

# JOINT NEGOTIATING COUNCIL

## EDUCATION AUTHORITY

26 October 2015

**To: Council Members  
Regional Managing Directors  
MSO/TUSO**

### JOINT NEGOTIATING COUNCIL CIRCULAR NO. 216

**Soulbury Committee Joint Education Services Circular No. 193 – 21 November 2013  
Soulbury Committee Joint Education Services Circular No. 197 – 26 February 2015  
Revised Salary Scales for Assistant Advisory Officers/Advisers/Senior Advisers**

The Joint Secretaries of the Joint Negotiating Council for the Education Authority have examined the above Circulars and agreed to the implementation of the revised salary scales for posts in the Advisory Service with effect from 1 September 2013 and 1 March 2015 [please note **there is no** backdating to 1 September 2014].

The revised salary scales are as follows:-

#### **Assistant Advisory Officers Salary Scale [EIP Scale Pts 7 – 10]**

<b>w.e.f. 01.09.09</b>	<b>w.e.f. 01.09.13</b>	<b>w.e.f. 01.03.15</b>
39,079	39,470	40,338
40,192	40,594	41,487
41,491	41,906	42,828
42,649	43,075	44,023
43,792*	44,230*	45,203*
44,899*	45,348*	46,346*
46,152*	46,614*	47,640*

#### **Advisers Salary Scale [EIP Scale Pts 13 – 16]**

<b>w.e.f. 01.09.09</b>	<b>w.e.f. 01.09.13</b>	<b>w.e.f. 01.03.15</b>
46,152	46,614	47,640
47,269	47,742	48,792
48,503	48,988	50,066
49,620	50,116	51,219
50,739*	51,246*	52,373*
51,837*	52,355*	53,507*
52,969*	53,499*	54,676*

(Cont'd/...)

\* Additional points to accommodate the award of structured professional assessments

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

21 November 2013

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)  
Directors of Children's Services/Directors of Education of County Councils, Metropolitan Districts and Unitary Authorities in England;  
Directors of Children's Services/Directors of Education of London Boroughs;  
Directors of Children's Services/Directors of Education of County Councils and County Borough Councils in Wales;  
Members of the Soulbury Committee  
Subscribers

Dear Sir/Madam

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**JOINT EDUCATION SERVICES CIRCULAR NO. 193**

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**SOULBURY PAY AGREEMENT 2013**

Following negotiations in the Soulbury Committee, the Officers' Side (comprising AEP, Aspect, NAYCEO and NUT) has accepted the Employers' Side's offer in relation to pay from 1 September 2013. The Officers' Side has registered its disappointment that the Employers' Side has not been prepared to agree a national scheme of car user allowances for Soulbury officers. The Officers' Side does however welcome the opportunity to continue ongoing discussions with the Employers' Side on a range of non-pay issues.

The consequential pay agreement is therefore as follows:

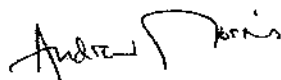
- an increase of 1.0% on all points on the educational improvement professionals' pay spine, young people's/community service managers' pay spine and educational psychologists pay spines;
- an increase of 1.0% on all London and Fringe area allowances.

The revised Soulbury pay scales reflecting the above agreement is attached (**Appendix A**). These pay scales should be implemented from 1 September 2013 and pay increases backdated in full to that date.

Yours sincerely



Simon Pannell  
Employers' Side  
Secretary



Andrew Morris  
Officers' Side  
Secretary

## Appendix A

### EDUCATIONAL IMPROVEMENT PROFESSIONALS (EIPs)

#### Spine Point Salary from 1.9.09    Salary from 1.9.13 (1% increase)

1	32,353	32,677
2	33,512	33,847
3	34,606	34,952
4	35,714	36,071
5	36,817	37,185
6	37,920	38,299
7	39,079	39,470
8	40,192*	40,594*
9	41,491	41,906
10	42,649	43,075
11	43,792	44,230
12	44,899	45,348
13	46,152**	46,614**
14	47,269	47,742
15	48,503	48,988
16	49,620	50,116
17	50,739	51,246
18	51,837	52,355
19	52,969	53,499
20	53,554***	54,090***
21	54,679	55,226
22	55,658	56,215
23	56,738	57,305
24	57,705	58,282
25	58,741	59,328
26	59,749	60,346
27	60,781	61,389
28	61,827	62,445
29	62,876	63,505
30	63,924	64,563
31	64,961	65,611
32	66,016	66,676
33	67,071	67,742
34	68,151	68,833
35	69,228	69,920
36	70,337	71,040
37	71,427	72,141
38	72,529	73,254
39	73,616	74,352
40	74,702	75,449
41	75,795	76,553
42	76,885	77,654
43	77,975	78,755

## EDUCATIONAL PSYCHOLOGISTS

### SENIOR AND PRINCIPAL EDUCATIONAL PSYCHOLOGISTS – SCALE B

#### Spine point Salary from 1.9.09 Salary from 1.09.13 (1% increase)

1	42,544	42,969
2	44,165	44,607
3	45,786*	46,244*
4	47,305	47,778
5	48,825	49,313
6	50,243	50,745
7	50,825	51,333
8	51,912	52,431
9	52,989	53,519
10	54,085	54,626
11	55,159	55,711
12	56,255	56,818
13	57,370	57,944
14	58,447**	59,031**
15	59,575**	60,171**
16	60,693**	61,300**
17	61,818**	62,436**
18	62,942**	63,571**

#### 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

## EDUCATIONAL PSYCHOLOGISTS

### TRAINEE EDUCATIONAL PSYCHOLOGISTS

#### Spine point Salary from 1.9.09 Salary from 1.09.13 (1% increase)

1	21,801	22,019
2	23,397	23,631
3	24,991	25,241
4	26,587	26,853
5	28,182	28,464
6	29,777	30,075

44	79,071	79,862
45	80,164	80,966
46	81,257	82,070
47	82,356	83,180
48	83,446****	84,280****
49	84,539****	85,384****
50	85,632****	86,488****

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 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 leading EIP undertaking the full range of duties at this level

\*\*\*\*extension to range to accommodate structured professional assessments.

## EDUCATIONAL PSYCHOLOGISTS

### EDUCATIONAL PSYCHOLOGISTS - SCALE A

#### Spine point Salary from 1.9.09 Salary from 1.09.13 (1% increase)

1	33,934	34,273
2	35,656	36,013
3	37,378	37,752
4	39,100	39,491
5	40,822	41,230
6	42,544	42,969
7	44,165	44,607
8	45,786	46,244
9	47,305*	47,778*
10	48,825*	49,313*
11	50,243*	50,745*

Notes:

Salary scales to consist of six consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.

\*Extension to scale to accommodate structured professional assessment points.

## EDUCATIONAL PSYCHOLOGISTS

### ASSISTANT EDUCATIONAL PSYCHOLOGISTS

#### Spine point Salary from 1.9.09 Salary from 1.09.13 (1% increase)

1	26,799	27,067
2	27,893	28,172
3	28,988	29,278
4	30,076	30,377

## YOUNG PEOPLE'S/COMMUNITY SERVICE MANAGERS

### Spine Point Salary from 1.9.09 Salary from 1.09.13

1	33,555	33,891
2	34,653	35,000
3	35,751	36,109
4	36,871*	37,240*
5	38,009	38,389
6	39,120	39,511
7	40,256**	40,659**
8	41,547	41,962
9	42,258	42,681
10	43,357	43,791
11	44,450	44,895
12	45,546	46,001
13	46,633	47,099
14	47,731	48,208
15	48,831	49,319
16	49,933	50,432
17	51,042	51,552
18	52,142	52,663
19	53,237	53,769
20	54,355***	54,899***
21	55,496***	56,051***
22	56,661***	57,228***
23	57,851***	58,430***
24	59,066***	59,657***

#### Notes:

The minimum Young People's/Community Service Managers scale is 4 points  
Other salary scales to consist of not more than four consecutive points based  
on 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 Principal Young People's/Community Service  
Managers 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

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

26 February 2015

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;  
Directors of Children's Services/Directors of Education of County Councils, Metropolitan Districts and Unitary Authorities in England;  
Directors of Children's Services/Directors of Education of London Boroughs;  
Directors of Children's Services/Directors of Education of County Councils and County Borough Councils in Wales;  
Members of the Soulbury Committee  
Subscribers

Dear Sir/Madam

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**JOINT EDUCATION SERVICES CIRCULAR NO 197**

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**SOULBURY PAY AGREEMENT: 2014-16**

Following negotiations in the Soulbury Committee, the Officers' Side (comprising AEP, the Aspect Group of Prospect and NUT) has accepted the Employers' Side's offer in relation to pay which is an agreement covering 1 September 2014 to 31 August 2016 with the pay increase payable from 1 March 2015 with no backdating to 1 September 2014. The pay agreement is as follows:

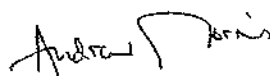
- an increase of 2.2% on all pay points on the educational improvement professionals' pay spine, young people's/community service managers' pay spine and educational psychologists pay spines;
- an increase of 2.2% on all London and Fringe area allowances.

The Officers' Side has registered its disappointment that the Employers' Side has not been prepared to agree a national scheme of car user allowances for Soulbury officers. The Officers' Side does however welcome the opportunity to continue ongoing discussions with the Employers' Side on issues including job evaluation and a review of the SPA scheme.

Yours sincerely



Simon Pannell  
Employers' Side Secretary



Andrew Morris  
Officers' Side Secretary

## Appendix A

### EDUCATIONAL IMPROVEMENT PROFESSIONALS (EIPs)

<u>Spine Point</u>	<u>Salary from 1.9.13</u>	<u>Salary from 1.3.15 (2.2% increase)</u>
1	32,677	33,396
2	33,847	34,592
3	34,952	35,721
4	36,071	36,865
5	37,185	38,003
6	38,299	39,142
7	39,470	40,338
8	40,594*	41,487*
9	41,906	42,828
10	43,075	44,023
11	44,230	45,203
12	45,348	46,346
13	46,614**	47,640**
14	47,742	48,792
15	48,988	50,066
16	50,116	51,219
17	51,246	52,373
18	52,355	53,507
19	53,499	54,676
20	54,090***	55,280***
21	55,226	56,441
22	56,215	57,452
23	57,305	58,566
24	58,282	59,564
25	59,328	60,633
26	60,346	61,674
27	61,389	62,740
28	62,445	63,819
29	63,505	64,902
30	64,563	65,983
31	65,611	67,054
32	66,676	68,143
33	67,742	69,232
34	68,833	70,347
35	69,920	71,458
36	71,040	72,603
37	72,141	73,728
38	73,254	74,866
39	74,352	75,988
40	75,449	77,109
41	76,553	78,237
42	77,654	79,362
43	78,755	80,488
44	79,862	81,619

45	80,966	82,747
46	82,070	83,876
47	83,180	85,010
48	84,280****	86,134****
49	85,384****	87,262****
50	86,488****	88,391****

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 leading EIP undertaking the full range of duties at this level.

\*\*\*\*extension to range to accommodate structured professional assessments.

## YOUNG PEOPLE'S/COMMUNITY SERVICE MANAGERS

<u>Spine Point</u>	<u>Salary from 1.9.13</u>	<u>Salary from 1.3.15</u>
1	33,891	34,637
2	35,000	35,770
3	36,109	36,903
4	37,240*	38,059*
5	38,389	39,234
6	39,511	40,380
7	40,659**	41,553**
8	41,962	42,885
9	42,681	43,620
10	43,791	44,754
11	44,895	45,883
12	46,001	47,013
13	47,099	48,135
14	48,208	49,269
15	49,319	50,404
16	50,432	51,542
17	51,552	52,686
18	52,663	53,822
19	53,769	54,952
20	54,899***	56,107***
21	56,051***	57,284***
22	57,228***	58,487***
23	58,430***	59,715***
24	59,657***	60,969***

**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 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 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.

## EDUCATIONAL PSYCHOLOGISTS

### TRAINEE EDUCATIONAL PSYCHOLOGISTS

<u>Spine point</u>	<u>Salary from 1.9.13</u>	<u>Salary from 1.3.15 (2.2% increase)</u>
1	22,019	22,503
2	23,631	24,151
3	25,241	25,796
4	26,853	27,444
5	28,464	29,090
6	30,075	30,737

## EDUCATIONAL PSYCHOLOGISTS

### ASSISTANT EDUCATIONAL PSYCHOLOGISTS

<u>Spine point</u>	<u>Salary from 1.9.13</u>	<u>Salary from 1.3.15 (2.2% increase)</u>
1	27,067	27,662
2	28,172	28,792
3	29,278	29,922
4	30,377	31,045

## EDUCATIONAL PSYCHOLOGISTS

### EDUCATIONAL PSYCHOLOGISTS - SCALE A

<u>Spine point</u>	<u>Salary from 1.9.13</u>	<u>Salary from 1.3.15 (2.2% increase)</u>
1	34,273	35,027
2	36,013	36,805
3	37,752	38,583
4	39,491	40,360
5	41,230	42,137
6	42,969	43,914
7	44,607	45,588
8	46,244	47,261
9	47,778*	48,829*
10	49,313*	50,398*
11	50,745*	51,861*

#### Notes

Salary scales to consist of six consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.

\*Extension to scale to accommodate structured professional assessment points.

## EDUCATIONAL PSYCHOLOGISTS

### SENIOR AND PRINCIPAL EDUCATIONAL PSYCHOLOGISTS

#### (B) SALARY RANGE

<u>Spine Point</u>	<u>Salary from 1.9.13</u>	<u>Salary from 1.3.15 (2.2% increase)</u>
1	42,969	43,914
2	44,607	45,588
3	46,244*	47,261*
4	47,778	48,829
5	49,313	50,398
6	50,745	51,861
7	51,333	52,462
8	52,431	53,584
9	53,519	54,696
10	54,626	55,828
11	55,711	56,937
12	56,818	58,068
13	57,944	59,219
14	59,031**	59,219
15	60,171**	60,330**
16	61,300**	61,495**
17	62,436**	62,649**
18	63,571**	63,810**
		64,970**

#### 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.

## LONDON AREA PAYMENTS

With effect from 1 March 2015 staff in the London area shall receive the following:

- (a) at the rate of £2,997 per annum to officers serving in the Inner area.
- (b) at the £1,976 per annum to officers serving in the Outer area.
- (c) at the rate of £763 per annum to officers serving in the Fringe area.
- (d) officers normally serving in the London area but temporarily employed elsewhere shall continue to receive London area payments at the rate appropriate to their normal area of employment.
- (e) in the case of an officer required to serve in different parts of the London areas, or partly outside that area, the officer shall be deemed to be serving in the area in which he is required to spend more than one half of his time.
- (f) for the purpose of this paragraph –

**The “Inner Area”** means the area of the London Boroughs of: Camden, City of London, Greenwich, Hackney, Hammersmith & Fulham, Islington, Kensington & Chelsea, Lambeth, Lewisham, Southwark, Tower Hamlets, Wandsworth, Westminster (the former Inner London Education Authority), and the London Boroughs of Barking and Dagenham, Brent, Ealing, Haringey, Merton and Newham.

**The “Outer Area”** means Greater London, excluding the Inner area.

**The “Fringe Area”** means:

Berkshire: the districts of Bracknell, Slough, Windsor and Maidenhead.

Buckinghamshire: the districts of Beaconsfield and Chiltern.

Essex: the districts of Basildon, Brentwood, Epping Forest, Harlow and Thurrock.

Hertfordshire: the districts of Broxbourne, Dacorum, East Hertfordshire, Hertsmere, St. Albans, Three Rivers, Watford and Welwyn Hatfield.

Kent: the districts of Dartford and Sevenoaks.

Surrey: the whole County.

West Sussex: the district of Crawley.

**The “London Area”** comprises the Inner area, the Outer area and the Fringe area.

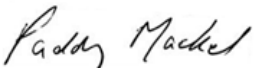
**Senior Advisers  
Salary Scale [EIP Scale Pts 16 – 19]**

<b>w.e.f. 01.09.09</b>	<b>w.e.f. 01.09.13</b>	<b>w.e.f. 01.03.15</b>
49,620	50,116	51,219
50,739	51,246	52,373
51,837	52,355	53,507
<u>52,969</u>	<u>53,499</u>	<u>54,676</u>
53,554*	54,090*	55,280*
54,679*	55,226*	56,441*
55,658*	56,215*	57,452*

A copy of Soulbury Committee Joint Education Services Circular No. 193 and Circular No.197 are attached for information purposes.




Management Side Secretary [Acting]  
R McGreevy



Trade Union Side Secretary  
P Mackel



Trade Union Side Secretary  
A Speed



Trade Union Side Secretary  
J Dawson



Trade Union Side Secretary  
D Edmont

\* Additional points to accommodate the award of structured professional assessments