21.	38,703	39,864
22.	39,480	40,665
23.	40,266	41,475
24.	41,046	42,276
25.	41,829	43,083
26.	42,609	43,887
27.	43,386	44,688
28.	44,175	45,501
29.	44,955	46,305
30.	45,735	47,106
31.	46,512	47,907
32.	47,292	48,711
33.	48,069	49,512
34.	48,849	50,313
35.	49,626	51,114

Notes:

* From 1.9.98, the normal minimum point for advisers/inspectors undertaking the full range of duties at this level (see paragraph 3.2 of the Soulbury Report) has been increased from point 5 to point 6. This was agreed on the basis of there being no change to the maximum of the lowest scale at this level.

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 advisers/inspectors undertaking the full range of duties at this level (see paragraph 3.3 of the Soulbury Report).

*** normal minimum point for the principal adviser/inspector undertaking the full range of duties at this level (see paragraph 3.5 of the Soulbury Report).

EDUCATIONAL PSYCHOLOGISTS

(A) MAIN SCALE

Existing Salary from 1.9.97 £		Revised Salary from 1.9.98 £	
1.	22,281		
2.	23,067	1.	23,760
3.	23,847	2.	24,561
4.	24,630	3.	25,368
5.	25,410 *	4.	26,172 *
6.	26,193	5.	26,979
7.	26,976	6.	27,786
8.	27,753	7.	28,587
9.	28,539	8.	29,394
10.	29,316	9.	30,195
11.	30,105	10.	31,008
12.	30,885 **	11.	31,812 **
13.	31,662	12.	32,613
14.	32,445	13.	33,417
15.	33,225	14.	34,221

Notes: From 1.9.98 the minimum point of the main scale for educational psychologists has been deleted. There is no change to the normal maximum of the scale (new point 10 with effect from 1.9.98).

* Minimum age 35 fully qualified

** Discretionary extension to main scale, (see paragraph 4.4 of the Soulbury Report)

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

	Existing Salary from 1.9.97 £	Revised Salary from 1.9.98 £
1.	30,105	31,008
2.	30,885	31,812
3.	31,662	32,613
4.	32,445 *	33,417 *
5.	33,225	34,221
6.	34,011	35,031
7.	34,794	35,838
8.	35,574	36,642
9.	36,351	37,443
10.	37,140	38,253
11.	37,917	39,054
12.	38,703	39,864
13.	39,480	40,665
14.	40,266	41,475
15.	41,046	42,276

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 (see paragraph 4.8 of the Soulbury Report).

ASSISTANT EDUCATIONAL PSYCHOLOGISTS

	Existing Salary from 1.9.97 £	Revised Salary from 1.9.98 £
	19,155	19,731
	19,938	20,535
	20,721	21,342
	21,501	22,146

YOUTH AND COMMUNITY SERVICE OFFICERS

Existing Salary from 1.9.97 £		Revised Salary from 1.9.98 £	
1.	23,289		
2.	23,847	1.	24,561
3.	24,630	2.	25,368
4.	25,410 *	3.	26,172 *
5.	26,193	4.	26,979
6.	26,976	5.	27,786
7.	27,753 **	6.	28,587 **
8.	28,539	7.	29,394
9.	29,316	8.	30,195
10.	30,105	9.	31,008
11.	30,885	10.	31,812
12.	31,662	11.	32,613
13.	32,445	12.	33,417
14.	33,225	13.	34,221
15.	34,011	14.	35,031

Notes From 1.9.98, the minimum point of the Youth and Community Service Officers range has been deleted. This was agreed on the basis of there being no change to the maximum of the lowest scale which becomes (at most) a two-point scale from this date. (This scale was previously reduced from a four-point scale to a three point scale in June 1994).

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 5.3.1 of the Soulbury Report).

** normal minimum point for senior youth and community service officers undertaking the full range of duties at this level (see paragraph 5.4.2 of the Soulbury Report).

LONDON ALLOWANCES

	Existing Salary from 1.9.97 £	Revised Salary from 1.9.98 £
Inner London	2,058	2,121
Outer London	1,353	1,395
Fringe	525	540