

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

31 October 2018

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

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**JOINT EDUCATION SERVICES CIRCULAR NO 213**

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**SOULBURY PAY AGREEMENT: 2018 and 2019**

Following negotiations we can confirm that the Soulbury Committee has reached an agreement on a pay award for 2018 and 2019 which is as follows:

- an increase of 2.0% 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 2018 and on 1 September 2019;
- an increase of 2.0% on all London and Fringe area allowances on 1 September 2018 and on 1 September 2019.

As part of this year's agreement, the Soulbury Committee will shortly be having discussions at Joint Secretarial level on structural changes to the Soulbury pay spines and ranges on a without prejudice basis. In order to address the position of Soulbury Officers who are employed by organisations which are not local authorities (e.g. arms-length bodies or private) the Committee has agreed to incorporate a provision into the Soulbury Report (Blue Book) for Soulbury Officers which makes clear that its provisions are jointly recommended as terms and conditions of employment not only to local authorities but also to others engaged in the provision of such services as follows:

*2.2 The Soulbury Committee recommends that the arrangements set out in this Report should not only apply to officers employed in such functions by local*

*authorities but also to officers employed by other organisations which undertake such functions for schools and authorities.*

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



David Powell  
Officers' Side Secretary

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## Appendix I

### Educational Improvement Professionals

SCP	Current	01.09.18	01.09.19
1	34067	34749	35444
2	35287	35993	36713
3	36439	37168	37912
4	37606	38359	39127
5	38767	39543	40334
6	39928	40727	41542
7	41148	41971	42811
8	42321*	43168*	44032*
9	43689	44563	45455
10	44908	45807	46724
11	46112	47035	47976
12	47277	48223	49188
13	48597**	49569**	50561**
14	49773	50769	51785
15	51073	52095	53137
16	52248	53293	54359
17	53426	54495	55585
18	54582	55674	56788
19	55775	56891	58029
20	56391***	57519***	58670***
21	57575	58727	59902
22	58607	59780	60976
23	59744	60939	62158
24	60762	61978	63218
25	61851	63089	64351
26	62914	64173	65457
27	64001	65282	66588
28	65102	66405	67734
29	66207	67532	68883
30	67309	68656	70030
31	68402	69771	71167
32	69512	70903	72322
33	70623	72036	73477
34	71761	73197	74661
35	72895	74353	75841
36	74062	75544	77055
37	75210	76715	78250
38	76371	77899	79457
39	77515	79066	80648
40	78659	80233	81838
41	79809	81406	83035
42	80958	82578	84230

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43	82106	83749	85424
44	83259	84925	86624
45	84410	86099	87821
46	85562	87274	89020
47	86719	88454	90224
48	87865****	89623****	91416****
49	89016****	90797****	92613****
50	90168****	91972****	93812****

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.

**Young People's / Community Service Manager**

<b>SCP</b>	<b>Current</b>	<b>01.09.18</b>	<b>01.09.19</b>
1	35333	36040	36761
2	36489	37219	37964
3	37645	38398	39166
4	38824*	39601*	40394*
5	40023	40824	41641
6	41192	42016	42857
7	42388**	43236**	44101**
8	43747	44622	45515
9	44497	45387	46295
10	45654	46568	47500
11	46805	47742	48697
12	47958	48918	49897
13	49103	50086	51088
14	50259	51265	52291
15	51417	52446	53495
16	52578	53630	54703
17	53745	54820	55917
18	54904	56003	57124
19	56057	57179	58323
20	57235***	58380***	59548***
21	58435***	59604***	60797***
22	59663***	60857***	62075***
23	60915***	62134***	63377***
24	62194***	63438***	64707***

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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**

<b>SCP</b>	<b>Current</b>	<b>01.09.18</b>	<b>01.09.19</b>
1	22955	23415	23884
2	24636	25129	25632
3	26314	26841	27378
4	27996	28556	29128
5	29675	30269	30875
6	31355	31983	32623

#### **Assistant Educational Psychologists**

<b>SCP</b>	<b>Current</b>	<b>01.09.18</b>	<b>01.09.19</b>
1	28218	28783	29359
2	29371	29959	30559
3	30523	31134	31757
4	31669	32303	32950

#### **Educational Psychologists - Scale A**

<b>SCP</b>	<b>Current</b>	<b>01.09.18</b>	<b>01.09.19</b>
1	35731	36,446	37,175
2	37545	38,296	39,062
3	39359	40,146	40,949
4	41171	41,994	42,834
5	42984	43,844	44,721
6	44797	45,693	46,607
7	46504	47,434	48,383
8	48211	49,175	50,159
9	49810*	50806*	51822*

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10	51411*	52439*	53488*
11	52903*	53961*	55040*

### Senior and Principal Educational Psychologists

SCP	Current	01.09.18	01.09.19
1	44797	45693	46607
2	46504	47434	48383
3	48211*	49,175*	50,159*
4	49810	50806	51822
5	51411	52439	53488
6	52903	53961	55040
7	53516	54586	55678
8	54661	55754	56869
9	55795	56911	58050
10	56950	58089	59251
11	58081	59243	60428
12	59235	60420	61628
13	60409	61617	62849
14	61543**	62774**	64029**
15	62731**	63986**	65266**
16	63908**	65186**	66490**
17	65093**	66395**	67723**
18	66276**	67602**	68954**

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 2018 and 1 September 2019 staff in the London area shall receive the following:

- (a) at the rate of £3119 (2018) and £3182 (2019) per annum to officers serving in the Inner area.
- (b) at the £2057 (2018) and £2099 (2019) per annum to officers serving in the Outer area.
- (c) at the rate of £795 (2018) and £811 (2019) 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.