

David Powell  
Officers' Side Secretary  
Soulbury Committee  
Hamilton House  
Mabledon Place  
London  
WC1 9BD

14 November 2022

Dear David

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

Thank you for the Officers Side's pay and conditions claim for 2022. The Employers' Side has read your claim with interest and considered the issues carefully. It has agreed to respond formally to your Side's 2022 pay and conditions claim as follows:

The Employers' Side wishes to make the following final, one-year offer:

- **An increase of £1,925 on all pay points with effect from 1 September 2022.**
- **An increase of 4.04% on all allowances with effect from 1 September 2022.**

You have set out a number of additional technical elements in your claim:

1. *In the spine for Education Improvement Professionals, points 1-4 should be eliminated, making point 5 the first point of the spine. There should be two additional points after point 50.*
2. *In the scale for Trainee Educational Psychologists, point 1 should be eliminated, making point 2 the first point of the scale.*
3. *In the scale for Assistant Educational Psychologists, point 1 should be eliminated, making point 2 the first point of the scale.*
4. *In Scale A for Educational Psychologists, points 1-3 should be eliminated, making point 4 the first point of the scale. The three six-point scales permitted to local authorities would then become 4-9, 5-10 and 6-11, with authorities retaining the right to choose which of those scales they use. There should be three additional points after point 11.*
5. *In the scale for Senior and Principal Educational Psychologists, points 1-3 should be eliminated, making point 4 the first point of the scale. There should be three additional points after point 18.*
6. *The criteria for the third SPA point should be reviewed to ensure that officers are not unreasonably denied progression and the addition of a fourth SPA point should be considered."*
7. *Paragraph 4.6 of the Soulbury Report should be amended to state that main scale educational psychologists would be 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.*

**The Employers' Side is unable to agree to these proposals on the pay spines.**

**These are detailed and substantial changes and while we understand the desire for reform, we don't at this stage have the mandate from local authorities to progress these areas of your claim.**

**We would welcome further discussion with you at Joint Secretarial level with a view to simplifying and prioritising these proposals in order to better consult with councils.**

8. *All educational psychologists should be reimbursed the costs of their required two-yearly registration with the Health and Care Professions Council - the next renewal will be in April 2023 and will cost £196.24.*

**The Employers' Side believes that it should be for individual authorities to have the discretion to decide whether to reimburse the costs of registration fees on behalf of employees. The Employers' Side therefore rejects this element of your claim.**

9. *A review of SPA points - A joint survey of local authorities, a review of the joint Soulbury guidance on SPA points to ensure clarity and consistent application and consideration of a fourth SPA point.*

**The Employers' Side can agree to a joint survey of local authorities and a review of the SPA system on a without prejudice basis.**

10. *Discussions on the role of the Soulbury Officer.*

**The Employers' Side can commit to these discussions, at Joint Secretarial level, on a without prejudice basis.**

11. *A review of London Area Payments.*

**The Employers' Side can commit to these discussions, at Joint Secretarial level, on a without prejudice basis.**

**Finally, where there is an increase in annual leave provision, as part of the NJC Local Government Services pay round for 2022, then the Employers' Side agrees that this should also apply for Soulbury Officers in accordance with paragraph 10.1 of the Soulbury National Agreement.**

The Employers' Side hopes that this final offer can form the basis of an agreement between the two Sides of the Soulbury Committee, so that Soulbury Officers, who continue to provide such critical support to their communities, can receive a pay rise as soon as possible.

Yours sincerely



David Algie  
Employers' Side Secretariat