

Andrew Morris  
Officers' Side Secretary  
Soulbury Committee  
National Education Union  
Hamilton House  
Mabledon Place  
London  
WC1H 9BD

18 July 2018

Dear Andrew

### **Soulbury Committee – Response to Officers Side's Pay and Conditions Claim 2018**

Following the meeting of the Soulbury Joint Secretaries on 16 July, I am writing to confirm the final response of the Employers Side to the Officers Side's pay and conditions claim for 2018 as follows (in bold):

- *The first of our priorities is a significant increase in pay, beginning with an increase of 5% on all pay points, which will begin to address the substantial real terms cuts which Soulbury employees have, like other public sector workers, suffered through a combination of public sector pay restrictions and increases in pay deductions from 2010.*

**The Employers' Side is unable to meet your claim for an increase of 5% for 2018 on all pay points. We have considered this and in light of the clear and consistent message from our consultation process with local authorities we consider that the offer made to you on 16 July balances the desire to provide a fair pay increase for all staff that is within the limits of affordability and which is consistent with pay offers made to other parts of the local government workforce. The offer is as follows:**

- **2.0% increase on all pay points on each of the Officer pay scales on 1 September 2018 and on 1 September 2019;**
- **2.0% increase on the London Area and Fringe Payments from the same dates.**
- *The second priority is 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.*

A. Scales A and B for Education Psychologists 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.

B. 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.

C. We also propose that the minimum points for the specific categories of Education Improvement Professions (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.

D. 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 unable to agree these structural changes to the Soulbury pay spines and ranges but is able to commit to further discussions at Joint Secretarial level on without prejudice basis.**

- *The third priority is 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 not aware of specific examples of where you consider this to be the case. However, if you are able to share further detail on the issues you touched upon in our meeting, we are happy to discuss this further at Joint Secretarial level.**

- *While the trend continues towards provision of Soulbury services (in particular school improvement services and some EP services) by third party providers, we believe that the Soulbury Report should be amended to make clear that its provisions are jointly recommended as terms and conditions of employment not only to local authorities but also to others engaged in the provision of such services. Therefore, we propose that a new paragraph 2.2 should be added to the Soulbury Report as follows:*

2.2 *The Soulbury Committee recommends that this should apply not only to officers employed in such functions by local authorities but also to officers employed in*

*such functions by organisations paid to provide such services by local or central government or the Welsh Assembly Government.*

**The Employers' Side is able to agree this element of your claim.**

In concluding this response, the Employers' Side wishes to record its thanks for the commitment and significant role Soulbury Officers play in helping to maintain and improve local authorities' education and children's services, in relation to school improvement, educational psychology services and the management of the youth service.

I would be grateful if you could confirm that the Officers' Side will consult its membership on the offer and the timescale for that consultation. We hope that this offer will form the basis of an agreement for 2018 and 2019.

Yours sincerely



**Simon Pannell**  
**Employers' Side Secretary**