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SOULBURY OFFICERS' PAY AGREEMENTS 2024

Educational Improvement Professionals

SCP	01.09.21	01.09.22	01.09.23	01.09.2024
1	37056	38981	40540	41554
2	38383	40308	41920	42968
3	39637	41562	43224	44305
4	40907	42832	44545	45659
5	42168	44093	45857	47003
6	43431	45356	47170	48349
7	44758	46683	48550	49764
8	46035*	47960*	49878*	51125*
9	47522	49447	51425	52711
10	48849	50774	52805	54125
11	50158	52083	54166	55520
12	51425	53350	55484	56871
13	52860**	54785**	56976**	58400**
14	54140	56065	58308	59766
15	55553	57478	59777	61271
16	56831	58756	61106	62634
17	58113	60038	62440	64001
18	59371	61296	63748	65342
19	60668	62593	65097	66724
20	61338***	63263***	65794***	67439***
21	62626	64551	67133	68811
22	63749	65674	68301	70009
23	64985	66910	69586	71326
24	66093	68018	70739	72507
25	67278	69203	71971	73770
26	68434	70359	73173	75002
27	69616	71541	74403	76263
28	70815	72740	75650	77541
29	72016	73941	76899	78821
30	73215	75140	78146	80100
31	74404	76329	79382	81367
32	75611	77536	80637	82653
33	76819	78744	81894	83941
34	78056	79981	83180	85260
35	79291	81216	84465	86577
36	80560	82485	85784	87929
37	81809	83734	87083	89260
38	83071	84996	88396	90606
39	84316	86241	89691	91933
40	85561	87486	90985	93260
41	86811	88736	92285	94592
42	88061	89986	93585	95925
43	89309	91234	94883	97255

44	90564	92489	96189	98594
45	91815	93740	97490	99927
46	93069	94994	98794	101264
47	94327	96252	100102	102605
48	95574	97499	101399	103934
49	96825	98750	102700	105268
50	98079	100004	104004	106604
51			108164****	110868****
52			112491****	115303****

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	01.09.21	01.09.22	01.09.23	01.09.2024
1	38433	40358	41972	43021
2	39691	41616	43281	44363
3	40947	42872	44587	45702
4	42231*	44156*	45922*	47070*
5	43535	45460	47278	48460
6	44807	46732	48601	49816
7	46107**	48032**	49953**	51202**
8	47585	49510	51490	52777
9	48400	50325	52338	53646
10	49660	51585	53648	54989
11	50912	52837	54950	56324
12	52166	54091	56255	57661
13	53412	55337	57550	58989
14	54669	56594	58858	60329
15	55928	57853	60167	61671
16	57191	59116	61481	63018
17	58460	60385	62800	64370
18	59722	61647	64113	65716
19	60976	62901	65417	67052
20	62257***	64182***	66749***	68418***
21	63562***	65487***	68106***	69809***
22	64898***	66823***	69496***	71233***

23	66260***	68185***	70912***	72685***
24	67650***	69575***	72358***	74167***

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

SCP	01.09.21	01.09.22	01.09.23	01.09.2024
1	24970	26895		
2	26798	28723	29872	30619
3	28623	30548	31770	32564
4	30453	32378	33673	34515
5	32279	34204	35572	36461
6	34107	36032	37473	38410

Assistant Educational Psychologists

SCP	01.09.21	01.09.22	01.09.23	01.09.2024
1	30694	32619		
2	31948	33873	35228	36109
3	33201	35126	36531	37444
4	34448	36373	37828	38774
5			39341	40325

Educational Psychologists - Scale A

SCP	01.09.21	01.09.22	01.09.23	01.09.2024
1	38865	40790	42422	43483
2	40838	42763	44474	45586
3	42811	44736	46525	47688
4	44782	46707	48575	49789
5	46755	48680	50627	51893

6	48727	50652	52678	53995
7	50584	52509	54609	55974
8	52440	54365	56540	57954
9	54179	56104	58348	59807
10	55921	57846	60160	61664
11	57544	59469	61848	63394
12			62540*	64104*
13			63836*	65432*
14			65120*	66748*

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	01.09.21	01.09.22	01.09.23	01.09.2024
1	48727	50652	52678	53995
2	50584	52509	54609	55974
3	52440*	54365*	56540	57954
4	54179	56104	58348	59807
5	55921	57846	60160	61664
6	57544	59469	61848*	63394*
7	58210	60135	62540	64104
8	59456	61381	63836	65432
9	60690	62615	65120	66748
10	61945	63870	66425	68086
11	63177	65102	67706	69399
12	64431	66356	69010	70735
13	65707	67632	70337	72095
14	66941**	68866**	71621	73412
15	68235**	70160**	72966	74790
16	69514**	71439**	74297	76154
17	70803**	72728**	75637**	77528
18	72090**	74015**	76976**	78900**
19			80055**	82056**
20			83257**	85338**
21			86587**	88752**

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*

SOULBURY REPORT AMENDMENT

Paragraph 4.6 of the Soulbury Report will be amended to state that main scale educational psychologists are awarded an allowance equivalent to one additional incremental point on Scale A for the duration of supervising assistant educational psychologists as well as for supervising trainee educational psychologists.

LONDON AREA PAYMENTS

With effect from 1 September 2024 staff in the London area shall receive the following:

- (a) at the rate of £3685 per annum to officers serving in the **Inner** area.
- (b) at the rate of £2431 per annum to officers serving in the **Outer** area.
- (c) at the rate of £939 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 officers required to serve in different parts of the London areas or partly outside that area officers shall be deemed to be serving in the area in which they are required to spend more than one half of their 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