

**AGENDA ITEM NO: 8(d)**

**DERBYSHIRE COUNTY COUNCIL**

**CABINET**

**14 April 2015**

**Joint Report of the Strategic Director of CAYA  
and the Director of HR**

**SOULBURY PAY AGREEMENT 2014-2016 (Council Services)**

**1. Purpose**

For Cabinet to note the Soulbury pay agreement for 2014-2016.

**2. Information and Analysis**

The Soulbury pay agreement for 2014-16 has now been agreed at 2.2% with effect from 1 March 2015 to 31 August 2016. The 18 month pay agreement is applicable to the 2 year period 1 September 2014 to 31 August 2016 as detailed in Appendix 1. This is similar to the recent Local Government Services pay award which was 2 year deal paid over 15 months.

There are 101 officers on Soulbury pay affected by the attached Circular. The terms and conditions of service for Soulbury employees are in accordance with the Derbyshire Package, any related allowances were updated in line with the Local Government Services pay award which was reported to Cabinet on 20 January 2015.

**3. Financial Considerations**

The pay award has been budgeted for and will cost £116,000 including on-costs.

**4. Other Considerations**

In preparing this report the relevance of the following factors has been considered: prevention of crime and disorder, equality of opportunity, environmental, legal, human rights, health, transport and property considerations.

**5. Key Decision**

No

**6. Call-in**

No

**7. Officer's Recommendation**

That Cabinet notes application of the Soulbury pay agreement from 1 March 2015 to 31 August 2016.

**Ian Johnson**  
**Strategic Director of CAYA**

**Toni Compai**  
**Director of HR**

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

26 February 2014

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 197**

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**SOULBURY PAY AGREEMENT: 2014-16**

Following negotiations in the Soulbury Committee, the Officers' Side (comprising AEP, the Aspect Group of Prospect and NUT) has accepted the Employers' Side's offer in relation to pay which is an agreement covering 1 September 2014 to 31 August 2016 with the pay increase payable from 1 March 2015 with no backdating to 1 September 2014. The pay agreement is as follows:

- an increase of 2.2% on all pay points on the educational improvement professionals' pay spine, young people's/community service managers' pay spine and educational psychologists pay spines;
- an increase of 2.2% on all London and Fringe area allowances.

The Officers' Side has registered its disappointment that the Employers' Side has not been prepared to agree a national scheme of car user allowances for Soulbury officers. The Officers' Side does however welcome the opportunity to continue ongoing discussions with the

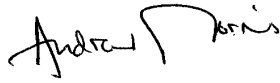
**The Soulbury Committee  
Inspectors, Organisers and Advisory Officers of Local Authorities**

Employers' Side on issues including job evaluation and a review of the SPA scheme.

Yours sincerely



Simon Pannell  
Employers' Side Secretary



Andrew Morris  
Officers' Side Secretary

## Appendix A

### EDUCATIONAL IMPROVEMENT PROFESSIONALS (EIPs)

Spine Point	Salary from 1.9.13	Salary from 1.3.15 (2.2% increase)
1	32,677	33,396
2	33,847	34,592
3	34,952	35,721
4	36,071	36,865
5	37,185	38,003
6	38,299	39,142
7	39,470	40,338
8	40,594*	41,487*
9	41,906	42,828
10	43,075	44,023
11	44,230	45,203
12	45,348	46,346
13	46,614**	47,640**
14	47,742	48,792
15	48,988	50,066
16	50,116	51,219
17	51,246	52,373
18	52,355	53,507
19	53,499	54,676
20	54,090***	55,280***
21	55,226	56,441
22	56,215	57,452
23	57,305	58,566
24	58,282	59,564
25	59,328	60,633
26	60,346	61,674
27	61,389	62,740
28	62,445	63,819
29	63,505	64,902
30	64,563	65,983
31	65,611	67,054
32	66,676	68,143
33	67,742	69,232
34	68,833	70,347
35	69,920	71,458
36	71,040	72,603
37	72,141	73,728
38	73,254	74,866
39	74,352	75,988
40	75,449	77,109
41	76,553	78,237
42	77,654	79,362
43	78,755	80,488

44	79,862	81,619
45	80,966	82,747
46	82,070	83,876
47	83,180	85,010
48	84,280****	86,134****
49	85,384****	87,262****
50	86,488****	88,391****

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 MANAGERS

<u>Spine Point</u>	<u>Salary from 1.9.13</u>	<u>Salary from 1.3.15</u>
1	33,891	34,637
2	35,000	35,770
3	36,109	36,903
4	37,240*	38,059*
5	38,389	39,234
6	39,511	40,380
7	40,659**	41,553**
8	41,962	42,885
9	42,681	43,620
10	43,791	44,754
11	44,895	45,883
12	46,001	47,013
13	47,099	48,135
14	48,208	49,269
15	49,319	50,404
16	50,432	51,542
17	51,552	52,686
18	52,663	53,822
19	53,769	54,952
20	54,899***	56,107***
21	56,051***	57,284***
22	57,228***	58,487***
23	58,430***	59,715***
24	59,657***	60,969***

### 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.

## EDUCATIONAL PSYCHOLOGISTS

### TRAINEE EDUCATIONAL PSYCHOLOGISTS

<u>Spine point</u>	<u>Salary from 1.9.13</u>	<u>Salary from 1.3.15 (2.2% increase)</u>
1	22,019	22,503
2	23,631	24,151
3	25,241	25,796
4	26,853	27,444
5	28,464	29,090
6	30,075	30,737

## EDUCATIONAL PSYCHOLOGISTS

### ASSISTANT EDUCATIONAL PSYCHOLOGISTS

<u>Spine point</u>	<u>Salary from 1.9.13</u>	<u>Salary from 1.3.15 (2.2% increase)</u>
1	27,067	27,662
2	28,172	28,792
3	29,278	29,922
4	30,377	31,045

## EDUCATIONAL PSYCHOLOGISTS

### EDUCATIONAL PSYCHOLOGISTS - SCALE A

<u>Spine point</u>	<u>Salary from 1.9.13</u>	<u>Salary from 1.3.15 (2.2% increase)</u>
1	34,273	35,027
2	36,013	36,805
3	37,752	38,583
4	39,491	40,360
5	41,230	42,137
6	42,969	43,914
7	44,607	45,588
8	46,244	47,261
9	47,778*	48,829*
10	49,313*	50,398*
11	50,745*	51,861*

#### Notes

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.



## EDUCATIONAL PSYCHOLOGISTS

### SENIOR AND PRINCIPAL EDUCATIONAL PSYCHOLOGISTS

#### (B) SALARY RANGE

<u>Spine Point</u>	<u>Salary from 1.9.13</u>	<u>Salary from 1.3.15 (2.2% increase)</u>
1	42,969	43,914
2	44,607	45,588
3	46,244*	47,261*
4	47,778	48,829
5	49,313	50,398
6	50,745	51,861
7	51,333	52,462
8	52,431	53,584
9	53,519	54,696
10	54,626	55,828
11	55,711	56,937
12	56,818	58,068
13	57,944	59,219
14	59,031**	60,330**
15	60,171**	61,495**
16	61,300**	62,649**
17	62,436**	63,810**
18	63,571**	64,970**

#### 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, 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.