

The Soulbury Committee
Inspectors, Organisers and Advisory Officers of Local Authorities

20 February 2025

To: Local Authorities in England and Wales
Local Government Association Subscribers

Dear Colleague

**JOINT EDUCATION SERVICES CIRCULAR (JESC) NO 235 – SOULBURY OFFICERS’
PAY AGREEMENT 2024**

We are pleased to confirm that the Soulbury Committee has reached an agreement on a pay award for 2024 which is as follows:

- An increase of 2.5% on all spinal column points (SCPs) with effect from 1 September 2024.
- An increase of 2.5% on all allowances with effect from 1 September 2024.

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 September 2024 to the employee’s last day of employment.

The Soulbury Committee has also agreed to undertaking a review, on a without prejudice basis, on:

- The SPA system
- London Area Payments

The revised pay spines are attached for your information (Appendix I).

Yours sincerely

David Algie
Employers Side Secretariat

David Powell
Officers’ Side Secretary

Educational Improvement Professionals

SCP	01.09.24
1	41554
2	42968
3	44305
4	45659
5	47003
6	48349
7	49764
8	51125*
9	52711
10	54125
11	55529
12	56871
13	58400**
14	59766
15	61271
16	62634
17	64001
18	65342
19	66724
20	67439***
21	68811
22	70009
23	71326
24	72507
25	73770
26	75002
27	76263
28	77541
29	78821
30	80100
31	81367
32	82653
33	83941
34	85260
35	86577
36	87929
37	89260
38	90606
39	91933
40	93260
41	94592

42	95925
43	97255
44	98594
45	99927
46	101264
47	102605
48	103934
49	105268
50	106604
51	110868****
52	115303****

Notes to Educational Improvement Professionals above

Salary scales to consist of not more than four consecutive points based on the duties and responsibilities attaching to posts and the need to recruit and motivate staff.

**normal minimum point for EIP undertaking the full range of duties at this level.*

***normal minimum point for senior EIP undertaking the full range of duties at this level.*

****normal minimum point for leading EIP undertaking the full range of duties at this level.*

*****extension to range to accommodate structured professional assessments.*

Young People's / Community Service Manager

SCP	01.09.24
1	43021
2	44363
3	45702
4	47070*
5	48460
6	49816
7	51202**
8	52777
9	53646
10	54989
11	56324
12	57661
13	58989
14	60329
15	61671
16	63018
17	64370
18	65716
19	67502
20	68418***
21	69809***
22	71233***

23	72685***
24	74167***

Notes to Young People's / Community Service Manager above

The minimum Youth and Community Service Officers' scale is 4 points.

Other salary scales to consist of not more than four consecutive points based on duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

**normal minimum point for senior youth and community service officers undertaking the full range of duties at this level (see paragraph 5.6 of the Soulbury Report).*

***normal minimum point for principal youth and community service officer undertaking the full range of duties at this level (see paragraph 5.8 of the Soulbury Report).*

****extension to range to accommodate discretionary scale points and structured professional assessments.*

Trainee Educational Psychologists

SCP	01.09.24
1	
2	30619
3	32564
4	34515
5	36461
6	38410

Assistant Educational Psychologists

SCP	01.09.24
1	
2	36109
3	37444
4	38774
5	40325

Educational Psychologists - Scale A

SCP	01.09.24
1	43483
2	45586
3	47688
4	49789
5	51893
6	53995

7	55974
8	57954
9	59807
10	61664
11	63394
12	64104*
13	65432*
14	66748*

Notes to Educational Psychologists - Scale A above

Salary scales to consist of six consecutive points based on the duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

**Extension to scale to accommodate structured professional assessment points.*

Senior and Principal Educational Psychologists – Scale B

SCP	01.09.24
1	53995
2	55974
3	57954
4	59807
5	61664
6	63394*
7	64104
8	65432
9	66748
10	68086
11	69399
12	70735
13	72095
14	73412
15	74790
16	76154
17	77528
18	78900**
19	82056**
20	85338**
21	88752**

Notes to Senior and Principal Educational Psychologists above

Salary scales to consist of not more than four consecutive points based on the duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

**Normal minimum point for the principal educational psychologist undertaking the full range of duties at this level.*

***Extension to range to accommodate discretionary scale points and structured professional assessments*

LONDON AREA PAYMENTS

With effect from 1 September 2024 staff in the London area shall receive the following:

- (a) at the rate of £3685 (2024) per annum to officers serving in the **Inner** area.
- (b) at the rate of £2431 (2024) per annum to officers serving in the **Outer** area.
- (c) at the rate of £939 (2024) per annum to officers serving in the **Fringe** area.
- (d) officers normally serving in the London area but temporarily employed elsewhere shall continue to receive London area payments at the rate appropriate to their normal area of employment.
- (e) in the case of officers required to serve in different parts of the London areas or partly outside that area officers shall be deemed to be serving in the area in which they are required to spend more than one half of their time.
- (f) for the purpose of this paragraph –

The “Inner Area” means the area of the London Boroughs of:

Camden, City of London, Greenwich, Hackney, Hammersmith & Fulham, Islington, Kensington & Chelsea, Lambeth, Lewisham, Southwark, Tower Hamlets, Wandsworth, Westminster (the former Inner London Education Authority), and the London Boroughs of Barking and Dagenham, Brent, Ealing, Haringey, Merton and Newham.

The “Outer Area” means Greater London excluding the Inner area.

The “Fringe Area” means:

Berkshire: the districts of Bracknell, Slough, Windsor and Maidenhead.

Buckinghamshire: the districts of Beaconsfield and Chiltern.

Essex: the districts of Basildon, Brentwood, Epping Forest, Harlow and Thurrock.

Hertfordshire: the districts of Broxbourne, Dacorum, East Hertfordshire, Hertsmere, St. Albans, Three Rivers, Watford and Welwyn Hatfield.

Kent: the districts of Dartford and Sevenoaks.

Surrey: the whole County.

West Sussex: the district of Crawley.

The “London Area” comprises the Inner area the Outer area and the Fringe area