

## Soulbury Staff Pay Tables 1<sup>st</sup> September, 2016

Appendix C

### Trainee Educational Psychologists

Spine Point	Salary from 01.03.2016	Oncosts
1	£22,728	£31,591.92
2	£24,393	£33,906.27
3	£26,054	£36,215.06
4	£27,718	£38,528.02
5	£29,381	£40,839.59
6	£31,044	£43,151.16

### Assistant Educational Psychologists

Spine Point	Salary from 01.03.2016	Oncosts
1	£27,939	£38,835.21
2	£29,080	£40,421.20
3	£30,221	£42,007.19
4	£31,355	£43,583.45

### Educational Psychologists

#### - SCALE A

Spine Point	Salary from 01.03.2016	Oncosts
1	£35,377	£49,174.03
2	£37,173	£51,670.47
3	£38,969	£54,166.91
4	£40,764	£56,661.96
5	£42,558	£59,155.62
6	£44,353	£61,650.67
7	£46,044	£64,001.16
8	£47,734	£66,350.26
9	£49,317*	£68,550.63
10	£50,902*	£70,753.78
11	£52,380*	£72,808.20

### Senior & Principle Educational Psychologists - SCALE B

Spine Point	Salary from 01.03.2016	Oncosts
1	£44,353	£61,650.67
2	£46,044	£64,001.16
3	£47,734	£66,350.26
4	£49,317	£68,550.63
5	£50,902	£70,753.78
6	£52,380	£72,808.20
7	£52,987	£73,651.93
8	£54,120	£75,226.80
9	£55,243	£76,787.77
10	£56,386	£78,376.54
11	£57,506	£79,933.34
12	£58,649	£81,522.11
13	£59,811	£83,137.29
14	£60,933	£84,696.87
15	£62,110	£86,332.90
16	£63,275	£87,952.25

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

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

17	<b>£64,448</b>	<i>£89,582.72</i>
18	<b>£65,620</b>	<i>£91,211.80</i>

### Soulbury Educational Improvement Professionals (EIPs)

Spine Point	Salary from 01.03.2016	Oncosts	Spine Point	Salary from 01.03.2016	Oncosts	Spine Point	Salary from 01.03.2016	Oncosts
1	<b>£33,730</b>	<i>£46,884.70</i>	18	<b>£54,042</b>	<i>£75,118.38</i>	35	<b>£72,173</b>	<i>£100,320.47</i>
2	<b>£34,938</b>	<i>£48,563.82</i>	19	<b>£55,223</b>	<i>£76,759.97</i>	36	<b>£73,329</b>	<i>£101,927.31</i>
3	<b>£36,078</b>	<i>£50,148.42</i>	20	<b>£55,833***</b>	<i>£77,607.87</i>	37	<b>£74,465</b>	<i>£103,506.35</i>
4	<b>£37,234</b>	<i>£51,755.26</i>	21	<b>£57,005</b>	<i>£79,236.95</i>	38	<b>£75,615</b>	<i>£105,104.85</i>
5	<b>£38,383</b>	<i>£53,352.37</i>	22	<b>£58,027</b>	<i>£80,657.53</i>	39	<b>£76,748</b>	<i>£106,679.72</i>
6	<b>£39,533</b>	<i>£54,950.87</i>	23	<b>£59,152</b>	<i>£82,221.28</i>	40	<b>£77,880</b>	<i>£108,253.20</i>
7	<b>£40,741</b>	<i>£56,629.99</i>	24	<b>£60,160</b>	<i>£83,622.40</i>	41	<b>£79,019</b>	<i>£109,836.41</i>
8	<b>£41,902*</b>	<i>£58,243.78</i>	25	<b>£61,239</b>	<i>£85,122.21</i>	42	<b>£80,156</b>	<i>£111,416.84</i>
9	<b>£43,256</b>	<i>£60,125.84</i>	26	<b>£62,291</b>	<i>£86,584.49</i>	43	<b>£81,293</b>	<i>£112,997.27</i>
10	<b>£44,463</b>	<i>£61,803.57</i>	27	<b>£63,367</b>	<i>£88,080.13</i>	44	<b>£82,435</b>	<i>£114,584.65</i>
11	<b>£45,655</b>	<i>£63,460.45</i>	28	<b>£64,457</b>	<i>£89,595.23</i>	45	<b>£83,574</b>	<i>£116,167.86</i>
12	<b>£46,809</b>	<i>£65,064.51</i>	29	<b>£65,551</b>	<i>£91,115.89</i>	46	<b>£84,715</b>	<i>£117,753.85</i>
13	<b>£48,116**</b>	<i>£66,881.24</i>	30	<b>£66,643</b>	<i>£92,633.77</i>	47	<b>£85,860</b>	<i>£119,345.40</i>
14	<b>£49,280</b>	<i>£68,499.20</i>	31	<b>£67,725</b>	<i>£94,137.75</i>	48	<b>£86,995***</b>	<i>#VALUE!</i>
15	<b>£50,567</b>	<i>£70,288.13</i>	32	<b>£68,824</b>	<i>£95,665.36</i>	49	<b>£88,135***</b>	<i>#VALUE!</i>
16	<b>£51,731</b>	<i>£71,906.09</i>	33	<b>£69,924</b>	<i>£97,194.36</i>	50	<b>£89,275***</b>	<i>#VALUE!</i>
17	<b>£52,897</b>	<i>£73,526.83</i>	34	<b>£71,050</b>	<i>£98,759.50</i>			

Salary scales to consist of not more than four consecutive points based on the duties and responsibilities attached 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.

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

**Youth & Community Service Officers**

<b>Spine Point</b>	<b>Salary from 01.03.2016</b>	<b>Oncosts</b>	<b>Spine Point</b>	<b>Salary from 01.03.2016</b>	<b>Oncosts</b>
1	£34,637	£48,145.43	13	£48,616	£67,576.24
2	£36,128	£50,217.92	14	£49,762	£69,169.18
3	£37,272	£51,808.08	15	£50,908	£70,762.12
4	£38,440*	£53,431.60	16	£52,057	£72,359.23
5	£39,626	£55,080.14	17	£53,213	£73,966.07
6	£40,784	£56,689.76	18	£54,360	£75,560.40
7	£41,969**	£58,336.91	19	£55,502	£77,147.78
8	£43,314	£60,206.46	20	£56,668***	£78,768.52
9	£44,056	£61,237.84	21	£57,857***	£80,421.23
10	£45,202	£62,830.78	22	£59,072***	£82,110.08
11	£46,342	£64,415.38	23	£60,312***	£83,833.68
12	£47,438	£65,938.82	24	£61,579***	£85,594.81

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 attached to posts and the need to recruit and motivate staff.

\*normal minimum point for senior youth and community service officers undertaking the full range of duties at this level.

\*\*normal minimum point for principle youth and community service officer undertaking the full range of duties at this level.

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

## Soulbury Staff Pay Tables 1<sup>st</sup> September, 2017

### Trainee Educational Psychologists

Spine Point	Salary from 01.03.2017	Oncosts
1	£22,955	£31,907.45
2	£24,636	£34,244.04
3	£26,314	£36,576.46
4	£27,996	£38,914.44
5	£29,675	£41,248.25
6	£31,355	£43,583.45

### Assistant Educational Psy

Spine Point	Salary from 01.03.2017
1	£28,218
2	£29,371
3	£30,523
4	£31,669

### Educational Psychologists

#### - SCALE A

Spine Point	Salary from 01.03.2017	Oncosts
1	£35,731	£49,666.09
2	£37,545	£52,187.55
3	£39,359	£54,709.01
4	£41,171	£57,227.69
5	£42,984	£59,747.76
6	£44,797	£62,267.83
7	£46,504	£64,640.56
8	£48,211	£67,013.29
9	£49,810*	£69,235.90
10	£51,411*	£71,461.29
11	£52,903*	£73,535.17

### Senior & Principle Edu Psychologists - SCAI

Spine Point	Salary from 01.03.2017
1	£44,797
2	£46,504
3	£48,211
4	£49,810
5	£51,411
6	£52,903
7	£53,516
8	£54,661
9	£55,795
10	£56,950
11	£58,081
12	£59,235
13	£60,409
14	£61,543
15	£62,731
16	£63,908
17	£65,093
18	£66,276

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

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

### Soulbury Educational Improvement Professionals (

Spine Point	Salary from 01.03.2017	Oncosts	Spine Point	Salary from 01.03.2017	Oncosts
1	£34,067	£47,353.13	18	£54,582	£75,868.98
2	£35,287	£49,048.93	19	£55,775	£77,527.25
3	£36,439	£50,650.21	20	£56,391***	£78,383.49
4	£37,606	£52,272.34	21	£57,575	£80,029.25
5	£38,767	£53,886.13	22	£58,607	£81,463.73
6	£39,928	£55,499.92	23	£59,744	£83,044.16
7	£41,148	£57,195.72	24	£60,762	£84,459.18
8	£42,321*	£58,826.19	25	£61,851	£85,972.89

9	<b>£43,689</b>	£60,727.71	26	<b>£62,914</b>	£87,450.46
10	<b>£44,908</b>	£62,422.12	27	<b>£64,001</b>	£88,961.39
11	<b>£46,112</b>	£64,095.68	28	<b>£65,102</b>	£90,491.78
12	<b>£47,277</b>	£65,715.03	29	<b>£66,207</b>	£92,027.73
13	<b>£48,597**</b>	£67,549.83	30	<b>£67,309</b>	£93,559.51
14	<b>£49,773</b>	£69,184.47	31	<b>£68,402</b>	£95,078.78
15	<b>£51,073</b>	£70,991.47	32	<b>£69,512</b>	£96,621.68
16	<b>£52,248</b>	£72,624.72	33	<b>£70,623</b>	£98,165.97
17	<b>£53,426</b>	£74,262.14	34	<b>£71,761</b>	£99,747.79

Salary scales to consist of not more than four consecutive points based on the duties and responsibilities attached 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.*

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

<b>Youth &amp; Community Service Officers</b>					
<b>Spine Point</b>	<b>Salary from 01.03.2017</b>	<b>Oncosts</b>	<b>Spine Point</b>	<b>Salary from 01.03.2017</b>	<b>Oncosts</b>
1	<b>£35,333</b>	£49,112.87	13	<b>£49,103</b>	£68,253.17
2	<b>£36,489</b>	£50,719.71	14	<b>£50,259</b>	£69,860.01
3	<b>£37,645</b>	£52,326.55	15	<b>£51,417</b>	£71,469.63
4	<b>£38,824*</b>	£47,965.36	16	<b>£52,578</b>	£73,083.42
5	<b>£40,023</b>	£55,631.97	17	<b>£53,745</b>	£74,705.55
6	<b>£41,192</b>	£57,256.88	18	<b>£54,904</b>	£76,316.56
7	<b>£42,388**</b>	£58,919.32	19	<b>£56,057</b>	£77,919.23
8	<b>£43,747</b>	£60,808.33	20	<b>£57,235***</b>	£79,556.65
9	<b>£44,497</b>	£61,850.83	21	<b>£58,435***</b>	£81,224.65
10	<b>£45,654</b>	£63,459.06	22	<b>£59,663***</b>	£82,931.57
11	<b>£46,805</b>	£65,058.95	23	<b>£60,915***</b>	£84,671.85
12	<b>£47,958</b>	£66,661.62	24	<b>£62,194***</b>	£86,449.66

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<b>Psychologists</b>
<b>Oncosts</b>
£39,223.02
£40,825.69
£42,426.97
£44,019.91

<b>Occupational LE B</b>
<b>Oncosts</b>
£62,267.83
£64,640.56
£67,013.29
£69,235.90
£71,461.29
£73,535.17
£74,387.24
£75,978.79
£77,555.05
£79,160.50
£80,732.59
£82,336.65
£83,968.51
£85,544.77
£87,196.09
£88,832.12
£90,479.27
£92,123.64

<b>(EIPs)</b>		
<b>Spine Point</b>	<b>Salary from 01.03.2017</b>	<b>Oncosts</b>
35	<b>£72,895</b>	£101,324.05
36	<b>£74,062</b>	£102,946.18
37	<b>£75,210</b>	£104,541.90
38	<b>£76,371</b>	£106,155.69
39	<b>£77,515</b>	£107,745.85
40	<b>£78,659</b>	£109,336.01
41	<b>£79,809</b>	£110,934.51
42	<b>£80,958</b>	£112,531.62

43	<b>£82,106</b>	£114,127.34
44	<b>£83,259</b>	£115,730.01
45	<b>£84,410</b>	£117,329.90
46	<b>£85,562</b>	£118,931.18
47	<b>£86,719</b>	£120,539.41
48	<b>£87,865***</b>	£122,132.35
49	<b>£89,016***</b>	£123,732.24
50	<b>£90,168***</b>	£125,333.52

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 attached to posts and the need to recruit and motivate staff.

\*normal minimum point for senior youth and community service officers undertaking the full range of duties at this level.

\*\*normal minimum point for principle youth and community service officer undertaking the full range of duties at this level.

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