

Andrew Morris  
Officers' Side Secretary  
Soulbury Committee  
Hamilton House  
Mabledon Place  
London  
WC1H 9BD

25 July 2016

Dear Andrew

### **Soulbury Officers Side's 2016 pay and conditions claim**

Following the meeting of the Soulbury Joint Secretaries on 19 July, I am writing to confirm the Employers Side's final response to the Officers Side's 2016 pay and conditions claim:

**1. *A substantial increase in the value of all Soulbury pay scale points and all pay-related and London allowances from 1 September 2016***

The Employers' Side has considered your claim for a 'substantial increase' from 1 September 2016 in the context of the detailed feedback they have received from consultation with local authorities. In the light of the clear and consistent message from that consultation process, the Employers' Side has decided on an offer which we believe balances the desire to provide a fair pay increase for all staff that is within the limits of affordability and which is consistent with pay offers made to other parts of the local government workforce. The offer is as follows:

- 1.0% increase on all pay points on each of the Officer pay scales from 1 September 2016 and 1 September 2017;
- 1.0% increase on the London Area and Fringe Payments from the same dates.

**2. *The Officers' Side proposes that the Structured Professional Assessments system should be extended in order to allow flexibility for the award of a fourth SPA point***

The Employers' Side is unable to agree to an extension of the system and the award of a fourth SPA point. Local authorities are of the view that there is enough existing flexibility to reward Officers and are unclear what criteria could be applied to support a further award.

### **3. *Joint Workforce Survey***

The Employers' Side agree that a salary and numbers survey should be undertaken as part of a regular programme for gathering information and statistics on the workforce.

In addition, the Employers' Side is prepared to consider joint work with the Officers' Side and consider proposals with regard to the following areas not included in your claim but raised at the Joint Secretarial meeting

### **4. *The Soulbury Agreement***

The Employers' Side can agree to an update of Appendix F, Continuing Professional Development for Soulbury Officers – National Framework and Good Practice Guidance.

### **5. *Soulbury Pay Scales – Review of the Upper Range***

The Employers Side's view is that this is a matter for local determination, based on the requirements of the service in each authority. However, the Employers' Side is willing to engage in further discussions at Joint Secretarial level, on a without prejudice basis.

### **6. *Joint Guidance on recognition of service for Ex local authority Soulbury Officers***

The Employers' Side is willing to engage in further discussions at Joint Secretarial level, on a without prejudice basis with regard to whether a degree of recognition could be provided for employees who leave a local authority through TUPE arrangements and then voluntarily return to local authority employment.

In concluding this response, the Employers' Side wishes to record its thanks for the commitment and significant role Soulbury Officers play in helping to maintain and improve local authorities' education and children's services, in relation to school improvement, educational psychology services and the management of the youth service.

Yours sincerely



**Simon Pannell**  
**Employers' Side Secretary**