

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

11 September 2023

Dear David

Soulbury - Pay 2022 and 2023

Further to our meeting last week, I can now write formally to set out a revised final offer on behalf of the Employers' Side in response to the Officers' Side's pay and conditions claim for 2022. In addition to this, the Employers Side is in a position to be able to make a final offer on pay for 2023, noting that we are already past the settlement date.

The Employers' Side has remained focused on trying to reach an agreement and find a resolution to the ongoing dispute over pay for 2022. While this has been challenging in the current financial context, significant efforts have been made to explore ways we might be able to make an improved and affordable offer that recognises the important and valuable contribution Soulbury Officers play within Childrens' Services. The Employers' Side has no doubt about the significant and important work that your members do.

As a result of these extensive considerations and discussions that we have had in Joint Secretaries our final offer on pay is as follows:

- **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.**

- **An increase of 3.5% on all pay points with effect from 1 September 2023**
- **An increase of 3.5% on all allowances with effect from 1 September 2023.**

In terms of the additional elements in your claim for 2022:

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. *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 able to agree to your proposals to reform of the pay spines as of 1 September 2022. We will need to agree separate national guidance on assimilation and implementation.

7. *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.

8. *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.*
9. *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."*

The Employers' Side can agree to a joint survey of local authorities and a review of SPA points 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, we have previously agreed that as part of the NJC Local Government Services pay round last year, an increase in annual leave provision should also be applied for Soulbury Officers in accordance with paragraph 10.1 of the Soulbury National Agreement.

The Employers' Side hopes that this final offer for both 2022 and 2023 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. We would hope that the Officers' Side can recommend this offer to your members and we would be grateful if you could inform us on your consultation timescale.

Yours sincerely



David Algie
Employers' Side Secretariat