



# Agenda Item 18.a

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

24 February 2022

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 222

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#### SOULBURY PAY AGREEMENT: 2021

Following negotiations, we can confirm that the Soulbury Committee has reached an agreement on a pay award for 2021 which is as follows:

- an increase of 1.75% 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 2021 (to be backdated);
- an increase of 1.75% on all London and Fringe area allowances on 1 September 2021 (to be backdated).

The Soulbury Committee has also agreed to discussions on a without prejudice basis to review the current Soulbury pay structure and the role of the Soulbury Officer,

A revised salary scale is attached for your information (Appendix I).

Yours sincerely



David Algie  
Employers Side Secretariat



David Powell  
Officers' Side Secretary

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**Educational Improvement Professionals**

<b>SCP</b>	<b>01.09.20</b>	<b>01.09.21</b>
1	36419	37056
2	37723	38383
3	38955	39637
4	40203	40907
5	41443	42168
6	42684	43431
7	43988	44758
8	45243*	46035*
9	46705	47522
10	48009	48849
11	49295	50158
12	50541	51425
13	51951**	52860**
14	53209	54140
15	54598	55553
16	55854	56831
17	57114	58113
18	58350	59371
19	59625	60668
20	60283***	61338***
21	61549	62626
22	62653	63749
23	63867	64985
24	64956	66093
25	66121	67278
26	67257	68434
27	68419	69616
28	69597	70815
29	70777	72016
30	71956	73215
31	73124	74404
32	74311	75611
33	75498	76819
34	76714	78056
35	77927	79291
36	79174	80560
37	80402	81809
38	81642	83071
39	82866	84316
40	84089	85561
41	85318	86811

42	86546	88061
43	87773	89309
44	89006	90564
45	90236	91815
46	91468	93069
47	92705	94327
48	93930****	95574****
49	95160****	96825****
50	96392****	98079****

### Notes to Educational Improvement Professionals above

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

SCP	01.09.20	01.09.21
1	37772	38433
2	39008	39691
3	40243	40947
4	41505*	42231*
5	42786	43535
6	44036	44807
7	45314**	46107**
8	46767	47585
9	47568	48400
10	48806	49660
11	50036	50912
12	51269	52166
13	52493	53412
14	53729	54669
15	54966	55928
16	56207	57191
17	57455	58460
18	58695	59722
19	59927	60976
20	61186***	62257***

21	62469***	63562***
22	63782***	64898***
23	65120***	66260***
24	66486***	67650***

### **Notes to Young People's / Community Service Manager above**

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>01.09.20</b>	<b>01.09.21</b>
1	24541	24970
2	26337	26798
3	28131	28623
4	29929	30453
5	31724	32279
6	33520	34107

### **Assistant Educational Psychologists**

<b>SCP</b>	<b>01.09.20</b>	<b>01.09.21</b>
1	30166	30694
2	31399	31948
3	32630	33201
4	33856	34448

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

<b>SCP</b>	<b>01.09.20</b>	<b>01.09.21</b>
1	38197	38865
2	40136	40838
3	42075	42811
4	44012	44782
5	45951	46755

6	47889	48727
7	49714	50584
8	51538	52440
9	53247*	54179*
10	54959*	55921*
11	56554*	57544*

### **Notes to Educational Psychologists - Scale A above**

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.*

### **Senior and Principal Educational Psychologists**

<b>SCP</b>	<b>01.09.20</b>	<b>01.09.21</b>
1	47889	48727
2	49714	50584
3	51538*	52440*
4	53247	54179
5	54959	55921
6	56554	57544
7	57209	58210
8	58433	59456
9	59646	60690
10	60880	61945
11	62090	63177
12	63323	64431
13	64577	65707
14	65790**	66941**
15	67061**	68235**
16	68318**	69514**
17	69585**	70803**
18	70850**	72090**

### **Notes to Senior and Principal Educational Psychologists above**

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 2021 staff in the London area shall receive the following:

- (a) at the rate of £3327 per annum to officers serving in the **Inner** area.
- (b) at the rate of £2195 per annum to officers serving in the **Outer** area.
- (c) at the rate of £848 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

# National Joint Council for local government services

**Employers' Secretary**  
Naomi Cooke

**Trade Union Secretaries**  
Rehana Azam, GMB

Mike Short, UNISON

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**To: Chief Executives in England, Wales and N Ireland  
(copies for HR and Finance Directors)  
Members of the National Joint Council**

28 February 2022

Dear Chief Executive,

## **LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2021-22**

### **Pay**

Agreement has been reached on rates of pay applicable from **1 April 2021**.

Employers are encouraged to implement this pay award as swiftly as possible.

The new pay rates are attached at **Annex 1**. The new rates for allowances, uprated by 1.75 per cent, are set out at **Annex 2**.

The NJC has agreed to recommence the review of Term-Time Only working arrangements, which was paused at the outbreak of the pandemic.

The NJC has also agreed to enter into discussions on homeworking policies, mental health support and maternity etc leave.

### **Backpay for employees who have left employment since 1 April 2021**

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2021 to the employee's last day of employment.

When salary arrears are paid to ex-employees who were in the LGPS, the employer must inform its local LGPS fund. Employers will need to amend the CARE and final pay figures (if the ex-employee has pre-April 2014 LGPS membership) accordingly. Further detail is provided in [section 15 of the HR guide](#) which is available on the [employer resources section](#) of [www.lgpsregs.org](http://www.lgpsregs.org)



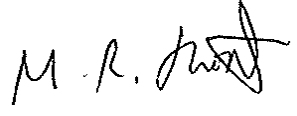
Yours sincerely,

*Naomi  
Cooke*

**Naomi Cooke**



**Rehana Azam**



**Mike Short**

SCP	01-Apr-20		01-Apr-21	
	per annum	per hour	per annum	per hour
1	£17,842	£9.25	£18,333	£9.50
2	£18,198	£9.43	£18,516	£9.60
3	£18,562	£9.62	£18,887	£9.79
4	£18,933	£9.81	£19,264	£9.99
5	£19,312	£10.01	£19,650	£10.19
6	£19,698	£10.21	£20,043	£10.39
7	£20,092	£10.41	£20,444	£10.60
8	£20,493	£10.62	£20,852	£10.81
9	£20,903	£10.83	£21,269	£11.02
10	£21,322	£11.05	£21,695	£11.25
11	£21,748	£11.27	£22,129	£11.47
12	£22,183	£11.50	£22,571	£11.70
13	£22,627	£11.73	£23,023	£11.93
14	£23,080	£11.96	£23,484	£12.17
15	£23,541	£12.20	£23,953	£12.42
16	£24,012	£12.45	£24,432	£12.66
17	£24,491	£12.69	£24,920	£12.92
18	£24,982	£12.95	£25,419	£13.18
19	£25,481	£13.21	£25,927	£13.44
20	£25,991	£13.47	£26,446	£13.71
21	£26,511	£13.74	£26,975	£13.98
22	£27,041	£14.02	£27,514	£14.26
23	£27,741	£14.38	£28,226	£14.63
24	£28,672	£14.86	£29,174	£15.12
25	£29,577	£15.33	£30,095	£15.60
26	£30,451	£15.78	£30,984	£16.06
27	£31,346	£16.25	£31,895	£16.53
28	£32,234	£16.71	£32,798	£17.00
29	£32,910	£17.06	£33,486	£17.36
30	£33,782	£17.51	£34,373	£17.82
31	£34,728	£18.00	£35,336	£18.32
32	£35,745	£18.53	£36,371	£18.85
33	£36,922	£19.14	£37,568	£19.47
34	£37,890	£19.64	£38,553	£19.98
35	£38,890	£20.16	£39,571	£20.51
36	£39,880	£20.67	£40,578	£21.03
37	£40,876	£21.19	£41,591	£21.56
38	£41,881	£21.71	£42,614	£22.09
39	£42,821	£22.20	£43,570	£22.58
40	£43,857	£22.73	£44,624	£23.13
41	£44,863	£23.25	£45,648	£23.66
42	£45,859	£23.77	£46,662	£24.19
43	£46,845	£24.28	£47,665	£24.71

NB: hourly rate calculated by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week)

Part 3 Paragraph 2.6(e) Sleeping-in Duty Payment:

**1 April 2021**  
£37.72

**RATES OF PROTECTED ALLOWANCES AT 1 APRIL 2021  
(FORMER APT&C AGREEMENT (PURPLE BOOK))**

**Paragraph 28(3) Nursery Staffs in Educational Establishments - Special Educational Needs Allowance**

**1 April 2021**  
£1,347

**Paragraph 28(14) Laboratory / Workshop Technicians**

City and Guilds Science Laboratory Technician's Certificate Allowance:

**1 April 2021**  
£219

City and Guilds Laboratory Technician's Advanced Certificate Allowance:

**1 April 2021**  
£159

**Paragraph 32 London Weighting and Fringe Area Allowances £ Per Annum**

Inner Fringe Area:

**1 April 2021**  
£914

Outer Fringe Area:

**1 April 2021**  
£637

**Paragraph 35 Standby Duty Allowance - Social Workers (1)(a)(i) Allowance - Per Session**

**1 April 2021**  
£30.35

## **FORMER MANUAL WORKER AGREEMENT (WHITE BOOK)**

### **Section 1 Paragraph 3 London and Fringe Area Allowances £ Per Annum**

Inner Fringe Area:

**1 April 2021**

£914

Outer Fringe Area:

**1 April 2021**

£637