

# JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

21 August 2024

To: Council Members  
MSO/TUSO

## JOINT NEGOTIATING COUNCIL CIRCULAR NO. 344

### Soulbury Committee Joint Education Services Circular No. 231 – 20 December 2023

### Revised Salary Scales for Assistant Advisory Officer/School Improvement Professional/Adviser/ Senior Adviser/Senior School Improvement Professional

Further to Department of Education correspondence dated 08 August 2024, approval has been secured to enable the Education Authority to meet its contractual obligations regarding the payment of revalorisation and incremental progression increases to eligible staff within the EA Soulbury staff group.

The Joint Secretaries of the Joint Negotiating Council for the Education Authority have agreed to the implementation of the revised salary scales for posts in the Advisory Service with effect from 01 September 2023.

The revised salary scales are as follows:-

#### Assistant Advisory Officers

##### Salary Scale [EIP Scale Pts 7 – 10]

SCP	w.e.f. 01.09.2022	w.e.f. 01.09.2023
7	46,683	48,550
8	47,960	49,878
9	49,447	51,425
10	<u>50,774</u>	<u>52,805</u>
11	52,083*	54,166*
12	53,350*	55,484*
13	54,785*	56,976*

#### School Improvement Professional (SIP)

##### Salary Scale [EIP Scale Pts 11-14]

SCP	w.e.f. 01.09.2022	w.e.f. 01.09.2023
11	52,083	54,166
12	53,350	55,484
13	54,785	56,976
14	<u>56,065</u>	<u>58,308</u>
15	57,478*	59,777*
16	58,756*	61,106*
17	60,038*	62,440*

Cont'd over/...

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

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

SCP	w.e.f. 01.09.2022	w.e.f. 01.09.2023
13	54,785	56,976
14	56,065	58,308
15	57,478	59,777
16	<u>58,756</u>	<u>61,106</u>
17	60,038*	62,440*
18	61,296*	63,748*
19	62,593*	65,097*

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

SCP	w.e.f. 01.09.2022	w.e.f. 01.09.2023
16	58,756	61,106
17	60,038	62,440
18	61,296	63,748
19	<u>62,593</u>	<u>65,097</u>
20	63,263*	65,794*
21	64,551*	67,133*
22	65,674*	68,301*

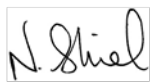
### Senior School Improvement Professional Salary Scale [EIP Scale Pts 16 – 19]

SCP	w.e.f. 01.09.2022	w.e.f. 01.09.2023
16	58,756	61,106
17	60,038	62,440
18	61,296	63,748
19	<u>62,593</u>	<u>65,097</u>
20	63,263*	65,794*
21	64,551*	67,133*
22	65,674*	68,301*

A copy of Soulbury Committee Joint Education Services Circular No. 231 is attached for information.



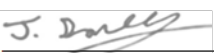
Management Side Secretary  
M McDermott



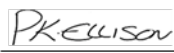
Trade Union Side Secretary  
N Shiel



Trade Union Side Secretary  
A Speed



Trade Union Side Secretary  
J Donley



Trade Union Side Secretary  
K Ellison

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

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

20 December 2023

To: Local Authorities in England and Wales  
Local Government Association Subscribers

Dear Colleague

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**JOINT EDUCATION SERVICES CIRCULAR (JESC) NO 231 – SOULBURY OFFICERS’  
PAY AGREEMENTS 2022 AND 2023**

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We are pleased to confirm that the Soulbury Committee has reached agreements on pay awards for 2022 and 2023 which are as follows:

- An increase of £1,925 on all spinal column points (SCPs) with effect from 1 September 2022.
- An increase of 4.04% on all allowances with effect from 1 September 2022.
  
- An increase of 4.0% on all spinal column points with effect from 1 September 2023
- An increase of 3.88% on all allowances with effect from 1 September 2023
- Changes to the Soulbury pay spines with effect from 1 September 2023.

The increases for 2023 should only be made after the increases for 2022 have been applied.

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 September 2022 to the employee’s last day of employment.

The Soulbury Committee has also agreed to discussions and a review on a without prejudice basis on:

- The SPA system
- London Area Payments
- The role of the Soulbury Officer.

The revised pay spines are attached for your information (Appendix I).

Yours sincerely



David Algie  
Employers Side Secretariat



David Powell  
Officers’ Side Secretary

**Educational Improvement Professionals**

<b>SCP</b>	<b>01.09.21</b>	<b>01.09.22</b>	<b>01.09.23</b>
1	37056	38981	40540
2	38383	40308	41920
3	39637	41562	43224
4	40907	42832	44545
5	42168	44093	45857
6	43431	45356	47170
7	44758	46683	48550
8	46035*	47960*	49878*
9	47522	49447	51425
10	48849	50774	52805
11	50158	52083	54166
12	51425	53350	55484
13	52860**	54785**	56976**
14	54140	56065	58308
15	55553	57478	59777
16	56831	58756	61106
17	58113	60038	62440
18	59371	61296	63748
19	60668	62593	65097
20	61338***	63263***	65794***
21	62626	64551	67133
22	63749	65674	68301
23	64985	66910	69586
24	66093	68018	70739
25	67278	69203	71971
26	68434	70359	73173
27	69616	71541	74403
28	70815	72740	75650
29	72016	73941	76899
30	73215	75140	78146
31	74404	76329	79382
32	75611	77536	80637
33	76819	78744	81894
34	78056	79981	83180
35	79291	81216	84465
36	80560	82485	85784
37	81809	83734	87083
38	83071	84996	88396
39	84316	86241	89691
40	85561	87486	90985
41	86811	88736	92285
42	88061	89986	93585
43	89309	91234	94883

44	90564	92489	96189
45	91815	93740	97490
46	93069	94994	98794
47	94327	96252	100102
48	95574	97499	101399
49	96825	98750	102700
50	98079	100004	104004
51			108164****
52			112491****

### Notes to Educational Improvement Professionals above

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.*

- *Two additional points after SCP 50 with effect from 1 September 2023.*

### Young People's / Community Service Manager

SCP	01.09.21	01.09.22	01.09.23
1	38433	40358	41972
2	39691	41616	43281
3	40947	42872	44587
4	42231*	44156*	45922*
5	43535	45460	47278
6	44807	46732	48601
7	46107**	48032**	49953**
8	47585	49510	51490
9	48400	50325	52338
10	49660	51585	53648
11	50912	52837	54950
12	52166	54091	56255
13	53412	55337	57550
14	54669	56594	58858
15	55928	57853	60167
16	57191	59116	61481
17	58460	60385	62800
18	59722	61647	64113
19	60976	62901	65417
20	62257***	64182***	66749***
21	63562***	65487***	68106***
22	64898***	66823***	69496***

23	66260***	68185***	70912***
24	67650***	69575***	72358***

### Notes to Young People's / Community Service Manager above

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.*

### Trainee Educational Psychologists

SCP	01.09.21	01.09.22	01.09.23
1	24970	26895	
2	26798	28723	29872
3	28623	30548	31770
4	30453	32378	33673
5	32279	34204	35572
6	34107	36032	37473

- *SCP 1 is deleted with SCP 2 the first point of the scale with effect from 1 September 2023.*

### Assistant Educational Psychologists

SCP	01.09.21	01.09.22	01.09.23
1	30694	32619	
2	31948	33873	35228
3	33201	35126	36531
4	34448	36373	37828
5			39341

- *SCP 1 is deleted with SCP 2 the first point of the scale with effect from 1 September 2023*
- *An additional point after SCP 4 with effect from 1 September 2023.*

### Educational Psychologists - Scale A

SCP	01.09.21	01.09.22	01.09.23
1	38865	40790	42422
2	40838	42763	44474
3	42811	44736	46525
4	44782	46707	48575
5	46755	48680	50627

6	48727	50652	52678
7	50584	52509	54609
8	52440	54365	56540
9	54179	56104	58348
10	55921	57846	60160
11	57544	59469	61848
12			62540*
13			63836*
14			65120*

### Notes to Educational Psychologists - Scale A above

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.*

- *Three additional SCPs after point 11 with effect from 1 September 2023*
- *The SCPs added indicate the addition of three pay ranges to the current ranges, namely: A1 – 6, A2 – 7, A3 – 8, A4 – 9, A5 – 10 and A6 – 11*

SPA points will not be conflated with range points. This allows those local authorities with recruitment and retention challenges and which have the budgetary flexibility, the option to utilise that additional headroom.

### **Senior and Principal Educational Psychologists**

SCP	01.09.21	01.09.22	01.09.23
1	48727	50652	52678
2	50584	52509	54609
3	52440*	54365*	56540
4	54179	56104	58348
5	55921	57846	60160
6	57544	59469	61848*
7	58210	60135	62540
8	59456	61381	63836
9	60690	62615	65120
10	61945	63870	66425
11	63177	65102	67706
12	64431	66356	69010
13	65707	67632	70337
14	66941**	68866**	71621
15	68235**	70160**	72966
16	69514**	71439**	74297
17	70803**	72728**	75637**
18	72090**	74015**	76976**
19			80055**
20			83257**
21			86587**

## **Notes to Senior and Principal Educational Psychologists above**

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*

- *Three additional SCPs after point 18 with effect from 1 September 2023.*

## **SOULBURY REPORT AMENDMENT**

Paragraph 4.6 of the Soulbury Report will be amended to state that main scale educational psychologists are awarded an allowance equivalent to one additional incremental point on Scale A for the duration of supervising assistant educational psychologists as well as for supervising trainee educational psychologists.

## **LONDON AREA PAYMENTS**

With effect from 1 September 2022 and then 1 September 2023 staff in the London area shall receive the following:

- at the rate of £3461 (2022) and £3595 (2023) per annum to officers serving in the **Inner** area.
- at the rate of £2284 (2022) and £2372 (2023) per annum to officers serving in the **Outer** area.
- at the rate of £882 (2022) and £916 (2023) per annum to officers serving in the **Fringe** area.
- 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.
- in the case of officers required to serve in different parts of the London areas or partly outside that area officers shall be deemed to be serving in the area in which they are required to spend more than one half of their time.
- 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.