WIRRAL

DRAFT

WIRRAL COUNCIL

PAY POLICY STATEMENT

2015 – 2016

1. Introduction and Purpose

1.1. Under section 112 of the Local Government Act 1972, the council has the "power to appoint officers on such reasonable terms and conditions as authority thinks fit". The Localism Act 2011 (sections 38-43) requires local authorities in England and Wales to publish a pay policy statement for each financial year beginning with 2012-13. This provision of the Act does not apply to staff in local authority schools.

1.2. The purpose of the statement is to provide transparency with regard to the Council's approach to setting the pay of its employees (excluding schools based staff) by identifying:

- The methods by which salaries of all employees are determined;
- The detail and level of remuneration of its most senior staff i.e. 'Chief Officers', as defined by the relevant legislation;
- The Chief Executive and Head of Paid Service responsibility for ensuring the provisions set out in this statement are applied consistently throughout the Council and recommending any amendments to Full Council.

1.3. The Council will consult with the relevant Trade Unions in relation to changes and updates to the Pay Policy, before the Policy is considered by Full Council.

1.4. Once approved by Full Council, this policy statement will come into immediate effect and will be subject to review on a minimum of an annual basis, the policy for the next financial year being approved by 31 March each year.

1.5. Council may, by resolution, amend this Pay Policy, including after the beginning of the financial year to which it relates.

2. Other legislation relevant to pay and remuneration

2.1. In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation.

2.2. It is Council policy to ensure that there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the of use job evaluation mechanisms, which directly establish the relative levels of posts in grades according to the requirements, demands and responsibilities of the role.

2.3. The Council will ensure that it meets the requirements of The Local Government Transparency Code 2014. The Transparency Code requires that all local authorities publish certain information related to the organisation, salaries and fraud including:

- Organisation chart
- Senior salaries
- The pay multiple
- Trade union facility time
- Fraud
- Constitution

3. Pay Structure

3.1. The Council uses a local variation of the nationally negotiated pay spine(s) (i.e. a defined list of salary points) as the basis for its pay structure, which determines the salaries of the large majority of its (non schools) workforce.

3.2. The Council's pay spine is varied at Band A and Band B through the introduction of the Living Wage (see Living Wage).

3.3. The Council's grading structure is attached at Appendix One.

3.4. The grading structure for Bands A to H (up to spinal column point (scp 34) was implemented as part of the Council's Job Evaluation process in August 2008, using the National Joint Council for Local Government Services (NJC) Job Evaluation Scheme.

3.5. The Council also employs staff on other pay and terms and conditions including Craft, Youth and Community, Soulbury, Teachers, Public Health and other locally agreed pay rates.

3.6. Public Health staff are currently on the same pay and terms and conditions as at the time of the Transfer of Undertakings (Protection of Employees: TUPE) transfer (1 April 2013). Public Health staff are TUPE static. Their pay and terms and conditions will be subject to review.

3.7. The following nationally agreed pay awards have been implemented:

3.7.1. The National Joint Council (NJC) pay increase of 2.2% payable from 1 January 2015. As part of the agreement a non-consolidated payment covering April to December 2014 was paid in December 2014.

3.7.2. The Joint Negotiating Committee for Local Authority Craft and Associated Employees pay increase of 2.2% payable from 1 January 2015. As part of the agreement, non-consolidated payments were agreed for the various designations of workers. See Appendix Three.

3.7.3. The JNC Youth and Community and the Soulbury Committee pay increase of 2.2% over 18 months (from 1 March 2015 to 31 August 2016). See Appendix Four (Awaiting final confirmation of the 2014/15 pay award *(any nationally agreed pay award will be implemented in year)*.

3.7.4. The Joint Negotiating Committee (JNC) for Chief Officers of Local Authorities pay increase of 2% on guaranteed FTE basic salary of £99,999 or less (as at 31 December 2014), effective from 1 January 2015. See Appendix Two.

3.8. Where a nationally negotiated pay spine does not apply, the Council will determine the salary rate through local negotiation and agreement.

3.9. The Council adopts the national pay bargaining arrangements in respect of the establishment and revision of the national pay spine, for example through any agreed annual pay increases negotiated with joint trade unions, subject to any local agreements in place (see the Collective Agreement).

3.10. All other pay related allowances are the subject of either nationally or locally

negotiated rates, having been determined from time to time in accordance with collective bargaining machinery.

3.11. In determining its grading structure and setting remuneration levels for any posts which fall outside the scope of the national pay bargaining arrangements, council takes account of the need to ensure value for money in respect of the use of public expenditure, balanced against the need to recruit and retain employees who are able to meet the requirements of providing high quality services to the community, delivered effectively and efficiently and at times at which those services are required within a fair, transparent and equality proofed framework.

3.12. There are circumstances where the terms of Transfer of Undertakings (Protection of Employees: TUPE) may determine the eligibility of pay awards for employees who transfer into the Council.

3.13. Collective Agreement

3.13.1 The Council signed a Collective Agreement with recognised Trade Unions in May 2013 to change some terms and conditions of employment. This included changes to elements of pay and allowances and agreement for Council employees to each take four days unpaid leave each year for a period of three years from 2013/14 to March 2016.

3.14. Variations to pay grade

3.14.1. From time to time it may be necessary to take account of the external pay levels in the labour market in order to attract and retain employees with particular experience, skills and capacity. Where necessary, the Council will ensure the requirement for such is objectively justified by reference to clear and transparent evidence of relevant market comparators, using data sources available from within the local government sector and outside, as appropriate.

3.14.2. Any temporary supplement to the salary scale for the grade is approved in accordance with the Council's Honoraria Policy, or any applicable market rate supplement arrangements.

3.15. Job Evaluation

3.15.1 The Council has implemented Job Evaluation for NJC employees paid up to scp 34: £29,266, using the NJC Job Evaluation Scheme.

3.15.2 The Council is committed to implementing a new grading structure and pay line in 2015/16 for NJC posts over scp 34.

3.15.3 The Council will review all other non NJC posts.

3.16. The Living Wage

3.16.1. Through Wirral's Pay Policy Statement, the Council is committed to and pays the Living Wage for all employees. The provision for the Living Wage will be kept under review.

3.16.2. Living Wage rates are based on Minimum Income Standards methodology and seek to take account of real living costs for essential goods and services. The Living Wage rate for outside London increased to £7.85 per hour in November 2014.

3.16.3. From 1 November 2014, The Council's Band A, at scp 10, is at a locally agreed rate of £7.85 an hour (equivalent to £14,736 per annum), and Band B, at scp 11, is at a locally agreed rate of £8.02 (equivalent to £15,057 per annum), as shown at Appendix One.

3.17. New Appointments

3.17.1. New appointments will normally be made at the minimum scp of the relevant pay scale for the grade. Where the candidate is already on or above the minimum scp of the relevant pay scale, the appointment will normally be made at the same scp.

3.17.2. The appointment salary can be varied in exceptional circumstances with the approval of The Head of Human Resources and Organisational Development.

3.18. Progression through pay grades

3.18.1. An employee's progression through the increments of a particular pay grade is linked to length of service. Increments are awarded on 1 April each year, or for new appointments between 1 October and 31 March, six months from the start date.

3.18.2. The arrangements and factors considered in determining an individual's progression through different pay grade may be determined by experience, skills and qualifications as set out in the relevant Job Description.

4. Senior Management Remuneration

4.1 For the purposes of this statement, senior management means 'Chief Officers' as defined within the Localism Act: The definition of chief officers is not limited to heads of paid service or statutory chief officers. It also includes those who report directly to the head of paid service or statutory chief officers (non-statutory chief officers), and those who report directly to non-statutory chief officers (deputy chief officers).

4.2 The posts falling within the statutory definition are set out in 'T*he Code of Recommended Practice for Local Authorities on Data Transparency ('the data transparency code")'*.

4.3 The Council's grading structure for Chief Officers is attached at Appendix Two and includes:

Chief Executive
The salary falls within a range of £155 - £175k, as agreed by Full Council on 8 December 2014.

Strategic Director

The salary package of posts designated as Strategic Director, fall within a salary range of 5 incremental points between £109,626 to a maximum of £121,807.

Director 1
The salary package of posts designated as Director 1 fall within a range of 5 incremental points between £101,564 rising to a maximum of £112,849.

Director 2
The salary package of posts designated as Director 2 fall within a range of 5 incremental points between £81,922 rising to a maximum of £91,025.

Head of Service 1
The salary package of posts designated as Head of Service 1, fall within a range of 5 incremental points between £77,697 rising to a maximum of £86,330.

Head of Service 2
The salary package of posts designated as Head of Service 2, fall within a range of 5 incremental points between £67,337 rising to a maximum of £74,819.

4.4 The terms and conditions, including the payment of any allowances for Chief Officers is set out within the Joint Negotiating Committee for Chief Officers of Local Authorities constitution conditions of service salaries.

4.5 The Chief Executive handbook sets out the terms and conditions of employment for the Chief Executive and Head of Paid Service. Some provisions within this also apply to Council's Statutory Officers (Section 151 Officer and Monitoring Officer).

5. Recruitment of Chief Officers

5.1. The Council's policy and procedures with regard to recruitment of Chief Officers is set out in Part Four of The Council's Constitution. The appointment of Chief Officers and Deputy Chief Officers is delegated to The Employment and Appointments Committee as set out in Part Three of The Council's Constitution.

5.2. When recruiting to all posts, the Council will take full and proper account of all provisions of relevant employment law and its own Equal Opportunities, Recruitment and Selection, and Redeployment Policies as approved by Council.

5.3. The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment.

5.4. In line with guidance under The Localism Act, proposed appointments to posts with remuneration exceeding £100,000 will be subject to a vote at Full Council.

5.5. The appointments of Chief Executive and Head of Paid Service, Section 151 Officer and Deputy Section 151 Officer, Monitoring Officer and Senior Information Risk Owner (SIRO) will be subject to a vote at Full Council.

6. Additions to Salary

6.1. In addition to basic salary, the following posts receive additional pay as set out below:

Post / Tier of post	Payment details
Chief Executive and Head of Paid Service	Returning Officer duties: • National statutory amount for Parliamentary/National Elections. • Locally determined amount in accordance with national guidance for Local Government Elections.
All eligible employees	Allowances in accordance with The Council's Terms and Conditions.
Eligible Social Workers	Approved recruitment and retention allowances paid as a market supplement.

7. Pension Contributions

7.1. The employer's pension contribution is required to be published under S7 of the Accounts and Audit Regulations 2011.

7.2. The Council will automatically enroll all eligible employees into the Local Government Pension scheme and The Council is required to make a contribution to the scheme representing a percentage of the pensionable remuneration due under the contract of employment of that employee.

7.3. The rate of contribution is set by Actuaries advising Merseyside Pension Fund and reviewed every three years in order to ensure the scheme is appropriately funded. The current rate and deficit is equal to 22.81%.

8. Payments on Termination

8.1. The Council's approach to statutory and discretionary payments on termination of employment for all employees, including Chief Officers, prior to reaching normal retirement age, is set out within The Council's Enhanced Discretionary Severance Scheme.

8.2 The Council will keep its Enhanced Discretionary Severance Scheme under review. Any changes, as approved by Full Council are published in accordance with the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) regulations 2006.

8.3 In line with guidance under The Localism Act, any payments upon termination exceeding £100,000, (apart from contractual payments, where the Council has no discretion) shall be subject to a vote at Full Council, or the relevant Committee or Panel of Elected Members with delegated authority to approve such payments.

9. Lowest Paid Employees

9.1. The lowest paid persons employed by the Council are employed on full time (36 hours) equivalent salaries in accordance with spinal column points 10 (Band A) of council's grading structure (locally agreed). The grading structure takes account of the Living Wage hourly rate (see section 3 above). As at 1 November 2014, this is £14,736 per annum.

9.2. The relationship between the rate of pay for the lowest paid and Chief Officers is determined by the processes used for determining pay and grading structures as set out earlier in this policy statement.

9.3. The current pay levels within the Council define the multiple between the average full time equivalent (FTE) earnings and the Chief Executive as 1: 6.52.

9.4. The current pay levels within the Council define the multiple between the lowest paid employee full time equivalent (FTE) earnings and average Chief Officer earnings as 1: 6.15.

9.5. The current pay levels within the Council define the multiple between the average FTE earnings and the average of Chief Officer earnings as 1: 3.55.

9.6. As part of its overall and ongoing monitoring of alignment with external pay markets, both within and outside the sector, the Council will use available benchmark information as appropriate. In addition, upon the annual review of this Statement, the Council will also monitor any changes in the relevant 'pay multiples' and benchmark against other comparable local Authorities.

10. Accountability and Decision Making

10.1 In accordance with The Constitution of the Council, The Employment and Appointments Committee is responsible for decision making in relation to Chief Officer recruitment.

10.2 The Chief Executive and Head of Paid Service has delegated responsibility for decision making in relation to the recruitment, pay, terms and conditions and severance arrangements in relation to employees of the Council below Chief Officer level.

11. Re-employment / Re-engagement of Employees

11.1 The Council will not re-employ any former employees that have left the Council with an early retirement package or under the Voluntary Severance Scheme, except in exceptional circumstances and with the approval of the Head of Human Resources and Organisational Development.

12. Publication

12.1 Upon approval by Full Council, this statement will be published on the Council's Website and Intranet.

12.2 In line with the requirement of The Local Government Transparency Code 2014, the Council will publish an organisation chart covering staff in the top three levels of the organisation, which will include the following information:

- Grade
- Job Title
- Salary in £5,000 brackets
- Salary ceiling (the maximum salary for the grade)

12.3 The following information for senior salaries (employees whose remuneration in that year was at least £50,000) will also be published:

- Job Title
- Salary

LIVING WAGE SALARY RATES*
(WITH EFFECT FROM 1.1.2015)

SCP	Band	Full Time Salary	Job Share Salary	Monthly	Weekly	36 Hourly
10	A	£14,736	7,368.00	1,228.00	282.61	7.8502
11	B	£15,057	7,528.50	1,254.75	288.76	8.0212
12	C	£15,370	7,685.00	1,280.83	294.77	8.1880
13		£15,784	7,892.00	1,315.33	302.71	8.4085
14		£16,071	8,035.50	1,339.25	308.21	8.5614
15	D	£16,407	8,203.50	1,367.25	314.65	8.7404
16		£16,802	8,401.00	1,400.17	322.23	8.9508
17		£17,200	8,600.00	1,433.33	329.86	9.1629
18	E	£17,539	8,769.50	1,461.58	336.35	9.3415
19		£18,194	9,097.00	1,516.17	348.93	9.6926
20		£18,859	9,429.50	1,571.58	361.68	10.0467
21		£19,547	9,773.50	1,628.92	374.87	10.4132
22	F	£20,053	10,026.50	1,671.08	384.58	10.6827
23		£20,642	10,321.00	1,720.17	395.87	10.9965
24		£21,317	10,658.50	1,776.42	408.82	11.3561
25		£21,992	10,996.00	1,832.67	421.76	11.7157
26	G	£22,710	11,355.00	1,892.50	435.53	12.0982
27		£23,463	11,731.50	1,955.25	449.98	12.4993
28		£24,230	12,115.00	2,019.17	464.68	12.9079
29		£25,188	12,594.00	2,099.00	483.06	13.4183
30		£26,032	13,016.00	2,169.33	499.24	13.8679
31	H	£26,854	13,427.00	2,237.83	515.01	14.3058
32		£27,647	13,823.50	2,303.92	530.22	14.7282
33		£28,462	14,231.00	2,371.83	545.85	15.1624
34		£29,266	14,633.00	2,438.83	561.27	15.5907
35		£29,879	14,939.50	2,489.92	573.02	15.9173
36		£30,671	15,335.50	2,555.92	588.21	16.3392
37		£31,530	15,765.00	2,627.50	604.68	16.7968
38		£32,453	16,226.50	2,704.42	622.39	17.2885
39		£33,522	16,761.00	2,793.50	642.89	17.8580
40		£34,402	17,201.00	2,866.83	659.76	18.3268
41		£35,309	17,654.50	2,942.42	677.16	18.8100
42		£36,209	18,104.50	3,017.42	694.42	19.2894
43		£37,112	18,556.00	3,092.67	711.74	19.7705
44		£38,025	19,012.50	3,168.75	729.25	20.2568
45		£38,879	19,439.50	3,239.92	745.62	20.7118
46		£39,818	19,909.00	3,318.17	763.63	21.2120
47		£40,732	20,366.00	3,394.33	781.16	21.6989
48		£41,637	20,818.50	3,469.75	798.52	22.1811
49		£42,532	21,266.00	3,544.33	815.68	22.6578
50		£43,251	21,625.50	3,604.25	829.47	23.0409
51		£43,985	21,992.50	3,665.42	843.55	23.4319
52		£44,866	22,433.00	3,738.83	860.44	23.9012
53		£45,737	22,868.50	3,811.42	877.15	24.3652
54		£46,554	23,277.00	3,879.50	892.82	24.8005
55		£47,444	23,722.00	3,953.67	909.88	25.2746
56		£48,338	24,169.00	4,028.17	927.03	25.7508
57		£49,146	24,573.00	4,095.50	942.53	26.1813
58		£50,057	25,028.50	4,171.42	960.00	26.6666
59		£50,923	25,461.50	4,243.58	976.61	27.1279
60		£51,782	25,891.00	4,315.17	993.08	27.5855
61		£52,648	26,324.00	4,387.33	1009.69	28.0469
62		£53,513	26,756.50	4,459.42	1026.28	28.5077
63		£54,380	27,190.00	4,531.67	1042.90	28.9696
64		£55,246	27,623.00	4,603.83	1059.51	29.4309
65		£56,109	28,054.50	4,675.75	1076.06	29.8906
66		£56,965	28,482.50	4,747.08	1092.48	30.3467
67		£57,836	28,918.00	4,819.67	1109.18	30.8107
68		£58,701	29,350.50	4,891.75	1125.77	31.2715
69		£59,560	29,780.00	4,963.33	1142.25	31.7291
70		£60,431	30,215.50	5,035.92	1158.95	32.1931
71		£61,337	30,668.50	5,111.42	1176.33	32.6757
72		£62,257	31,128.50	5,188.08	1193.97	33.1658
73		£63,186	31,593.00	5,265.50	1211.79	33.6607
74		£64,142	32,071.00	5,345.17	1230.12	34.1700

***Salary rates include the 2014/15 pay award for NJC employees**

Appendix Two

Chief Officer Grade/Salaries*
January 2015

	Chief Executive (CE)	Strategic Director (SD)	Director 1 (D1)	Director 2 (D2)	Head of Service 1 (HS1)	Head of Service 2 (HS2)
Salary Range						
01	155,000	109,626	101,564	81,922	77,697	67,337
02	160,000	112,671	104,385	84,198	79,855	69,207
03	165,000	115,716	107,206	86,474	82,013	71,077
04	170,000	118,761	110,027	88,749	84,172	72,948
05	175,000	121,807	112,849	91,025	86,330	74,819

*Salary ranges include the 2014/15 pay award for JNC: Chief Officers of Local Authorities

Appendix Three

Joint Negotiating Committee (JNC) Craft
Pay Scales*
January 2015
Wirral Council

	SCP	Hourly	Weekly	Monthly	Annual
Engineer & Electrician	01	8.4658	313.24	1361.08	16333.00
plus F.A	02	8.5158	315.09	1369.12	16429.46
5%	03	8.8893	328.90	1429.17	17150.00
7%	04	9.0583	335.16	1456.33	17476.00
7% + F.A	05	9.1083	337.01	1464.37	17572.46
7.50%	06	9.1008	336.73	1463.17	17558.00
10%	07	9.3123	344.55	1497.17	17966.00
12.50%	08	9.5243	352.40	1531.25	18375.00
15%	09	9.7357	360.22	1565.25	18783.00
15%+ F.A	10	9.7857	362.07	1573.29	18879.46
20%	11	10.1592	375.89	1633.33	19600.00
20% + F.A	12	10.2092	377.74	1641.37	19696.46
0.0250p.h	13	8.4908	314.16	1365.10	16381.23
Add skills + 0.4900 p.h	14	8.9558	331.37	1439.86	17278.35
Gas/Arc +0.8100ph	15	9.2758	343.21	1491.31	17895.72
Gas/Arc+F.A +0.8100ph	16	9.3258	345.06	1466.75	17601.00
Gas/Arc+10% +0.8100ph	17	10.1223	374.52	1627.39	19528.72
10% + F.A	18	9.3623	346.40	1505.21	18062.46
+ Acop (9.80)	19	8.7307	323.04	1403.67	16844.00
+ Acop + gas/arc	20	9.5407	353.01	1533.89	18406.72
10% + Acop + gas/arc	21	10.3871	384.32	1669.98	20039.72

*Salary ranges include the 2014/15 pay award for JNC: Local Authority Craft and Associated Employees

Appendix Four

JOINT NEGOTIATING COMMITTEE FOR YOUTH AND COMMUNITY WORKERS

JESC 172

Youth and Community Support Worker Range

Pay Points	w.e.f 1.9.09
1	14,143
2	14,733
3	15,324
4	15,917
5	16,509
6	17,100
7	17,697
8	18,291
9	19,047
10	19,636
11	20,591
12	21,525
13	22,489
14	23,485
15	24,166
16	24,875
17	25,574

Professional Range

Pay Points	w.e.f 1.9.09
11	20,591
12	21,525
13	22,489
14	23,485
15	24,166
16	24,875
17	25,574
18	26,279
19	26,975
20	27,673
21	28,461
22	29,352
23	30,219
24	31,091
25	31,968
26	32,847
27	33,726
28	34,613
29	35,496
30	36,377

LONDON AREA ALLOWANCES

	w.e.f 1.9.09
Inner	2,891
Outer	1,898
Fringe	740

Awaiting confirmation of 2014/2015 pay award JNC: Youth and Community and The Soulbury Committee

SOULBURY PAY AGREEMENT 2009

SOULBURY EDUCATIONAL IMPROVEMENT PROFESSIONALS [EIMPs] SPINE
(formerly known as Advisers/Inspectors spine)

	Salary from 1.9.08		Salary from 1.9.09	
1	£32,033		£32,353	
2	£33,180		£33,512	
3	£34,263		£34,606	
4	£35,360		£35,714	
5	£36,452		£36,817	
6	£37,545		£37,920	
7	£38,692		£39,079	
8	£39,794	*	£40,192	*
9	£41,080		£41,491	
10	£42,227		£42,649	
11	£43,358		£43,792	
12	£44,454		£44,899	
13	£45,695	**	£46,152	**
14	£46,801		£47,269	
15	£48,023		£48,503	
16	£49,129		£49,620	
17	£50,237		£50,739	
18	£51,324		£51,837	
19	£52,445		£52,969	
20	£53,554	***	£53,554	***
21	£54,679		£54,679	
22	£55,658		£55,658	
23	£56,738		£56,738	
24	£57,705		£57,705	
25	£58,741		£58,741	
26	£59,749		£59,749	
27	£60,781		£60,781	
28	£61,827		£61,827	
29	£62,876		£62,876	
30	£63,924		£63,924	
31	£64,961		£64,961	
32	£66,016		£66,016	
33	£67,071		£67,071	
34	£68,151		£68,151	
35	£69,228		£69,228	
36	£70,337		£70,337	
37	£71,427		£71,427	
38	£72,529		£72,529	
39	£73,616		£73,616	
40	£74,702		£74,702	
41	£75,795		£75,795	
42	£76,885		£76,885	
43	£77,975		£77,975	
44	£79,071		£79,071	
45	£80,164		£80,164	
46	£81,257		£81,257	
47	£82,356		£82,356	
48	£83,446	****	£83,446	****
49	£84,539	****	£84,539	****
50	£85,632	****	£85,632	****

Notes: 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 Principal EIP undertaking the full range of duties at this level

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

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SOULBURY PAY AGREEMENT 2009

The 2009 Soulbury pay agreement includes confirmation of the implementation of a revised Scale A and Scale B for educational psychologists on a backdated basis with effect from 1 September 2009.
The assimilation arrangements for this process are as set out in JESC 164 Appendices 5-9.

EDUCATIONAL PSYCHOLOGISTS - SCALE A

Spine point	Salary from 1.9.09	
1	£33,934	
2	£35,656	
3	£37,378	
4	£39,100	
5	£40,822	
6	£42,544	
7	£44,165	
8	£45,786	
9	£47,305	*
10	£48,825	*
11	£50,243	*

Notes: 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 & PRINCIPAL EDUCATIONAL PSYCHOLOGISTS - SCALE B

Spine point	Salary from 1.9.09	
1	£42,544	
2	£44,165	
3	£45,786	*
4	£47,305	
5	£48,825	
6	£50,243	
7	£50,825	
8	£51,912	
9	£52,989	
10	£54,085	
11	£55,159	
12	£56,255	
13	£57,370	
14	£58,447	**
15	£59,575	**
16	£60,693	**
17	£61,818	**
18	£62,942	**

Notes: 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.

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TRAINEE EDUCATIONAL PSYCHOLOGISTS

Spine point	Salary from 1.9.08	Salary from 1.9.09
1	£21,585	£21,801
2	£23,165	£23,397
3	£24,744	£24,991
4	£26,324	£26,587
5	£27,903	£28,182
6	£29,482	£29,777

ASSISTANT EDUCATIONAL PSYCHOLOGISTS

Spine point	Salary from 1.9.08	Salary from 1.9.09
1	£26,534	26,799
2	£27,617	27,893
3	£28,701	28,988
4	£29,778	30,076

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SOULBURY PAY AGREEMENT 2009

YOUNG PEOPLE'S/COMMUNITY SERVICE MANAGERS SPINE
(formerly known as Youth and Community Service Officers spine)

Spine point	Salary from 1.9.08		Salary from 1.9.09	
1	£33,223		£33,555	
2	£34,310		£34,653	
3	£35,397		£35,751	
4	£36,506	*	£36,871	*
5	£37,633		£38,009	
6	£38,733		£39,120	
7	£39,857	**	£40,256	**
8	£41,136		£41,547	
9	£42,258		£42,258	
10	£43,357		£43,357	
11	£44,450		£44,450	
12	£45,546		£45,546	
13	£46,633		£46,633	
14	£47,731		£47,731	
15	£48,831		£48,831	
16	£49,933		£49,933	
17	£51,042		£51,042	
18	£52,142		£52,142	
19	£53,237		£53,237	
20	£54,355	***	£54,355	***
21	£55,496	***	£55,496	***
22	£56,661	***	£56,661	***
23	£57,851	***	£57,851	***
24	£59,066	***	£59,066	***

Notes: The minimum YPCSM scale is 4 points

Other 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 Senior YPCSM undertaking the full range of duties at this level (see paragraph 5.6 of the Soulbury Report)

** normal minimum point for the Principal YPCSM 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

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