

# The Soulbury Committee

## OFFICERS' SIDE

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TEL: 0207 388 6191**

David Algie  
Employers' Side Secretariat  
The LGA  
18 Smith Square  
London  
SW1P 3HZ

23 January 2023

Dear David,

### **Soulbury Pay – Officers Side's Pay and Conditions Claim 2022**

Thank you for your reply of 6 January 2023. The Officers' Side has considered the reply and wishes to express its disappointment at what we see as the continuing failure of the Employers' Side to engage in meaningful negotiations on our pay and conditions claim.

The Officers' Side letter of 13 December noted our view that the Employers' Side had failed to engage with the evidence presented by us at the Soulbury Committee meeting of 25 October 2022. This view has been reinforced by the failure of your response of 6 January to engage with the detailed evidence on recruitment and retention set out in our letter of 13 December.

The Employers' Side has repeatedly claimed that a fair pay offer is 'unaffordable'. We would like to reiterate the point made both at the meeting on the 25 October 2022 and within our letter of 13 December that local authorities continue to employ high numbers of agency and locum staff who cost nearly double that of employees. By increasing the pay offer local authorities stand to save money by retaining their current workforce and recruiting employees who may have found the locum option more attractive. This issue is especially pertinent for Educational Psychologists (EPs), the recruitment and retention of whom is at a critical situation. To illustrate, a freedom of information request response has indicated that the average cost of a locum EP is £563 per day, well above the average cost of employing a 'mainscale' EP (£346 per day, including oncosts).

We urge you to respond to the issues we have raised on recruitment and retention, and on funding. We also request more detail on the responses you have received on these issues in your consultations with local authorities.

The Officers' Side also noted that the pay offer is aligned with pay settlements reached across the local government sector but a better comparison is with the pay of school leaders. The proposed pay increases for Soulbury Officers represent very considerable real terms pay cuts, greater than those for many others in the local government sector. The different issues faced

by Soulbury Officers compared to other local government employees should also be considered.

The Officers' Side reiterates its rejection of the pay offer and its call for an urgent meeting to discuss all elements of the pay claim. Discussion must not be restricted to pay structure issues in the way you propose. It must include pay levels too.

The Officers' Side is continuing to consider all options as we engage our members, so it would be helpful if you could confirm that the above discussions can begin by the end of this month.

With best wishes.

Yours sincerely

A handwritten signature in cursive script, appearing to read "D Powell", followed by a horizontal line.

**DAVID POWELL**  
Officers' Side Secretary