



Report of the Cabinet Member for Delivery and Operations

Council – 1 October 2020

Pay Policy Statement 2020-2021

Purpose:	To approve the Updated Pay Policy Statement 2020-2021.
Policy Framework:	<i>Council Constitution</i>
Consultation:	Human Resources, Legal, Finance and Access to Services.
Recommendation:	It is recommended that Council: 1) Approves the Pay Policy Statement 2020-2021 as attached at Appendix A for publication.
Report Author:	Adrian Chard
Finance Officer:	Ben Smith
Legal Officer:	Tracey Meredith
Access to Services Officer:	Rhian Millar

1. Introduction

The Pay Policy Statement for 2020/21 was approved for publication under delegated powers in March 2020 due to COVID 9. The purpose of this updated statement is to reflect pay awards agreed since March and the current position with regard to Exit Cap and Recovery Provisions (Section 4.10).

- 1.1 Under Section 112 of the Local Government Act 1972 the Council has 'the power to appoint officers on such reasonable terms and conditions as the Authority thinks fit'. This Pay Policy statement sets out the Council's approach to Pay Policy in accordance with the requirements of 38 (1) of the Localism Act 2011 which requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement for each financial year, detailing:
- The Authority's policies towards all aspects and elements of the remuneration of Chief Officers;
 - Their approach to the publication of and access to information relating to all aspects of the remuneration of Chief Officers;

- The Authority's policies towards the remuneration of its lowest paid employees (including the definition adopted and reasons for it);
- The relationship between the remuneration of its Chief Officers and other employees.

1.2 The updated annual Pay Policy is attached at **Appendix A**.

2. Content of the Pay Policy Statement

2.1 The Pay Policy Statement outlines the Council's implementation of:

- The broad principles of the pay strategy which include:
 - Transparency, accountability and value for money
 - Pay and Reward Strategy
 - NJC Pay Structure
 - The national pay grades - Soulbury committee
 - Job evaluation
 - National minimum wage/national living wage/living wage
 - Market Supplements & Honorariums
 - Pay and Performance
 - Exit Cap and recovery provisions
- Chief Officer Pay
- Teachers' Pay
- Publication
- Pay relativities within the Authority
- Independent Remuneration Panel
- Accountability and Decision Making
- Re-employment

3. Financial Implications

3.1 The costs arising from the Council's Pay Policy Statement are reflected in the 2020/2021 Budget

4. Legal Implications

4.1 Under s 38(1) Localism Act 2011, the Council is required to approve its Pay Policy Statement by 31 March each year. Section 39 provides that an Authority may by resolution amend its pay policy statement and thereafter must publish the Pay Policy Statement.

5. Equality and Engagement Implications

5.1 The Council is subject to the Public Sector Equality Duty (Wales) and must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Our Equality Impact Assessment process ensures that we have paid due regard to the above.

- 5.2 The Pay Policy Statement for 2020/21 has taken all necessary steps to assure the Council that we meet the required standard.
- 5.3 An EIA screening has been undertaken and the assessment indicated that there was a low impact on the workforce (**Appendix B**).

Background Papers: None.

Appendices:

Appendix A - Draft Pay Policy Statement 2019/2020.

Appendix B - Equality Impact Assessment Screening.

PAY POLICY STATEMENT 2020/21

Table of Contents

1.	Policy Statement	5
2.	Legislative Framework	5
3.	Policy Scope	6
4.	Principles of the Pay Strategy	6
4.1	Transparency, accountability and value for money	6
4.2	Development of Pay and Reward Strategy	6
4.3	NJC Pay Structure	7
4.4	National Pay Grades - Soulbury Committee	7
4.5	Job Evaluation	8
4.6	National Minimum Wage/National Living Wage/Living Wage	8
4.7	Market Supplements	8
4.8	Honorary Payments	9
4.9	Pay and Performance	9
4.10	Exit Cap and Recovery Provisions	9
5.	Chief Officer Pay	10
5.1	Definitions of Chief Officer & Pay Levels	10
5.2	Chief Officer Job Evaluation	10
5.3	Recruitment of Chief Officers	10
5.4	Additions to salary of Chief Officers	11
5.5	Pay Increases - Chief Officers	11
5.6	Payments on Termination	11
6.	Teachers Pay	12
7.	Publication	12
8.	Pay relativities across the authority	13
9.	Independent Remuneration Panel for Wales	13
10.	Accountability and decision making	14
11.	Re-employment procedures	14
11.	Monitoring and review	14
	ANNEX A: NJC Pay Scale and Swansea April 2020/21	15
	ANNEX B: Chief Officers Pay 2020/21	16
	ANNEX B: Chief Officers Pay 2019/20	Error! Bookmark not defined.
	ANNEX C Soulbury 2020/21 (implemented from September 2020)	17

1. Policy Statement

- 1.1 Under Section 112 of the Local Government Act 1972 the Council has 'the power to appoint officers on such reasonable terms and conditions as the Authority thinks fit'. This Pay Policy statement sets out the Council's approach to Pay Policy in accordance with the requirements of 38 (1) of the Localism Act 2011 which requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement for each financial year, detailing:
- a) The Authority's Policies towards all aspects and elements of the remuneration of Chief Officers
 - b) Their approach to the publication of and access to information relating to all aspects of the remuneration of Chief Officers
 - c) The Authority's Policies towards the remuneration of its lowest paid employees (including the definition adopted and reasons for it)
 - d) The relationship between the remuneration of its Chief Officers and other employees.
- 1.2 Local Authorities are large complex organisations with multi-million pound budgets. They have a very wide range of functions and provide and/or commission a wide range of essential services. The general approach to remuneration levels may therefore differ from one group of employees to another to reflect specific circumstances at a local, Welsh or UK national level. It will also need to be flexible when required to address a variety of changing circumstances whether foreseeable or not.
- 1.3 The global economic crisis and the reduction in budgets during the current Comprehensive Spending Review (CSR) period has necessitated councils going through unprecedented and painful cuts in jobs and services in response. This process has avoided some of the potential financial difficulties for councils but has been essentially reactive, and will require ongoing strategic review going forward.
- 1.4 As required by legislation, full Council approved the Pay Policy in 2012 and this policy statement came into immediate effect. The Policy is subject to review on a minimum of an annual basis in accordance with the relevant legislation.

2. Legislative Framework

- 2.1 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes the
- a) Equality Act 2010
 - b) Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000
 - c) Agency Workers Regulations 2010 and where relevant, the
 - d) Transfer of Undertakings (Protection of Earnings) Regulations

3. Policy Scope

- 3.1 The Localism Act 2011 required Authorities to develop and make public their Pay Policy on all aspects of Chief Officer Remuneration (including on ceasing to hold office), and that pertaining to the 'lowest paid' in the Authority, explaining their Policy on the relationship between remuneration for Chief Officers and other groups. However, in the interests of transparency and accountability the Council has chosen to take a broader approach and produce a Policy covering all employee groups with the exception of School Teachers (as the remuneration for this latter group is set by the Secretary of State and therefore not in Local Authority control).
- 3.2 Nothing within the provisions of the Localism Act 2011 detract from the Council's autonomy in making decisions on pay that are appropriate to local circumstances and which deliver value for money for local tax payers. However, this Policy will be complied with in setting remuneration levels for all groups within its scope.

4. Principles of the Pay Strategy

4.1 Transparency, accountability and value for money

- 4.1.1 The Council is committed to an open and transparent approach to pay policy which will enable the tax payer to access, understand and assess information on remuneration levels across all groups of council employees. To this end the following are provided as Appendices to this policy:-
- i) Swansea Council's Employee Pay Scales, Local Government Services Employees (Annex A)
 - ii) Swansea Council's Chief Officer Pay Scales (Annex B)
 - iii) National Pay Grades - Soulbury (Annex C)
 - iv) JNC Chief Officer Terms and Conditions (available upon request from Human Resources)
 - v) JNC Chief Officer Employment Rules (as per Council Constitution) (<http://democracy.swansea.gov.uk/documents/s31874/CouncilConstitutionNovember2016.pdf>)
 - iii) Policy on Redundancy and Severance Payments (<http://www.swansea.gov.uk/redundancyandredployment>)

4.2 Development of Pay and Reward Strategy

- 4.2.1 The primary aim of a reward strategy is to attract, retain and motivate suitably skilled staff so that the Authority can perform at its best. The biggest challenge for the Council in the current circumstances is to maximise productivity and efficiency within current resources. Pay Policy then is a matter of striking a sometimes difficult balance between setting remuneration levels at appropriate levels to facilitate a sufficient supply of appropriately skilled individuals to fill the Authority's very wide range of posts, and ensuring that the burden on the taxpayer does not become greater than can be fully and objectively justified.

- 4.2.2 In this context it does need to be recognised that at the more senior grades in particular remuneration levels need to enable the attraction of a suitably wide pool of talent (which will ideally include people from the private as well as public sector and from outside as well as within Wales), and the retention of suitably skilled and qualified individuals once in post. It must be recognised that the Council will often be seeking to recruit in competition with other good public and private sector employers.
- 4.2.3 In addition, the Council is the major employer in the area. As such we must have regard to our role in improving the economic well-being of the people of the City & County. The availability of good quality employment on reasonable terms and conditions and fair rates of pay has a beneficial impact on the quality of life in the community as well as on the local economy. The Council also has a role in setting a benchmark example on pay and conditions to other employers in the area for the same reasons.
- 4.2.4 In designing, developing and reviewing its Pay and Reward Strategy, the Council will seek to balance these factors appropriately to maximise outcomes for the organisation and the community it serves, while managing pay costs appropriately and maintaining sufficient flexibility to meet future needs. This Pay Policy will be reviewed on an annual basis in line with our strategy for pay and approved annually by the Full Council.

4.3 NJC Pay Structure

- 4.3.1 The Council uses the nationally negotiated pay spine as the basis for its grading structure. This determines the salaries of the larger majority of the non-teaching workforce, together with the use of other nationally defined rates where relevant.
- 4.3.2 Pay rates for the period 1st April 2020 to March 31st 2021 have been agreed and are available in Annex A.
- 4.3.3 All other pay related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time in accordance with collective bargaining machinery and/or as determined by Council Policy.
- 4.3.4 New appointments will normally be made at the minimum of the relevant grade, although this can be varied where necessary to secure the best candidate.
- 4.3.5 All future pay nationally negotiated pay increases for NJC staff will follow the same process as for Chief Officers; see Paragraph 5.5.1 below. The Authority will therefore pay future pay rises as and when determined in accordance with contractual requirements.

4.4 National Pay Grades - Soulbury Committee

- 4.4.1 The Soulbury Committee has its own pay scales and includes the following groups of staff:-
- i) Educational Inspectors and Advisers
 - ii) Educational Psychologists
 - iii) Youth and Community Service Officers

4.4.2 In addition to the annual pay increase, the Soulbury Committee determines the national salary framework. On other conditions of service issues, the Soulbury agreement ensures that Soulbury officers have conditions which are not less favourable than other local government staff employed in the authority they work in.

4.4.3 All future pay nationally negotiated pay increases for Soulbury staff will follow the same process as for Chief Officers; see Paragraph 5.5.1 below. The Authority will therefore pay future pay rises as and when determined in accordance with contractual requirements.

4.4.4 The current pay rates for this group of staff are attached at **Annex C**.

4.5 Job Evaluation

4.5.1. Job evaluation is a systematic way of determining the value/worth of a job in relation to other jobs within an organisation. It aims to make a systematic comparison between jobs to assess their relative worth for the purpose of establishing a rational pay structure and pay equity between jobs.

4.5.2. The Council implemented Single Status for all staff in terms of Pay & Grading and Terms & Conditions on 1st April 2014. The concept of equality was central to this work and our Equality Impact Assessment (EIA) process has been utilised throughout. It has already informed the Council's negotiating position in relation to a number of Terms and Conditions. The Council engaged Northgate to assist us to carry out an EIA in respect of our new pay model.

4.6 National Minimum Wage/National Living Wage/Living Wage

4.6.1 As part of the NJC National Pay Negotiations for 2018/2019 and 2019/2020, there was agreement to completely revise the NJC National Pay Spine to take account of the National Living Wage.

4.6.2 The revised Living Wage rates will be included for consideration and implementation in line with the nationally agreed pay award.

4.6.3 The current NJC pay scales and how they are implemented to the current Swansea Council Pay Structure is included in ANNEX A.

4.7 Market Supplements

4.7.1 Job evaluation has enabled the Council to set appropriate remuneration levels based on internal job size relativities within the council. However, from time to time it may be necessary to take account of the external pay market in order to attract and retain employees with particular experience, skills and capacity.

4.7.2 It is the Council's policy that any such additional payments be kept to a minimum and be reviewed on a regular basis so that they can be withdrawn where no longer considered necessary, as set out in the Market Supplement Procedure.

4.7.3 Where there are specialist technical roles required within a service, and the recruitment process has failed to deliver appropriately qualified suitable

candidates for the role on offer, the Head of Service will submit a full business case for the additional market supplement payment, based on current labour market research for these required skills, to Corporate Management Team.

- 4.7.4 2019/20 budget proposals identified savings of 50% of market supplement payments. The review of the Market Supplement Policy deemed that the information was duplicated within the Pay Policy Statement, and therefore was replaced with Procedure and Guidance.

4.8 Honorarium Payments

- 4.8.1 The Council recognises that it may be necessary from time to time to apply an additional payment when an employee is requested to 'act up' into a higher graded post or temporarily undertake additional duties associated with a higher graded post.
- 4.8.2 In these circumstances, honoraria payments may be made and the Honoraria Procedure seeks to ensure that honoraria payments are transparent, properly considered, subject to proper review and implemented on a consistent basis.
- 4.8.3 2019/20 budget proposals identified savings of 50% of honoraria payments and resulted in a review of the policy. The review deemed that the information was duplicated in the Pay Policy Statement, and therefore was replaced with Procedure and Guidance.

4.9 Pay and Performance

- 4.9.1 The Council expects high levels of performance from all employees and has a performance review process in place to monitor, evaluate and manage performance on an ongoing basis.
- 4.9.2 For Chief Officers, the annual increment (if not already at top of scale) is only awarded once the Performance Review has been deemed to be satisfactory.

4.10 Exit Cap and Recovery Provisions

- 4.10.1 In 2017, the UK Government intended to introduce Regulations that will impose a cap of £95,000 on exit payments for public sector workers. It also intends to develop regulations to enable the recovery of exit payments made to employees who leave the public sector and return within 12 months; although the timetable for these regulations is not as clear.
- 4.10.2 Consultations have commenced and are ongoing in relation to these proposals. Council Policies will be updated at the appropriate time to take account of any changes.
- 4.10.3 The Strategic HR&OD Manager will ensure that if there is a decision made regarding this matter, the appropriate actions will be taken to ensure compliance.

5.1 Definitions of Chief Officer & Pay Levels

5.1.1 For the purposes of this statement, 'Chief Officers' are as defined within S43 of the Localism Act. The posts falling within the statutory definition of S43 of the Localism Act are set out below: (details of the salary of each are included at Annex C).

- a) Chief Executive
- b) Deputy Chief Executive/Director of Resources
- c) Corporate Directors
- d) Chief Officers
- e) Heads of Service

5.1.2 No bonus or performance related pay mechanism is applicable to Chief Officers' pay; although the annual increment (if not already at top of scale) is only awarded once the Annual Performance Review has been deemed as satisfactory. The Chief Executive is on a spot salary, with no incremental progression.

5.1.3 In respect of the nationally agreed JNC Pay Award for the Chief Executive's salary, half is afforded automatically with the other half subject to the performance rating at the Annual Performance Review. The current Chief Executive is on a spot salary with no incremental progression.

5.2 Chief Officer Job Evaluation

5.2.1 Director and Head of Service level posts were job evaluated in 2009 using the GLPC Job Evaluation Scheme for Chief Officers in Local Government (1993). The Scheme was revised in 2016 and is the one currently in use.

5.3 Recruitment of Chief Officers

5.3.1 The Council's Policy and Procedures with regard to recruitment of Chief Officers is contained within the Officer Employment Procedure Rules as set out in Part 4 of the Constitution. The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment.

5.3.2 There is a requirement under the Welsh Government Regulations that all vacant posts with a salary of over £100,000 are publicly advertised. The only exception to this new rule is where the appointment is for 12 months or less. It is also possible to divide up the duties from one deleted Chief Officer posts between other existing post holders.

5.3.3 Where the Council remains unable to recruit Chief Officers under a contract of service, or there is a need for interim support to provide cover for a vacant substantive Chief Officer post, the Council will, where necessary, consider and utilise engaging individuals under 'contracts for service'. These will be sourced through a relevant procurement process ensuring the Council is able to demonstrate the maximum value for money benefits from competition in securing the relevant service. The Council does not currently have any Chief

Officers engaged under such arrangements.

5.4 Additions to salary of Chief Officers

- 5.4.1. The Council does not apply any bonuses or performance related pay to its Chief Officers. However, the annual increment (if not already at top of scale) is only awarded once the annual Review has been deemed as satisfactory.
- 5.4.2 The Council does pay all reasonable travel and subsistence expenses on production of receipts and in accordance with JNC conditions and other local conditions.
- 5.4.3. The cost of membership of one half of a professional body is met by the Authority if it is deemed an essential requirement of the post.
- 5.4.4. The Chief Executive's salary and Job Description include his role as Returning Officer for Local Government Elections. All other Elections and referenda are not included and are covered by the JNC Terms and Conditions of Employment.

5.5 Pay Increases - Chief Officers

- 5.5.1 The Council employs Chief Officers under JNC terms and conditions which are incorporated in their contracts. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group, and any award of same is determined on this basis. Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises and this Council will therefore pay these as and when determined in accordance with current contractual requirements.
- 5.5.2 Pay rates for the period 1st April 2020 to March 31st 2021 is attached at **Annex B**.

5.6 Payments on Termination

- 5.6.1 The Council's approach to statutory and discretionary payments on termination of employment of Chief Officers (and all other employees), prior to reaching normal retirement age, is set out within its Early Retirement & Redundancy Policy in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006. This is in respect of a redundancy payment being based on actual weekly earnings (Regulation 5) and when an enhanced redundancy payment of up to 45 weeks' pay would be granted (Regulation 6). Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007 do not apply as the Authority does not increase the total membership of active members (Regulation 12) or award additional pension (Regulation 13).
- 5.6.2 Any other payments falling outside the provisions or the relevant periods of contractual notice shall be subject to a formal decision made by the Chief Executive and Leader of the Council or relevant Elected Members, Committee or Panel of Elected Members with delegated authority to approve such payments.

- 5.6.3 The Authority will comply with the Welsh Government's guidance that full Council should be given the opportunity to vote before large severance packages beyond a particular threshold are approved for staff leaving the organisation. The guidance states *that "as with salaries on appointment, the Welsh Ministers consider £100,000 is the right level for that threshold to be set. Members must be made aware of any statutory or contractual entitlements due to the employee and the consequences of a non-approval by Council, in which failure to fulfil the statutory or contractual obligations may enable the employee to claim damages for breach of contract"*.
- 5.6.4 When calculating the value of a severance package, the following payments should include the following items:-
- a) salary paid in lieu
 - b) lump sum redundancy/severance payment
 - c) cost to the Authority of the strain on the pension fund arising from providing early access to an unreduced pension

6. Teachers Pay

- 6.1 The Teachers Pay Policy provides a framework for making decisions on Teachers' pay. It has been developed to comply with the requirements of the School Teachers' Pay and Conditions Document (STPCD) and has been the subject of consultation with ASCL, ATL, NAHT, NASUWT, NUT AND UCAC.
- 6.2 A Policy is provided to all schools each year within the Authority with a recommendation that the Governing Body adopt it. A copy of the Policy is available on request.

7. Publication

- 7.1 Upon approval by the full Council, this statement will be published on the Council's Website. In addition, for posts where the full time equivalent salary is at least £60,000, as required under the Accounts and Audit (Wales) (Amendment) Regulations 2010, the Councils Annual Statement of Accounts will include a note setting out the total amount of:
- salary, fees or allowances paid to or receivable by the person in the current and previous year;
 - any bonuses so paid or receivable by the person in the current and previous year;
 - any sums payable by way of expenses allowance that are chargeable to UK income tax;
 - any compensation for loss of employment and any other payments connected with termination;
 - any benefits received that do not fall within the above

8. Pay relativities across the authority

- 8.1 The lowest paid persons employed under a Contract of Employment with the Council are employed on full time [37 hours] equivalent salaries in accordance with the minimum spinal column point currently in use within the Council's grading structure. The Council employs Apprentices [and other such Trainees] who are not included within the definition of 'lowest paid employees' as they are not employed under Contracts of Employment.
- 8.2 The relationship between the rate of pay for the lowest paid and Chief Officers is determined by the processes used for determining pay and grading structures as set out earlier in this Policy Statement.
- 8.3 The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010). The Hutton Report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. The report concluded that the relationship to median earnings was a more relevant measure and the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the median average salary of the whole of the Authority's workforce.
- 8.4 The current pay levels within the Council define the multiple between the lowest paid (full time equivalent) employee and the Chief Executive as 1.10 and between the lowest paid employee and average Chief Officer as 1:5.
- 8.5 The multiple between the median (average) full time equivalent earnings and the Chief Executive is 1:5 and between the median (average) full time equivalent earnings and average Chief Officer is 1:3.
- 8.6 As part of its overall and ongoing monitoring of alignment with external pay markets, both within and outside the sector, the Council will use available benchmark information as appropriate.

9. Independent Remuneration Panel for Wales

- 9.1 This is in respect of the salary of the Head of Paid Service/Chief Executive and Chief Officers whereby Authorities will pay due regard to any recommendation received from the Independent Remuneration Panel (IRP) when performing its functions under Section 38 of the Localism Act 2011.
- 9.2 A referral was made to the IRP in 2018 due the senior management restructure. It was determined by the panel that the panel approved the proposal to increase the salary of the Chief Legal Officer and determined that the other proposals for new posts were outside of their remit.
- 9.3 A further referral was made in February 2019 due to the interim appointment of Head of Paid Service/Chief Executive and it was determined by the panel to approve the proposal.

10. Accountability and decision making

- 10.1 In accordance with the Constitution of the Council, the Cabinet is responsible for decision making in relation to the recruitment, pay, terms and conditions and severance arrangements in relation to employees of the Council.

11. Re-employment procedures

- 10.1 No Chief Officer who was previously made redundant or granted early retirement from the Council will be later re-employed or re-engaged either as an employee (Contract of Service), as a Consultant (Contract for Service) or through an external contractor commissioned to work on behalf of the Council save for in exceptional circumstances when a meeting of Council may waive this requirement.”
- 10.2 The Authority will inform Chief Officers on appointment who are in receipt of a pension under the LGPS from a previous employer that they must inform their Pension Fund Provider of their re-employment in Local Government. The appropriate abatement rules can then be applied.

11. Monitoring and review

- 11.1 The Policy outlines the current position in respect of pay and reward across the Council and it will continue to be monitored over the next year to ensure that it meets the principles of fairness, equality, accountability and value for money for citizens of Swansea.
- 11.2 The Policy will be reviewed annually and reported to Council.

ANNEX A: NJC Pay Scale and Swansea April 2020/21

GRADE	SCP 19/20	HOURLY RATE 19/20	SALARY 19/20	HOURLY RATE 20/21	SALARY 20/21
GRADE 1	1	£9.00	£17,364.00	£9.25	17,842.00
GRADE 2	3	£9.36	£18,065.00	£9.62	18,562.00
GRADE 3	4	£9.55	£18,426.00	£9.81	18,933.00
GRADE 4	5	£9.74	£18,795.00	£10.01	19,312.00
	6	£9.94	£19,171.00	£10.21	19,698.00
GRADE 5	7	£10.14	£19,554.00	£10.41	20,092.00
	8	£10.34	£19,945.00	£10.62	20,493.00
	9	£10.54	£20,344.00	£10.83	20,903.00
GRADE 6	11	£10.97	£21,166.00	£11.27	21,748.00
	12	£11.19	£21,589.00	£11.50	22,183.00
	14	£11.64	£22,462.00	£11.96	23,080.00
	15	£11.88	£22,911.00	£12.20	23,541.00
	17	£12.35	£23,836.00	£12.69	24,491.00
GRADE 7	19	£12.85	£24,799.00	£13.21	25,481.00
	20	£13.11	£25,295.00	£13.47	25,991.00
	22	£13.64	£26,317.00	£14.02	27,041.00
	23	£13.99	£26,999.00	£14.38	27,741.00
	24	£14.46	£27,905.00	£14.86	28,672.00
GRADE 8	25	£14.92	£28,785.00	£15.33	29,577.00
	26	£15.36	£29,636.00	£15.78	30,451.00
	27	£15.81	£30,507.00	£16.25	31,346.00
	28	£16.26	£31,371.00	£16.71	32,234.00
	29	£16.60	£32,029.00	£17.06	32,910.00
GRADE 9	30	£17.04	£32,878.00	£17.51	33,782.00
	31	£17.52	£33,799.00	£18.00	34,728.00
	32	£18.03	£34,788.00	£18.53	35,745.00
	33	£18.63	£35,934.00	£19.14	36,922.00
	34	£19.11	£36,876.00	£19.64	37,890.00
GRADE 10	35	£19.62	£37,849.00	£20.16	38,890.00
	36	£20.12	£38,813.00	£20.67	39,880.00
	37	£20.62	£39,782.00	£21.19	40,876.00
	38	£21.13	£40,760.00	£21.71	41,881.00
	39	£21.60	£41,675.00	£22.20	42,821.00
GRADE 11	40	£22.12	£42,683.00	£22.73	43,857.00
	41	£22.63	£43,662.00	£23.25	44,863.00
	42	£23.13	£44,632.00	£23.77	45,859.00
	43	£23.63	£45,591.00	£24.28	46,845.00
	44	£24.14	£46,582.00	£24.81	47,863.00
GRADE 12	45	£24.65	£47,560.00	£25.33	48,868.00
	46	£25.16	£48,545.00	£25.85	49,880.00
	47	£25.69	£49,558.00	£26.39	50,921.00
	48	£26.22	£50,590.00	£26.94	51,982.00
	49	£26.77	£51,644.00	£27.50	53,065.00

ANNEX B: Chief Officers Pay 2020/21

CHIEF EXECUTIVE'S PAY SCALE								
£152,671 fixed point								
DEPUTY CHIEF EXECUTIVE/ DIRECTOR OF RESOURCES								
£115,000 - £125,00								
£120,526								
DIRECTORS' PAY SCALES								
£105,671 to £119,576								
Point 1	Point 2	Point 3	Point 4	Point 5	Point 6	Point 7		
£105,671	£108,451	£109,050	£111,777	£114,504	£117,230	£119,956		
CHIEF OFFICERS								
£88,986 to £109,050								
Point 1	Point 2	Point 3	Point 4	Point 5	Point 6	Point 7	Point 8	Point 9
£88,986	£91,767	£94,548	£97,328	£100,109	£102,889	£105,671	£108,451	£109,050
HEADS OF SERVICE BAND 1								
£72,301 to £88,986								
Point 1	Point 2	Point 3	Point 4	Point 5	Point 6	Point 7		
£72,301	£75,082	£77,862	£80,643	£83,423	£86,206	£88,986		
HEADS OF SERVICE BAND 2								
£61,178 to £77,862								
Point 1	Point 2	Point 3	Point 4	Point 5	Point 6	Point 7		
£61,178	£63,958	£66,740	£69,520	£72,301	£75,082	£77,862		
HEADS OF SERVICE BAND 3								
£55,617 to £66,740								
Point 1	Point 2	Point 3	Point 4	Point 5				
£55,617	£58,343	£61,178	£63,958	£66,740				

ANNEX C Soulbury 2020/21 (implemented from September 2020)

Educational Improvement Professionals SCP	Current	01.09.20
1	35444	36419
2	36713	37723
3	37912	38955
4	39127	40203
5	40334	41443
6	41542	42684
7	42811	43988
8	44032*	45243*
9	45455	46705
10	46724	48009
11	47976	49295
12	49188	50541
13	50561**	51951**
14	51785	53209
15	53137	54598
16	54359	55854
17	55585	57114
18	56788	58350
19	58029	59625
20	58670***	60283***
21	59902	61549
22	60976	62653
23	62158	63867
24	63218	64956
25	64351	66121
26	65457	67257
27	66588	68419
28	67734	69597
29	68883	70777
30	70030	71956
31	71167	73124
32	72322	74311
33	73477	75498
34	74661	76714
35	75841	77927
36	77055	79174
37	78250	80402
38	79457	81642
39	80648	82866
40	81838	84089
41	83035	85318
42	84230	86546
43	85424	87773
44	86624	89006
45	87821	90236
46	89020	91468

47	90224	92705
48	91416****	93930***
49	92613****	95160***
50	93812****	96392***

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.*

Trainee Educational Psychologists SCP	Current	01.09.20
1	23884	24541
2	25632	26337
3	27378	28131
4	29128	29929
5	30875	31724
6	32623	33520

Assistant Educational Psychologists SCP	Current	01.09.20
1	29359	30166
2	30559	31399
3	31757	32630
4	32950	33856

Educational Psychologists - Scale A SCP	Current	01.09.20
1	37175	38197
2	39062	40136
3	40949	42075
4	42834	44012
5	44721	45951
6	46607	47889
7	48383	49714

8	50159	51538
9	51822*	53247*
10	53488*	54959*
11	55040*	56554

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 SCP	Current	01.09.20
1	46607	47889
2	48383	49714
3	50,159*	51538*
4	51822	53247
5	53488	54959
6	55040	56554
7	55678	57209
8	56869	58433
9	58050	59646
10	59251	60880
11	60428	62090
12	61628	63323
13	62849	64577
14	64029**	65790**
15	65266**	67061**
16	66490**	68318**
17	67723**	69585**
18	68954**	70850**

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*