

Grades, Incremental Points and Annual Full Time Equivalent Salaries for the Council's Other Employees

1. NJC for Local Government Employees (with effect from 1/4/20 to 31/3/21)

Administrative, Professional, Technical, Clerical Staff & Principal Officers & Social Workers

GLPC Outer London Pay Spine (Havering Council)

Grade and SCP	ANNUAL SALARY - £
G1	
1	20,658
2	21,030
3	21,408
4	21,795
5	22,185
G2	
1	20,658
2	21,030
3	21,408
4	21,795
5	22,185
G3	
5	22,185
6	22,587
7	22,995
8	23,406
9	23,826
G4	
10	24,258
12	25,137
13	25,590
14	26,052
15	26,520
G5	
18	27,978
19	28,482
20	28,992
23	30,585
24	31,044
G6	
25	31,557

26	32,418
27	33,324
28	34,209
29	34,884
G7	
30	35,751
31	36,708
32	37,722
33	38,883
34	39,867
G8	
35	40,869
36	41,850
37	42,855
38	43,860
39	44,790
G9	
40	45,834
41	46,839
42	47,841
43	48,819
44	49,827
G10	
45	50,826
46	51,837
47	52,866
48	53,928
49	55,017
G11	
51	57,171
52	58,242
53	59,325
55	61,470
57	63,633
G12	
60	67,167
61	68,568
62	70,002
64	72,969
66	75,696
G13	
1	81,795

2	83,976
3	86,157
4	87,582
5	90,519
G14	
1	92,700
2	94,875
3	97,062
4	99,240
5	101,424
G15	
1	103,605
2	105,783
3	107,964
4	110,148
5	112,326
G16	
1	119,964
2	124,320
3	128,685
4	133,047
5	137,409
G17	
1	141,771
2	146,136
3	150,495
4	154,860
5	159,216
G18	
1	178,761
2	180,420
3	182,076
4	183,732
5	185,394

2. **Soulbury Committee (with effect from 1/9/20 to 31/8/21)**

SOULBURY EDUCATIONAL IMPROVEMENT PROFESSIONALS [EIPS] previously known as ADVISERS/INSPECTORS

Spine	01.09.2020 Annual Salary £
1	36419
2	37723
3	38955
4	40203
5	41443
6	42684
7	43988
8	45243
9	46705
10	48009
11	49295
12	50541
13	51951
14	53209
15	54598
16	55854
17	57114
18	58350
19	59625
20	60283
21	61549
22	62653
23	63867
24	64956
25	66121
26	67257
27	68419
28	69597
29	70777
30	71956
31	73124
32	74311
33	75498
34	76715
35	77927
36	79175
37	80402
38	81643
39	82866
40	84089
41	85318
42	86546
43	87773
44	89006
45	90236
46	91468
47	92705

48	93930
49	95160
50	96392

SOULBURY PAY AGREEMENT 2020

EDUCATIONAL PSYCHOLOGISTS - SCALE A

SLBA

Spine Point	01.09.19		01.09.2020	MONTH	HOUR	HOUR <i>inc LW 2019</i>	HOUR <i>inc LW 2019</i>
1	37175		38197	3183.08	20.3485	22.0436	22.0905
2	39062		40136	3344.67	21.3814	23.0766	23.1234
3	40949		42075	3506.25	22.4144	24.1095	24.1564
4	42834		44012	3667.67	23.4463	25.1414	25.1883
5	44721		45951	3829.25	24.4792	26.1744	26.2212
6	46607		47889	3990.75	25.5116	27.2068	27.2537
7	48383		49714	4142.83	26.4839	28.1790	28.2259
8	50159		51538	4294.83	27.4556	29.1507	29.1976
9	51822	*	53247	4437.25	28.3660	30.0611	30.1080
10	53488	*	54959	4579.92	29.2780	30.9731	31.0200
11	55040	*	56554	4712.83	30.1277	31.8228	31.8697

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 AND PRINCIPAL EDUCATIONAL PSYCHOLOGISTS SLBB**(B) SALARY RANGE**

Spine Point	Revised Salary				HOUR	HOUR inc LW 2019	HOUR inc LW 2020
	01.09.19	01.09.2020	MONTH	MONTH			
1	46607	47889	3990.75	25.5116	27.2068	27.2537	
2	48383	49714	4142.83	26.4839	28.1790	28.2259	
3	50159 *	51538	4294.83	27.4556	29.1507	29.1976	
4	51822	53247	4437.25	28.3660	30.0611	30.1080	
5	53488	54959	4579.92	29.2780	30.9731	31.0200	
6	55040	56554	4712.83	30.1277	31.8228	31.8697	
7	55678	57209	4767.42	30.4766	32.1718	32.2186	
8	56869	58433	4869.42	31.1287	32.8238	32.8707	
9	58050	59646	4970.50	31.7749	33.4700	33.5169	
10	59251	60880	5073.33	32.4323	34.1274	34.1743	
11	60428	62090	5174.17	33.0769	34.7720	34.8189	
12	61628	63323	5276.92	33.7337	35.4288	35.4757	
13	62849	64577	5381.42	34.4018	36.0969	36.1438	
14	64029 **	65790	5482.50	35.0479	36.7431	36.7900	
15	65266 **	67061	5588.42	35.7250	37.4202	37.4670	
16	66490 **	68318	5693.17	36.3947	38.0898	38.1367	
17	67723 **	69585	5798.75	37.0696	38.7648	38.8116	
18	68954 **	70850	5904.17	37.7435	39.4387	39.4855	

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 points and structured professional assessments

ASSISTANT EDUCATIONAL PSYCHOLOGISTS**SLBP****Revised**

Spine Point	Revised Salary				HOUR	HOUR inc LW 2019	HOUR inc LW 2020
	01.09.19	01.09.2020	MONTH	MONTH			
1	29359	30166	2513.86	16.0704	17.7655	17.8124	
2	30559	31399	2616.61	16.7272	18.4223	18.4692	
3	31757	32630	2719.19	17.3830	19.0781	19.1250	
4	32950	33856	2821.34	18.0360	19.7311	19.7780	

TRAINEE EDUCATIONAL PSYCHOLOGISTS**SLBT**

Spine Point	Revised Salary				HOUR	HOUR inc LW 2018	HOUR inc LW 2019
	01.09.19	01.09.2020	MONTH	MONTH			
1	23884	24541	2045.08	13.0736	14.7687	14.8156	
2	25632	26337	2194.75	14.0304	15.7255	15.7724	
3	27378	28131	2344.25	14.9861	16.6812	16.7281	
4	29128	29929	2494.08	15.9439	17.6390	17.6859	
5	30875	31724	2643.67	16.9002	18.5953	18.6422	
6	32623	33520	2793.33	17.8569	19.5521	19.5989	

SOULBURY PAY AGREEMENT 01.09.20

YOUTH AND COMMUNITY SERVICE MANAGERS

SLBY

Revised

Spine Point	01.09.2019	01.09.2020	MONTH	HOUR	HOUR inc LW 2019	HOUR inc LW 2020
1	36761	37772	3147.67	20.1221	21.8172	21.8641
2	37964	39008	3250.67	20.7805	22.4756	22.4756
3	39166	40243	3353.58	21.4384	23.1336	23.1336
4	40394 * *	41505	3458.75	22.1107 *	23.8059	23.8059
5	41641	42786	3565.50	22.7932	24.4883	24.4883
6	42857	44036	3669.67	23.4591	25.1542	25.1542
7	44101 ** **	45314	3776.17	24.1399 **	25.8350	25.8350
8	45515	46767	3897.25	24.9139	26.6091	26.6091
9	46295	47568	3964.00	25.3406	27.0358	27.0358
10	47500	48806	4067.17	26.0002	27.6953	27.6953
11	48697	50036	4169.67	26.6554	28.3505	28.3505
12	49897	51269	4272.42	27.3123	29.0074	29.0074
13	51088	52493	4374.42	27.9643	29.6594	29.6594
14	52291	53729	4477.42	28.6228	30.3179	30.3179
15	53495	54966	4580.50	29.2817	30.9769	30.9769
16	54703	56207	4683.92	29.9428	31.6380	31.6380
17	55917	57455	4787.92	30.6077	32.3028	32.3028
18	57124	58695	4891.25	31.2683	32.9634	32.9634
19	58323	59927	4993.92	31.9246	33.6197	33.6197
20	59548	61186	5098.83	32.5953 ***	34.2904	34.2904
21	60797	62469	5205.75	33.2788 ***	34.9739	34.9739
22	62075	63782	5315.17	33.9782 ***	35.6734	35.6734
23	63377	65120	5426.67	34.6910 ***	36.3861	36.3861
24	64707	66486	5540.50	35.4187 ***	37.1139	37.1139

NOTES:

The minimum Youth and Community Service Managers' 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 youth and community service managers undertaking the full range of duties at this level (see paragraph 5.6 of the Soulbury Report)

** normal minimum point for the principal youth and community service managers 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*

SOULBURY PAY AGREEMENT 2020

LONDON ALLOWANCES

	01.09.18	01.09.19	01.09.2020
Inner London	3119	3182	3270
Outer London	2057	2099	2157
Fringe	795	811	833

Joint National Committee Youth and Community Grades (Support and Professional)

Pay scales 1.9.20		Calculated with LW at 52.14 weeks and 36 hours per week									
£2,137		01/09/2020					TIMESHEET HOURLY RATES				
		Scale	Annual Salary	Monthly	Hrly inc LW	Hrly O/T	OVER 5 YEARS (1562)		UNDER 5 YEARS (1598)		
		Support Worker Range									
First Level	Point 1	deleted 1/9/16					Point 1				
TABLE YSW1	Point 2	Deleted 1/09/19					Point 2				
GRADE	Point 3	Deleted 1/9/20					Point 3				
YSW 11 (1-4)	Point 4	Deleted 1/9/20					Point 4				
YSW 12 (2-5)	Point 5	19,308	1,609.00	11.4243	10.29	Point 5	13.73	13.7292	13.42	13.4199	
YSW 13 (3-6)	Point 6	19,631	1,635.92	11.5963	10.46	Point 6	13.94	13.9360	13.62	13.6220	
Second Level	Point 7	19,922	1,660.17	11.7514	10.61	Point 7	14.12	14.1223	13.80	13.8041	
TABLE YSW2	Point 8	20,589	1,715.75	11.9895	10.97	Point 8	14.55	14.5493	14.22	14.2215	
GRADE	Point 9	21,439	1,786.58	12.5595	11.42	Point 9	15.09	15.0935	14.75	14.7534	
YSW 21 (7-10)	Point 10	22,104	1,842.00	12.9138	11.78	Point 10	15.52	15.5192	15.17	15.1696	
YSW 22 (8-11)	Point 11	23,178	1,931.50	13.4859	12.35	Point 11	16.21	16.2068	15.84	15.8417	
YSW 23 (9-12)	Point 12	24,228	2,019.00	14.0453	12.91	Point 12	16.88	16.8790	16.50	16.4987	
YSW 24 (10-13)	Point 13	25,313	2,109.42	14.6233	13.48	Point 13	17.57	17.5736	17.18	17.1777	
YSW 25 (11-14)	Point 14	26,437	2,203.08	15.2221	14.08	Point 14	18.29	18.2932	17.88	17.8811	
YSW 26 (12-15)	Point 15	27,202	2,266.83	15.6296	14.49	Point 15	18.78	18.7830	18.36	18.3598	
YSW 27 (13-16)	Point 16	28,001	2,333.42	16.0553	14.92	Point 16	19.29	19.2945	18.86	18.8598	
YSW 28 (14-17)	Point 17	28,787	2,398.92	16.4740	15.34	Point 17	19.80	19.7977	19.35	19.3517	
		Professional Level									
TABLE YPR	Point 11	Deleted					Point 11				
GRADE	Point 12	Deleted 1/9/40					Point 12				
	Point 13	25,313	2,109.42	14.6233	13.48	Point 13	17.57	17.5736	17.18	17.1777	
YPR 1 (11-14)	Point 14	26,437	2,203.08	15.2221	14.08	Point 14	18.29	18.2932	17.88	17.8811	
YPR 2 (12-15)	Point 15	27,202	2,266.83	15.6296	14.49	Point 15	18.78	18.7830	18.36	18.3598	
YPR 3 (13-16)	Point 16	28,001	2,333.42	16.0553	14.92	Point 16	19.29	19.2945	18.86	18.8598	
YPR 4 (14-17)	Point 17	28,787	2,398.92	16.4740	15.34	Point 17	19.80	19.7977	19.35	19.3517	
YPR 5 (15-18)	Point 18	29,579	2,464.92	16.8959	15.76	Point 18	20.30	20.3047	19.85	19.8473	
YPR 6 (16-19)	Point 19	30,364	2,530.33	17.3141	16.18	Point 19	20.81	20.8073	20.34	20.3385	
YPR 7 (17-20)	Point 20	31,152	2,596.00	17.7339	16.60	Point 20	21.31	21.3118	20.83	20.8317	
YPR 8 (18-21)	Point 21	32,036	2,669.67	18.2048	17.07	Point 21	21.88	21.8777	21.38	21.3849	
YPR 9 (19-22)	Point 22	33,039	2,753.25	18.7391	17.60	Point 22	22.52	22.5198	22.01	22.0125	
YPR 10 (20-23)	Point 23	34,015	2,834.58	19.2591	18.12	Point 23	23.14	23.1447	22.62	22.6233	
YPR 11 (21-24)	Point 24	34,997	2,916.42	19.7822	18.64	Point 24	23.77	23.7734	23.24	23.2378	
YPR 12 (22-25)	Point 25	35,985	2,998.75	20.1913	19.17	Point 25	24.41	24.4059	23.86	23.8561	
YPR 13 (23-26)	Point 26	36,973	3,081.08	20.8349	19.70	Point 26	25.04	25.0384	24.47	24.4743	
YPR 14 (24-27)	Point 27	37,961	3,163.42	21.2440	20.22	Point 27	25.67	25.6709	25.09	25.0926	
YPR 15 (25-28)	Point 28	38,961	3,246.75	21.8939	20.76	Point 28	26.31	26.3111	25.72	25.7184	
YPR 16 (26-29)	Point 29	39,953	3,329.42	22.4224	21.28	Point 29	26.95	26.9462	26.34	26.3392	
YPR 17 (27-30)	Point 30	40,947	3,412.25	22.9519	21.81	Point 30	27.58	27.5826	26.96	26.9612	
Discretionary Points	Point 31	41,617	3,468.08	22.1704	22.17	Point 31	28.01	28.0115	27.38	27.3805	
Discretionary Points	Point 32	42,718	3,559.83	22.7569	22.76	Point 32	28.72	28.7164	28.07	28.0695	

TEACHERS SALARY SCALES 1.9.2020

LBH. SP.PT.	SPINAL POINT	ANNUAL	MONTHLY			HOURLY	DAILY
LOWER PAY SPINE		Neg Body T		Emp Type 003 Teachers		SpTable TCHL	
01	M1	£29,915	2,492.92			23.6016	153.41
02	M2	£31,604	2,633.67			24.9341	162.07
03	M3	£33,383	2,781.92			26.3377	171.19
04	M4	£35,264	2,938.67			27.8217	180.84
05	M5	£38,052	3,171.00			30.0213	195.14
06a	M6a	£40,731	3,394.25			32.1349	208.88
06b	M6b	£41,136	3,428.00			32.4544	210.95
UPPER PAY SPINE		Neg Body T		Emp Type 003 Teachers		SpTable TCHU	
page 73							Grade TCHU
	1	£42,559	3,546.58			33.5771	218.25
	2	£44,133	3,677.75			34.8189	226.32
	3	£45,766	3,813.83			36.1073	234.70
UNQUALIFIED TEACHERS							
page 73							
151	1	£21,582	1,798.50			17.0272	110.68
152	2	£23,696	1,974.67			18.6951	121.52
153	3	£25,809	2,150.75			20.3621	132.35
154	4	£27,926	2,327.17			22.0323	143.21
155	5	£30,037	2,503.08			23.6978	154.04
156	6	£32,151	2,679.25			25.3657	164.88

TEACHERS SALARY SCALES 1.9.2020

	SP.PT.	ANNUAL SALARY	MONTHLY		HOURLY
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LEADERSHIP SPINE

Neg Body T

Emp Type 003 Teachers

**SpTable TCHL
LEAD**

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1	£45,542	3795.17			35.9306	Grades
2	£46,601	3883.42			36.7661	HEAD
3	£47,676	3973.00			37.6142	DEPU
4	£48,785	4065.42			38.4892	SRMA
5	£49,919	4159.92			39.3838	
6	£51,082	4256.83			40.3014	
7	£52,371	4364.25			41.3183	
8	£53,499	4458.25			42.2083	
9	£54,750	4562.50			43.1953	
10	£56,072	4672.67			44.2383	
11	£57,436	4786.33			45.3144	
12	£58,688	4890.67			46.3022	
13	£60,073	5006.08			47.3949	
14	£61,479	5123.25			48.5041	
15	£62,926	5243.83			49.6458	
16	£64,514	5376.17			50.8986	
17	£65,921	5493.42			52.0087	
18a	£66,827	5568.92			52.7235	
18b	£67,496	5624.67			53.2513	
19	£69,087	5757.25			54.5065	
20	£70,713	5892.75			55.7893	
21a	£71,666	5972.17			56.5412	
21b	£72,383	6031.92			57.1069	
22	£74,090	6174.17			58.4536	
23	£75,842	6320.17			59.8359	
24a	£76,874	6406.17			60.6501	
24b	£77,643	6470.25			61.2568	
25	£79,489	6624.08			62.7132	
26	£81,372	6781.00			64.1988	
27a	£82,480	6873.33			65.0730	
27b	£83,305	6942.08			65.7239	
28	£85,290	7107.50			67.2899	
29	£87,316	7276.33			68.8884	
30	£89,406	7450.50			70.5373	
31a	£90,632	7552.67			71.5045	
31b	£91,539	7628.25			72.2201	
32	£93,724	7810.33			73.9440	
33	£95,975	7,997.92			75.7199	
34	£98,263	8,188.58			77.5250	
35a	£99,624	8,302.00			78.5988	
35b	£100,620	8,385.00			79.3846	
36	£103,026	8,585.50			81.2828	
37	£105,509	8,792.42			83.2418	
38	£108,037	9,003.08			85.2363	
39a	£109,489	9,124.08			86.3819	
39b	£110,584	9,215.33			87.2458	
40	£113,266	9,438.83			89.3617	
41	£116,010	9,667.50			91.5266	
42	£118,828	9,902.33			93.7499	
43	£120,513	10,042.75			95.0793	

