

# JOINT NEGOTIATING COUNCIL FOR THE EDUCATION AND LIBRARY BOARDS

9 March 2011

**To: Chief Executives  
Council Members  
MSO/TUSO**

## **JOINT NEGOTIATING COUNCIL CIRCULAR NO. 191**

### **Soulbury Committee Joint Education Services Circular No. 174 – 26 March 2010 Revised Salary Scales for Assistant Advisory Officers/Advisers/Senior Advisers**

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 with effect from 1 September 2009.

The revised salary scales are as follows:-

#### **Assistant Advisory Officers Salary Scale**

	<b>w.e.f. 1.9.08</b>	<b>w.e.f. 1.9.09</b>
	38,692	39,079
	39,794	40,192
	41,080	41,491
	<u>42,227</u>	<u>42,649</u>
	43,358*	43,792*
	44,454*	44,899*
	45,695*	46,152*

#### **Advisers Salary Scale**

	<b>w.e.f. 1.9.08</b>	<b>w.e.f. 1.9.09</b>
	45,695	46,152
	46,801	47,269
	48,023	48,503
	<u>49,129</u>	<u>49,620</u>
	50,237*	50,739*
	51,324*	51,837*
	52,445*	52,969*

(Cont'd/...)

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

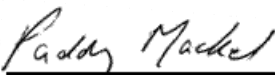
**Senior Advisers  
Salary Scale**

	<b>w.e.f. 1.9.08</b>	<b>w.e.f. 1.9.09</b>
	49,129	49,620
	50,237	50,739
	51,324	51,837
	<u>52,445</u>	<u>52,969</u>
	53,554*	53,554*
	54,679*	54,679*
	55,658*	55,658*

A copy of the Soulbury Committee Joint Education Services Circular No.174 is attached for information purposes.



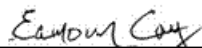
**Management Side Secretary**  
J Curran



**Trade Union Side Secretary**  
P Mackel



**Trade Union Side Secretary**  
L Kerr



**Trade Union Side Secretary**  
E Coy



**Trade Union Side Secretary**  
T Trainor

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

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

26 March 2010

Dear Sir/Madam

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**JOINT EDUCATION SERVICES CIRCULAR NO. 174**

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**SOULBURY PAY AGREEMENT 2009**

**Soulbury Pay Increase**

Following negotiations in the Soulbury Committee, the Officers' Side (comprising AEP, Aspect, NAYCEO and NUT) has accepted the Employers' Side's revised offer in relation to pay from 1 September 2009. The consequential pay agreement is therefore as follows:

- an increase of 1.0% on all points up to and including point 19 of the educational improvement professionals' pay spine;
- implementation from 1 September 2009 of the proposed revised pay structure for educational psychologists, with the September 2009 pay scales incorporating an increase of 1.0% on all points of the previous Scale A and overlapping points of Scale B;
- an increase of 1.0% on points 1-8 of the young people's/community service managers' pay spine; and
- an increase of 1.0% on all London and Fringe area allowances.

No pay offer was made or accepted for any increase to other points on the Soulbury structure.

The revised Soulbury pay scales reflecting the above agreement, including the revised EP pay structure, is attached (**Appendix A**). These pay scales should be implemented from 1 September 2009 and pay increases backdated in full to that date.

**Revised pay structure for educational psychologists**

As noted above, the Soulbury pay agreement confirms the implementation of the revised EP pay structure as detailed in JESC 164.

Under the revised structure, the previous Scale A for "main scale" EPs (which comprised a basic 10-point scale with 7 additional points to allow for the award of discretionary scale points and structured professional assessment (SPA) points) has been replaced by a revised Scale A comprising three overlapping 6-point scales and 3 additional points to allow for the award of SPA points. Placement on one of the three overlapping scales

will be determined by local considerations, including recruitment and retention. As a consequence, provision for allocation of discretionary scale points on Scale A has been discontinued. The provision for a minimum starting point for those aged over 35 has also been discontinued.

For Scale B for senior and principal EPs, the previous 8 points at the bottom end – which replicated the top 8 points on the previous Scale A – have been revised and reduced in number in order to replicate the 6 points at the top of the new Scale A.

The revised structure should now be implemented on a backdated basis from 1 September 2009, on the basis outlined in JESC 164 (which set out the requirements for implementation) and JESC 169 (which dealt with pay protection issues relating to its delayed implementation).

For ease of reference, the appropriate appendices from JESC 164 are attached as **Appendices B to D** to this circular, together with a new **Appendix E** which gives some examples of how salary protection might (or might not) arise in particular instances following the implementation of the new structure.

### **Revised Soulbury report**

The Soulbury Committee will shortly publish a revised edition of the Soulbury Report, which will incorporate the above changes to structure and other revisions to the Soulbury agreement arising out of legislation and other developments.

Yours sincerely



Sarah Messenger



Andrew Morris  
Joint Secretaries

To: Children's Services Authorities in England  
County Councils and County Borough Councils in Wales  
Members of the Soulbury Committee

## SOULBURY PAY AGREEMENT 2009

SOULBURY EDUCATIONAL IMPROVEMENT PROFESSIONALS [EIMPs] SPINE  
(formerly known as Advisers/Inspectors spine)

	Salary from 1.9.08	Salary from 1.9.09
1	£32,033	£32,353
2	£33,180	£33,512
3	£34,263	£34,606
4	£35,360	£35,714
5	£36,452	£36,817
6	£37,545	£37,920
7	£38,692	£39,079
8	£39,794 *	£40,192 *
9	£41,080	£41,491
10	£42,227	£42,649
11	£43,358	£43,792
12	£44,454	£44,899
13	£45,695 **	£46,152 **
14	£46,801	£47,269
15	£48,023	£48,503
16	£49,129	£49,620
17	£50,237	£50,739
18	£51,324	£51,837
19	£52,445	£52,969
20	£53,554 ***	£53,554 ***
21	£54,679	£54,679
22	£55,658	£55,658
23	£56,738	£56,738
24	£57,705	£57,705
25	£58,741	£58,741
26	£59,749	£59,749
27	£60,781	£60,781
28	£61,827	£61,827
29	£62,876	£62,876
30	£63,924	£63,924
31	£64,961	£64,961
32	£66,016	£66,016
33	£67,071	£67,071
34	£68,151	£68,151
35	£69,228	£69,228
36	£70,337	£70,337
37	£71,427	£71,427
38	£72,529	£72,529
39	£73,616	£73,616
40	£74,702	£74,702
41	£75,795	£75,795
42	£76,885	£76,885
43	£77,975	£77,975
44	£79,071	£79,071
45	£80,164	£80,164
46	£81,257	£81,257
47	£82,356	£82,356
48	£83,446 ****	£83,446 ****
49	£84,539 ****	£84,539 ****
50	£85,632 ****	£85,632 ****

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 Principal EIP undertaking the full range of duties at this level

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

**REVISED PAY STRUCTURE FOR MAIN SCALE EDUCATIONAL PSYCHOLOGISTS:**

1. This agreement sets out the basis for the introduction of a new shorter pay spine for main scale educational psychologists and arrangements for implementation.
2. The basic features of the new structure are that:
  - a Main Scale of 11 points replaces the current 17 point scale;
  - main scale EPs are appointed to an individual six point scale;
  - the current system of discretionary scale points for main scale educational psychologists is abolished;
  - authorities have the discretion to choose scales of points 1-6, 2-7 or 3-8 with this discretion replacing the previous provision for additional discretionary scale points;
  - the present provision for allocation of up to three further points via the SPA system is retained;
  - assimilation provisions apply to guarantee the position of individual serving postholders; and
  - the new structure will be implemented with effect from 1 September 2009.

**BACKGROUND**

3. Developments in the law on equalities and discrimination have led to a consensus that changes are required to be made to the length of experience-based pay scales. The current Main Scale for educational psychologists provides for individuals to be placed on a scale of up to 14 points, including discretionary scale extensions, with purely experienced-based progression. This structure is no longer supportable. Both Sides of the Soulbury Committee have agreed that it should be replaced by a structure which provides for experience-based pay scales of no more than six points for individuals.
4. The current structure also includes provision for EPs to receive up to three further spine points under the Structure Professional Assessment (SPA) system. This element of the pay structure is based on performance assessment and, therefore, continues to form part of the new structure. Existing SPA points awarded to serving EPs would continue in place under the assimilation provisions.

## THE AGREEMENT

5. The terms of the agreement provide for an 11 point Main Scale for educational psychologists in place of the present 17 point scale. As part of the implementation of the new scale, the guaranteed salary point for new recruits aged 35 or over is abolished with effect from 1 September 2009.
6. Individual EPs will be placed on a pay scale of up to six points. Authorities will place EPs on one of three pay scales. These three scales are: points 1-6, 2-7 and 3-8 of the new Main Scale. The choice of individual pay scales is at the discretion of the authority (although there are guaranteed assimilation entitlements for current postholders).
7. The individual six point scale may, as now, be supplemented separately by up to a further three points allocated under the SPA system, providing an individual maximum entitlement to progress to points 9, 10 or 11 in each case. SPA points 1-3 can be awarded at any point during an individual's progression within their pay scale.
8. The revised structure protects the existing levels of pay at the present point 10 (the minimum point to which all EPs are guaranteed progression) and point 17 (the maximum point to which EPs may progress through full application of existing discretion and maximum number of SPA points). The equivalent points of the new scale are points 6 and 11 respectively.
9. The new structure also meets in part the Officers' Side claim for a higher minimum starting salary for Main Scale EPs following the implementation of the Trainee EP grade for those in their first two years of employment under the new training route.

## DETAILED ARRANGEMENTS FOR IMPLEMENTATION

10. **Appendix 6** attached sets out the revised values of the existing 17 point pay scale – which remains in place until 31 August 2009 – with effect from 1 September 2008, including the agreed annual pay increase for 2008 of 2.75%.
11. **Appendix 7** sets out indicative values for the revised 11 point scale with effect from September 2009. The final values for the September 2009 scale will depend upon the 2009 Soulbury negotiations and will reflect the common percentage increase in other Soulbury scales. The indicative values given **for the purpose of illustration** are based on percentage increases of 2.25 and 2.5 per cent respectively.
12. **Appendix 8** sets out an assimilation table to provide minimum assimilation points for individual serving EP postholders as at 1 September 2009.

13. **Appendix 9** sets out the minimum entitlement to be placed on a new scale which reflects the postholder's current scale, inclusive of previously allocated discretionary scale points.

## **IMPLEMENTATION OF THE NEW STRUCTURE**

14. For individual postholders, the process of movement to the new pay scale will be as follows:

### ***Determination of assimilation point***

15. The postholder, on 1 September 2009, will move to the new Main Scale on the minimum assimilation point indicated in **Appendix 8**.

### ***Determination of individual six point scale***

16. The postholder will be appointed to a minimum individual scale in accordance with **Appendix 9**, which takes into account the postholder's previous entitlement to discretionary scale points. Authorities will have discretion to determine the appropriate scale on which to place new recruits. Decisions will be based on an assessment of recruitment and retention and other local factors. Authorities will have discretion to appoint above the minimum of the selected scale.

### ***Incremental Progression Due as At 1 September 2009***

17. Following their assimilation to the new structure, postholders who have not yet reached the maximum of their new individual six point scale – when SPA points previously awarded are disregarded – will be entitled to further incremental progression on 1 September 2009 and thereafter until they reach their scale maximum.
18. The exception is those postholders formerly on points 1 and 2 of the 17 point scale. Due to the shortening of the scale and higher minimum starting point, such postholders will remain at point 1 of the new scale as at 1 September 2009. They will, however, be eligible for progression in subsequent years.

## **ASSIMILATION ARRANGEMENTS FOR SENIOR/PRINCIPAL EDUCATIONAL PSYCHOLOGISTS**

19. Since the upper part of the new pay structure for main scale educational psychologists (Scale A) overlaps with the lower part of the pay structure for senior/principal educational psychologists (Scale B) and the revised points for the main scale are replicated in the senior/principal scale, it will be necessary for local authorities to redetermine the position of those existing senior/principal educational psychologists, who are currently paid at the lower end of the structure, within the new revised salary spine. No specific national prescription is proposed.

March 2009

**SOULBURY COMMITTEE**  
**Revised pay structure for educational psychologists**

**(3) Assimilation to new scales**

**MAIN SCALE (A)**

**Current SCP**

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17

**Assimilation SCP**

1
1
1
2
3
3
4
5
5
6
7
7
8
9
10
10
11

**JESC 174 - Appendix D**  
Formerly JESC 164 - Appendix 9

***Determination of individual six point scale***

In addition to determining the individual's assimilation point as set out above, the authority will also determine the individual six point scale in accordance with the table set out below in order that the scale reflects and maintains the individual postholder's entitlement to previously allocated discretionary scale points under the former structure.

<b>Number of discretionary scale points previously allocated</b>	<b>New Scale</b>
0	1-6
1	2-7
2	2-7
3	3-8
4	3-8

### **Salary protection arising from implementation of the revised main scale for Educational Psychologists**

1. Set out below are some examples of instances where salary protection will, or will not, be necessary as a result of moving to the revised structure for main scale educational psychologists.
2. All the examples exclude the additional points which might need to be added on to the appropriate 6-point scale to accommodate the award of SPA points in any future annual salary progression.
3. Authorities are advised to use these examples as the basis for determining whether salary protection may be needed in other circumstances.

#### **Example 1 – main scale educational psychologist on point 2 on 31 August 2009 (£33,243)**

1 September 2009 – receives increment in accordance with provisions of JESC 169 to take salary to point 3 (£34,327).

Following 2009 Soulbury agreement – assimilation from point 2 on old scale to point 1 on new scale A. Not eligible for annual increment in September 2009 - Appendix B of JESC No 174 (formerly Appendix 5 of JESC 164). New point 1 is £33,934.

**Salary protection required to maintain salary at £34,327.**

#### **Example 2 - educational psychologist on point 5 on 31 August 2009 (£36,588)**

1 September 2009 – receives increment in accordance with provisions of JESC 169 to take salary to point 6 (£37,688).

Following 2009 Soulbury agreement – assimilation from point 5 on old scale to point 3 on new scale A. Then receives annual increment to point 4.

New salary is £39,100. **No salary protection required.**

#### **Example 3 – educational psychologist on point 9 on 31 August 2009 (£40,998)**

1 September 2009 – receives increment in accordance with provisions of JESC 169 to take salary to point 10 (£42,129).

Following 2009 Soulbury agreement – assimilation from point 9 on old scale to point 5 on the new scale A. Then receives annual increment to point 6.

New salary is £ 42,544. **No salary protection required.**

**Example 4 – educational psychologist on point 12 on 31 August 2009, inclusive of 2 discretionary scale points (£44,308).**

1 September 2009 – stays on point 12. Salary still £44,308.

Following 2009 Soulbury agreement – assimilation from point 12 on old scale to point 7 on new scale A. Cannot receive annual increment because at top of new 6-point scale (points 1-7 is the equivalent scale for those previously in receipt of 2 discretionary scale points). New point 12 is £44,165.

**Salary protection required to maintain salary of £44,308.**