

The Soulbury Committee
Inspectors Organisers and Advisory Officers of Local Authorities

11 October 2016

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

JOINT EDUCATION SERVICES CIRCULAR NO 206

SOULBURY PAY AGREEMENT: 2016 and 2017

Following negotiations we can confirm that the Soulbury Committee has reached an agreement on a pay award for 2016 and 2017 which is as follows:

- an increase of 1.0% on all pay points on the Educational Improvement Professionals' pay spine, Young People's/Community Service Managers' pay spine and Educational Psychologists pay spines on 1 September 2016 and on 1 September 2017;
- an increase of 1.0% on all London and Fringe area allowances on 1 September 2016 and on 1 September 2017.

The Soulbury Committee will shortly be having discussions at Joint Secretarial level on a review of the upper pay scales and the existing CPD guidance (Appendix F) in the Soulbury Report. In addition, the Committee has also agreed and is committed to undertaking a workforce pay and numbers survey which will take place in 2016. Finally, the Committee has agreed to incorporate the following provision in the Soulbury Report (Blue Book) for Soulbury Officers on continuous service.

Where an employee is transferred to an organisation not covered by the Redundancy Payments (Continuity of Employment in Local Government etc) (Modification) Order 1999 continuity of service is protected under the TUPE Regulations where there is a TUPE transfer. However if that employee returns voluntarily to local government service continuity is broken. Where an employee returns in such circumstances without a break between employments all previous continuous service will be recognised for the purposes of calculation of entitlements

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to annual leave occupational maternity leave/pay and occupational sick pay. This is subject to the return to service being within five years of the original transfer.

The Soulbury Report with this revision is available to LGA subscribers (contact details are below) and officer members can obtain this from their respective unions.

A revised salary scale is attached for your information (Appendix I).

Yours sincerely



Simon Pannell
Employers' Side Secretary



Andrew Morris
Officers' Side Secretary

Appendix I

SCP	Educational Improvement Professionals		
	Current	01.09.16	01.09.17
1	33396	33730	34067
2	34592	34938	35287
3	35721	36078	36439
4	36865	37234	37606
5	38003	38383	38767
6	39142	39533	39928
7	40338	40741	41148
8	41487*	41902*	42321*
9	42828	43256	43689
10	44023	44463	44908
11	45203	45655	46112
12	46346	46809	47277
13	47640**	48116**	48597**
14	48792	49280	49773
15	50066	50567	51073
16	51219	51731	52248
17	52373	52897	53426
18	53507	54042	54582
19	54676	55223	55775
20	55280***	55833***	56391***
21	56441	57005	57575
22	57452	58027	58607
23	58566	59152	59744
24	59564	60160	60762
25	60633	61239	61851
26	61674	62291	62914
27	62740	63367	64001
28	63819	64457	65102
29	64902	65551	66207
30	65983	66643	67309
31	67054	67725	68402
32	68143	68824	69512
33	69232	69924	70623
34	70347	71050	71761
35	71458	72173	72895
36	72603	73329	74062
37	73728	74465	75210
38	74866	75615	76371
39	75988	76748	77515
40	77109	77880	78659
41	78237	79019	79809
42	79362	80156	80958
43	80488	81293	82106

44	81619	82435	83259
45	82747	83574	84410
46	83876	84715	85562
47	85010	85860	86719
48	86134****	86995****	87865****
49	87262****	88135****	89016****
50	88391****	89275****	90168****

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.

SCP	Young People's / Community Service Manager		
	Current	01.09.16	01.09.17
1	34637	34983	35333
2	35770	36128	36489
3	36903	37272	37645
4	38059*	38440*	38824*
5	39234	39626	40023
6	40380	40784	41192
7	41553**	41969**	42388**
8	42885	43314	43747
9	43620	44056	44497
10	44754	45202	45654
11	45883	46342	46805
12	47013	47483	47958
13	48135	48616	49103
14	49269	49762	50259
15	50404	50908	51417
16	51542	52057	52578
17	52686	53213	53745
18	53822	54360	54904
19	54952	55502	56057
20	56107***	56668***	57235***
21	57284***	57857***	58435***

22	58487***	59072***	59663***
23	59715***	60312***	60915***
24	60969***	61579***	62194***

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.

Trainee Educational Psychologists

SCP	Current	01.09.16	01.09.17
1	22503	22728	22955
2	24151	24393	24636
3	25796	26054	26314
4	27444	27718	27996
5	29090	29381	29675
6	30737	31044	31355

Assistant Educational Psychologists

SCP	Current	01.09.16	01.09.17
1	27662	27939	28218
2	28792	29080	29371
3	29922	30221	30523
4	31045	31355	31669

Educational Psychologists - Scale A				
SCP	Current	01.09.16	01.09.17	
1	35027	35377	35731	
2	36805	37173	37545	
3	38583	38969	39359	
4	40360	40764	41171	
5	42137	42558	42984	
6	43914	44353	44797	
7	45588	46044	46504	
8	47261	47734	48211	
9	48829*	49317*	49810*	
10	50398*	50902*	51411*	
11	51861*	52380*	52903*	

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				
SCP	Current	01.09.16	01.09.17	
1	43914	44353	44797	
2	45588	46044	46504	
3	47261*	47734*	48211*	
4	48829	49317	49810	
5	50398	50902	51411	
6	51861	52380	52903	
7	52462	52987	53516	
8	53584	54120	54661	
9	54696	55243	55795	
10	55828	56386	56950	
11	56937	57506	58081	
12	58068	58649	59235	
13	59219	59811	60409	
14	60330**	60933**	61543**	
15	61495**	62110**	62731**	
16	62649**	63275**	63908**	
17	63810**	64448**	65093**	
18	64970**	65620**	66276**	

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 2016 and 1 September 2017 staff in the London area shall receive the following:

- (a) at the rate of £3027 (2016) and £3057 (2017) per annum to officers serving in the Inner area.
- (b) at the £1996 (2016) and £2016 (2017) per annum to officers serving in the Outer area.
- (c) at the rate of £771 (2016) and £779 (2017) 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.