

**AGENDA ITEM NO:**

**PUBLIC**

**DERBYSHIRE COUNTY COUNCIL**

**CABINET MEETING**

**21 January 2014**

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

**SOULBURY PAY AGREEMENT 2013/14 (Council Services)**

**1. Purpose of the Report**

For Cabinet to note the Soulbury Pay Agreement for 2013/14.

**2. Information and Analysis**

The Soulbury Pay Agreement for 2013/14 has now been agreed at 1% with effect from 1 September 2013. A copy of the national circular is attached at Appendix 1 for information. The pay award follows a three year pay freeze and arrears were paid on 20 December 2013.

Officers on Soulbury pay scales are now employed under Derbyshire Package terms and conditions. The related allowances have been updated in line with the Local Government Services pay award which was reported to Cabinet on 10 September 2103.

**3. Financial Considerations**

The pay award, which affects 104 employees, has been budgeted for and will cost £60,000 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**

Is it required that call-in be waived in respect of the decisions proposed in the report? No

**Officers' Recommendation**

That Cabinet notes application of the Soulbury Officers 2013/2014 pay award from 1 September 2013.

**IAN THOMAS  
STRATEGIC DIRECTOR - CAYA**

**TONI COMPAI  
DIRECTOR OF HR**

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

21 November 2013

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;  
(Copy enclosed for Treasurers)  
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. 193**

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**SOULBURY PAY AGREEMENT 2013**

Following negotiations in the Soulbury Committee, the Officers' Side (comprising AEP, Aspect, NAYCEO and NUT) has accepted the Employers' Side's offer in relation to pay from 1 September 2013. 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 Employers' Side on a range of non-pay issues.

The consequential pay agreement is therefore as follows:

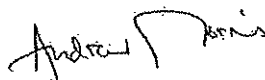
- an increase of 1.0% on all points on the educational improvement professionals' pay spine, young people's/community service managers' pay spine and educational psychologists pay spines;
- an increase of 1.0% on all London and Fringe area allowances.

The revised Soulbury pay scales reflecting the above agreement is attached (**Appendix A**). These pay scales should be implemented from 1 September 2013 and pay increases backdated in full to that date.

Yours sincerely



Simon Pannell  
Employers' Side  
Secretary



Andrew Morris  
Officers' Side  
Secretary

Employers' Side Secretary: *Simon Pannell*  
Local Government House, Smith Square, LONDON SW1P 3HZ  
Tel 020 7187 7373 Fax 020 7664 3030

Officers' Side Secretary: *Andrew Morris*  
Hamilton House, Mabledon Place, London WC1 9BD  
Tel: 020 7388 6191 Fax 020 7387 8458

Appendix A

EDUCATIONAL IMPROVEMENT PROFESSIONALS (EIPs)

Spine Point Salary from 1.9.09    Salary from 1.9.13 (1% increase)

1	32,353	32,677
2	33,512	33,847
3	34,606	34,952
4	35,714	36,071
5	36,817	37,185
6	37,920	38,299
7	39,079	39,470
8	40,192*	40,594*
9	41,491	41,906
10	42,649	43,075
11	43,792	44,230
12	44,899	45,348
13	46,152**	46,614**
14	47,269	47,742
15	48,503	48,988
16	49,620	50,116
17	50,739	51,246
18	51,837	52,355
19	52,969	53,499
20	53,554***	54,090***
21	54,679	55,226
22	55,658	56,215
23	56,738	57,305
24	57,705	58,282
25	58,741	59,328
26	59,749	60,346
27	60,781	61,389
28	61,827	62,445
29	62,876	63,505
30	63,924	64,563
31	64,961	65,611
32	66,016	66,676
33	67,071	67,742
34	68,151	68,833
35	69,228	69,920
36	70,337	71,040
37	71,427	72,141
38	72,529	73,254
39	73,616	74,352
40	74,702	75,449
41	75,795	76,553
42	76,885	77,654
43	77,975	78,755

44	79,071	79,862
45	80,164	80,966
46	81,257	82,070
47	82,356	83,180
48	83,446****	84,280****
49	84,539****	85,384****
50	85,632****	86,488****

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.

## EDUCATIONAL PSYCHOLOGISTS

### EDUCATIONAL PSYCHOLOGISTS - SCALE A

#### Spine point Salary from 1.9.09 Salary from 1.09.13 (1% increase)

1	33,934	34,273
2	35,656	36,013
3	37,378	37,752
4	39,100	39,491
5	40,822	41,230
6	42,544	42,969
7	44,165	44,607
8	45,786	46,244
9	47,305*	47,778*
10	48,825*	49,313*
11	50,243*	50,745*

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 – SCALE B

#### Spine point Salary from 1.9.09 Salary from 1.09.13 (1% increase)

1	42,544	42,969
2	44,165	44,607
3	45,786*	46,244*
4	47,305	47,778
5	48,825	49,313
6	50,243	50,745
7	50,825	51,333
8	51,912	52,431
9	52,989	53,519
10	54,085	54,626
11	55,159	55,711
12	56,255	56,818
13	57,370	57,944
14	58,447**	59,031**
15	59,575**	60,171**
16	60,693**	61,300**
17	61,818**	62,436**
18	62,942**	63,571**

#### 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

## EDUCATIONAL PSYCHOLOGISTS

### TRAINEE EDUCATIONAL PSYCHOLOGISTS

#### Spine point Salary from 1.9.09 Salary from 1.09.13 (1% increase)

1	21,801	22,019
2	23,397	23,631
3	24,991	25,241
4	26,587	26,853
5	28,182	28,464
6	29,777	30,075

**EDUCATIONAL PSYCHOLOGISTS**

**ASSISTANT EDUCATIONAL PSYCHOLOGISTS**

**Spine point Salary from 1.9.09 Salary from 1.09.13 (1% increase)**

1	26,799	27,067
2	27,893	28,172
3	28,988	29,278
4	30,076	30,377

## YOUNG PEOPLE'S/COMMUNITY SERVICE MANAGERS

### Spine Point Salary from 1.9.09 Salary from 1.09.13

1	33,555	33,891
2	34,653	35,000
3	35,751	36,109
4	36,871*	37,240*
5	38,009	38,389
6	39,120	39,511
7	40,256**	40,659**
8	41,547	41,962
9	42,258	42,681
10	43,357	43,791
11	44,450	44,895
12	45,546	46,001
13	46,633	47,099
14	47,731	48,208
15	48,831	49,319
16	49,933	50,432
17	51,042	51,552
18	52,142	52,663
19	53,237	53,769
20	54,355***	54,899***
21	55,496***	56,051***
22	56,661***	57,228***
23	57,851***	58,430***
24	59,066***	59,657***

#### Notes:

The minimum Young People's/Community Service Managers 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 Young People's/Community Service  
Managers 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



## LONDON AREA PAYMENTS

With effect from 1 September 2013 staff in the London area shall receive the following:

- (a) at the rate of £2,932 per annum to officers serving in the inner area.
- (b) at the £1,933 per annum to officers serving in the Outer area.
- (c) at the rate of £747 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.