

JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

16 May 2025

To: Council Members
MSO/TUSO

JOINT NEGOTIATING COUNCIL CIRCULAR NO. 364

Soulbury Committee Joint Education Services Circular No. 235 – 20 February 2025

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

Further to Department of Education correspondence dated 13 May 2025, temporary cover approval has been secured to enable the Education Authority to meet its contractual obligations regarding the payment of revalorisation 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 2024.

The revised salary scales are as follows:-

Assistant Advisory Officers

Salary Scale [EIP Scale Pts 7 – 10]

SCP	w.e.f. 01.09.2023	w.e.f. 01.09.2024
7	48,550	49,764
8	49,878	51,125
9	51,425	52,711
10	<u>52,805</u>	<u>54,125</u>
11	54,166*	55,520*
12	55,484*	56,871*
13	56,976*	58,400*

School Improvement Professional (SIP)

Salary Scale [EIP Scale Pts 11-14]

SCP	w.e.f. 01.09.2023	w.e.f. 01.09.2024
11	54,166	55,520
12	55,484	56,871
13	56,976	58,400
14	<u>58,308</u>	<u>59,766</u>
15	59,777*	61,271*
16	61,106*	62,634*
17	62,440*	64,001*

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. 01.09.2023	w.e.f. 01.09.2024
13	56,976	58,400
14	58,308	59,766
15	59,777	61,271
16	<u>61,106</u>	<u>62,634</u>
17	62,440*	64,001*
18	63,748*	65,342*
19	65,097*	66,724*

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

SCP	w.e.f. 01.09.2023	w.e.f. 01.09.2024
16	61,106	62,634
17	62,440	64,001
18	63,748	65,342
19	<u>65,097</u>	<u>66,724</u>
20	65,794*	67,439*
21	67,133*	68,811*
22	68,301*	70,009*

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

SCP	w.e.f. 01.09.2023	w.e.f. 01.09.2024
16	61,106	62,634
17	62,440	64,001
18	63,748	65,342
19	<u>65,097</u>	<u>66,724</u>
20	65,794*	67,439*
21	67,133*	68,811*
22	68,301*	70,009*

A copy of Soulbury Committee Joint Education Services Circular No. 235 is attached for information.



Management Side Secretary
M McDermott



Trade Union Side Secretary
N Shiel



Trade Union Side Secretary
J McCusker



Trade Union Side Secretary
J Donley



Trade Union Side Secretary
K Ellison

* Additional points to accommodate the award of structured professional assessments

Joint Education Services Circular (JESC) No 235 – Soulbury officers' pay agreement 2024

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

20 February 2025

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

Dear Colleague,

Joint Education Services Circular (JESC) No 235 – Soulbury officers' pay agreement 2024

We are pleased to confirm that the Soulbury Committee has reached an agreement on a pay award for 2024 which is as follows:

- an increase of 2.5 per cent on all spinal column points (SCPs) with effect from 1 September 2024
- an increase of 2.5 per cent on all allowances with effect from 1 September 2024.

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 September 2024 to the employee's last day of employment.

The Soulbury Committee has also agreed to undertaking a review, on a without prejudice basis, on:

- the SPA system
- London area payments.

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

Yours sincerely,

David Algie, Employers Side Secretariat
David Powell, Officers' Side Secretary

Appendix I

Educational improvement professionals

SCP	01.09.24
1	41554
2	42062
3	44305
4	45650
5	47003
6	48340
7	40764
8	51125*
9	52711
10	54125
11	55520
12	56271
13	58400**
14	50766
15	61271
16	62634
17	64001
18	65342
19	66724
20	67430***
21	68211
22	70000
23	71226
24	72507
25	73770
26	75002

Educational improvement professionals

SCP	01.09.24
၃၇	၇၆၇၆၃
၃၈	၇၇၅၄၁
၃၉	၇၈၃၇၁
၃၀	၈၀၁၀၀
၃၁	၈၁၃၆၇
၃၂	၈၃၆၅၃
၃၃	၈၃၀၄၁
၃၄	၈၅၇၆၀
၃၅	၈၆၅၇၇
၃၆	၈၇၀၇၀
၃၇	၈၀၇၆၀
၃၈	၀၀၆၀၆
၃၉	၀၁၀၃၃
၄၀	၀၃၇၆၀
၄၁	၀၄၅၀၇
၄၂	၀၅၀၇၅
၄၃	၀၇၇၅၅
၄၄	၀၈၅၀၄
၄၅	၀၀၀၇၇
၄၆	၁၀၁၇၆၄
၄၇	၁၀၇၆၀၅
၄၈	၁၀၃၀၃၄
၄၉	၁၀၅၇၆၃
၅၀	၁၀၆၆၀၄
၅၁	၁၁၀၈၆၃****
၅၂	၁၁၅၃၀၃****

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.

Young people's / Community service manager

SCP	01.09.24
1	43071
2	44363
3	45707
4	47070*
5	48460
6	49816
7	51207**
8	52777
9	53646
10	54989
11	56374
12	57661
13	58989
14	60379
15	61671
16	63018
17	64370

Young people's / Community service manager

SCP	01.09.24
18	65716
19	67057
20	68418***
21	69800***
22	71222***
23	72685***
24	74167***

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	01.09.24
1	-
2	30610
3	32564
4	34515
5	36461
6	38410

Assistant educational psychologists

SCP	01.09.24
1	-
2	36109
3	37444
4	38774
5	40325

Educational psychologists - Scale A

SCP	01.09.24
1	43483
2	45586
3	47688
4	49789
5	51893
6	53995
7	55974
8	57954
9	59807
10	61664
11	63394
12	64104*
13	65432*
14	66748*

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.

Senior and principal educational psychologists – Scale B

SCP	01.09.24
1	52005
2	55074
3	57054
4	50207
5	61664
6	62204*
7	64104
8	65427
9	66742
10	68026
11	69200
12	70725
13	72005
14	72417
15	74700
16	76154
17	77572
18	78000**
19	82056**
20	85222**
21	88757**

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

London area payments

With effect from 1 September 2024 staff in the London area shall receive the following:

- a)** at the rate of £3685 (2024) per annum to officers serving in the **Inner** area.
- b)** at the rate of £2431 (2024) per annum to officers serving in the **Outer** area.
- c)** at the rate of £939 (2024) 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 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.
- 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.