



Pay Scales – Soulbury and Non-Soulbury

Most EPs employed in Local Authorities are employed on Soulbury Terms and Conditions, which includes the nationally agreed payscales. These are not statutory, but have been developed over many years of consultation and negotiation by the Soulbury Committee which is made up of the Local Government Association and the recognised Soulbury Trade Unions. The AEP is a member of the Soulbury Committee along with National Education Union and Prospect. The full agreement can be found on the AEP website [Soulbury Report](#).

For AEP Members, there are four relevant scales, and every post should be graded on an appropriate range within them. There are other Soulbury scales, but it is only in rare occasions that EPs would find their post being allocated a range on another scale.

Trainee EP Scale

The 6-point range for Trainee EPs is only applicable for trainees who are employed during years 2 and 3 of the Doctoral Training Course. Whilst currently, the AEP prefers to see Trainees appropriately employed, the last several years have seen the Universities support a bursary system.

Assistant EP Scales

This scale is used for Assistant EPs who are undertaking an appropriate range of work. Usually, we would expect an employee to be on a fixed term contract of no more than 4 years. This is so that they can develop their skills, knowledge and experience in preparation for the EP Doctoral Training Course. There are just 4 points on the scale to reflect those expectations.

Soulbury Scale A

This is often referred to as the EP 'Mainscale' and the majority of EPs are paid on it. Employers can choose one of 3 ranges, depending on the range of duties, additional responsibilities or other influences including market forces. EP posts are allocated either 1-6, 2-7 or 3-8. All mainscale EPs working for an employer should be paid on the same range, unless there are specific responsibilities attached to a post, such as the supervision of a Trainee EP.

Many employers will decide that they want to start EPs at a mid-range point. This is perfectly acceptable, and often helps to overcome recruitment difficulties. It is important that, should an employer decide that starting a newly qualified EPs at a mid-range point, no EP should be paid lower than the agreed starting point. EPs who move from one employer on a Soulbury



contract to another employer, also on a Soulbury contract, progression should be uninterrupted, or beneficial to the EP.

Soulbury Scale B

This scale is for promoted posts, such as Senior EP and Principal EPs. The grade for posts can be up to 4 consecutive posts (e.g. 1-4, 2-4, spot salary) depending on the role and responsibilities. There is a slight overlap, in monetary terms, between Scale A and Scale B – The pay at point A6 is the same as B1. There are guidelines for EPs who gain promotion to a post which is graded at the lower end of Scale B to ensure that there is some financial incentive to seek promotion.

Pay Progression

Progression through the range applicable to the post should happen automatically each September, however, some employers have local agreements which make incremental progression subject to satisfactory performance. There are also one or two employers who have imposed a requirement of higher performance, or have financial constraints which prevents increments being paid in certain years. Whilst the AEP recognises the financial predicament of the public sector, this is not an ideal situation and should be approached with caution. There can be difficulties around performance reviews, particularly in a service where 'matrix management' applies - in particular the need for appropriate and achievable target setting for EPs, together with a review process which includes a more senior Educational Psychologist. If you are faced with this situation, please contact your local representative for more information.

SPA points

All EPs who are employed on Soulbury terms and conditions are contractually entitled to apply for up to 3 additional points in accordance with a locally agreed procedure, which should be based on the outline set out in Appendix D of the Soulbury Committee Report. The SPA points are not simply an extension to the range, but can be accessed at any time provided the criteria is met. There is more detailed information about SPA points in Appendix D of the [Soulbury Committee Report](#).

Use of other Soulbury Scales

In certain circumstances, the employer may wish to deviate from the recognised EP scales. Most commonly this is when a senior post, such as Principal Educational Psychologist has duties and responsibilities that would attract a higher salary than point B18, for example



when the postholder is required to manage additional services. In some cases, it may be appropriate to use a Soulbury scale which extends beyond the EP Scale B, such as EIP scale. Whilst not ideal, this is considered more acceptable than moving the post to other, non-Soulbury scales.

Local Agreements

Since around 2010, local authorities have been faced with some significant financial challenges. This has resulted in some employers looking at ways to save money which has included, in some cases, a reduction in pay. This has proved challenging for the AEP, and depending on how this is done, has resulted in a deviation from the nationally agreed payscales. This is not a situation that the AEP agrees with and recommends that, before there is a cut in pay, that the employer discusses the situation with appropriate representatives of EPs to ensure that, wherever possible, the Soulbury hourly rate is protected.

Non-Soulbury Scales

Whilst the AEP recommends and supports the use of Soulbury scales for Educational Psychologists, there are some employers who have locally agreed payscales which are applicable to all employees. Provided that the range available to EPs is broadly equivalent to the pay that is available to EPs paid on Soulbury for similar posts, then the AEP accepts that employers may have reasons for deviation from Soulbury, or other local government scales.

Market Supplements

Where there are identified difficulties in recruiting and retaining EPs, it may be possible to encourage an employer to pay market supplements or other benefits. Market Supplements are usually reviewed regularly, depending on local arrangements. If the supplement has had the desired effect, and there is no longer a recruitment and retention issue, the employer will consider removing it. However, this can mean that the previous issues return. Another consideration is for employers to look at surrounding services which may offer a higher range which is likely to encourage EPs to respond to adverts for jobs.

Summary

Soulbury Salary scales remain the primary and most relevant pay scales for Educational Psychologists. Deviation from these scales should be approached with caution. Any member who would like to discuss the salary scales that are offered by an employer, or requires advice about negotiating an appropriate salary should contact their local representative in the first instance, and more advice is available by contacting enquiries@aep.org.uk