

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

7 October 2025

Dear David

### **Soulbury Officers - Pay 2025**

Thank you for your pay and conditions claim for this year, which we received on 25 June. Following its receipt, the Employers' Side undertook a consultation of councils in England and Wales and then met in September to discuss and consider a formal response.

The most important factor in reaching a decision on this response has been affordability. The proposed increase will be difficult to fund in a number of local councils and anything beyond that would take many more councils well beyond their level of affordability.

I therefore set out below a one year offer on behalf of the Employers' Side in response to the Officers' Side's pay and conditions claim for 2025.

This is as follows:

- **An increase of 3.2% on all pay points with effect from 1 September 2025.**
- **An increase of 3.2% on all allowances with effect from 1 September 2025.**

We recognise that our offer falls short of your aspirations and your claim for an increase of at least 5%, but the effects of an unaffordable increase are inescapable: councils would have to make cuts in services, with a subsequent impact on jobs and council taxpayers.

In terms of the pay structure elements in your claim:

- In the spine for Education Improvement Professionals, points 1-4 should be eliminated, making point 5 the first point of the spine.
- In Scale A for Educational Psychologists, points 1-3 should be eliminated, making point 4 the first point of the scale.
- Points 6-14 of Scale A are identical to points 1-9 of the scale for Senior and Principal Educational Psychologists. This overlap would be reduced if points 1-3 of the latter were eliminated, making point 4 the first point of the scale.

**The Employers' Side has given this careful consideration but is unable to agree to these elements of your claim on the basis of cost and affordability and the need for local authorities to maintain local flexibility.**

With regards to the other elements of your claim:

- A review of the SPA system
- A review of London Area Payments.

**The Employers' Side agrees to continuing to work with you on both these reviews, at Joint Secretarial level, on a without prejudice basis.**

- Advice to Local Authorities to clarify that point 1 on the scale should no longer be used as it has been deleted from the Assistant Pay Scale and that any Assistants employed under Soulbury terms should automatically be placed on the current Assistant Pay Scale which consists of points 2-5

**The Employers' Side agrees to provide advice to local authorities on the Educational Psychologists Assistant Scale.**

The Employers' Side understands that each of your unions and staff associations will have its own processes and procedures to follow, but we urge you all to please try and synchronise the timing and duration of your membership consultations in order that a final agreement is reached so that Soulbury Officers, who continue to provide such critical support to their communities, can receive this award as soon as possible. We look forward to hearing the Officers' Side's response.

Yours sincerely



David Algie  
Employers' Side Secretariat