

To: All Regional Directors

30 May 2018

Dear colleague

SOULBURY PAY AND CONDITIONS CLAIM 2018

You will be aware that we undertake national negotiations on behalf of local authorities in the Soulbury Committee. The Soulbury Committee covers educational improvement professionals, educational psychologists and managers of young people's and community services.

We have received a pay and conditions claim for this year from the Officers' Side which includes below key elements on which we would welcome the comments and views of local authorities. We would like to undertake a consultation of local authorities through you, partly because this may enable us to receive a better response but also to emphasis the point that responses to pay claims from different local government groups should, as far as possible and particularly in the current climate, be made on a consistent basis with the recent local government services (LGS) pay agreement where there are no reasons to suggest otherwise.

The Officers' Side of the Soulbury Committee has submitted a claim for:

1. *A significant increase in pay, beginning with an increase of 5% on all pay points;*

We would ask that local authorities are asked whether they would support parity with the LGS agreement for 2018 and 2019 in terms of a headline pay rate and whether there is a preference for a one or two year agreement. If not, then please provide reasons why?

2. *A review of the current Soulbury pay structure in order to ensure that the various scales and ranges and provisions governing their use reflect the current situation within LAs and other related organisations using the Soulbury agreement;*

The Officers Side proposes that, in order to help authorities recruit and retain staff and in order to respond to existing practice among authorities, the starting point of most spines or scales should be increased with, where appropriate, a commensurate addition of points at the top of those scales.

Scales A and B for EPs should have points 1 and 2 removed and two points added at the top. In the case of Scale A, the three six point scales permitted to local authorities would then become 3-8, 4-9 and 5-10, with authorities retaining the right to choose which of those scales they use.

It is also time to consider the reduction of the length of the spine for Education Improvement Professionals. We suggest that SP1-4 should be eliminated, making SP5 the first point on the scale. This would provide a significant boost to the lowest paid professionals and improve the attractiveness of roles. The length of this spine would still be longer than the other Soulbury pay spines.

We also propose that the minimum points for the specific categories of EIP should be increased by at least two points and that advice is issued confirming that no EIP should be paid below the minimum starting point for their category of post. In order to help give effect to the immediate pay increase proposed earlier in this submission, the Officers Side proposes that for EIPs this could be achieved by immediate pay progression by one point on the pay spine. Finally, mindful of the wholesale removal of posts (particularly at Principal level) and the associated increases in workloads and flexibility, we propose that the minimum points for the specific categories of YP/CSMs should also be increased by at least two points and that advice is issued confirming that no YP/CSM should be paid below the minimum starting point for their category of post.

The Employers' Side is prepared to consider joining the Officers' Side in being part of a review of the Soulbury pay structure but would welcome the views of authorities.

- **What are your views on the specific proposals from the Officers' Side?**
- **If the structure were to be reviewed what changes would you wish to see?**

3. *A serious discussion on the impact of the erosion in conditions of service entitlements in many authorities and services, which have hit Soulbury employees harder than many other local government workers;*

The Employers' Side is prepared to engage in this discussion on a without prejudice basis but would welcome the views of authorities.

The full Officers' Side pay claim can be viewed at: <https://www.local.gov.uk/our-support/workforce-and-hr-support/education-and-young-people/soulbury>

I would be grateful if colleagues would co-ordinate responses from children's services authorities in their regions on this pay and conditions claim and send a regional response back to me at: david.algie@local.gov.uk by **Wednesday 20 June** at the latest. If you require further information please let me know.

Thank you

Yours sincerely



David Algie
Principal Negotiating Officer