

## Appendix 4

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

#### 1. NJC for Local Government Employees (with effect from 1/4/21

to 31/3/22) Administrative, Professional, Technical, Clerical Staff &

Principal Officers & Social Workers GLPC Outer London Pay Spine

(Havering Council)

Grade and SCP	ANNUAL
	SALARY - £
G1	
1	21,228
2	21,399
3	21,783
4	22,179
5	22,575
G2	
1	21,228
2	21,399
3	21,783
4	22,179
5	22,575
G3	
5	22,575
6	22,983
7	23,400
8	23,817
9	24,243
G4	
10	24,684
12	25,578
13	26,040
14	26,508
15	26,985
G5	
18	28,470
19	28,983
20	29,502
23	31,122
24	31,590

G6	
25	32,112
26	32,988
27	33,909
28	34,809
29	35,496
G7	
30	35,751
31	36,708
32	37,722
33	38,883
34	39,867
G8	
35	41,586
36	42,585
37	43,605
38	44,628
39	45,576
G9	
40	46,638
41	47,661
42	48,681
43	49,674
44	50,700
G10	
45	51,717
46	52,746
47	53,793
48	54,873
49	55,980
G11	
51	58,173
52	59,262
53	60,366
55	62,547
57	64,749
G12	
60	68,343
61	69,768
62	71,229
64	74,247

65	75,738
G13	
1	£83,022
2	£85,236
3	£87,450
4	£88,896
5	£91,878
G14	
1	£94,092
2	£96,297
3	£98,517
4	£100,728
5	£102,945
G15	
1	£105,159
2	£107,370
3	£109,584
4	£111,801
5	£114,012
G16	
1	£121,764
2	£126,186
3	£130,614
4	£135,042
5	£139,470
G17	
1	£143,898
2	£148,329
3	£152,751
4	£157,182
5	£161,604
G18	
1	£181,443
2	£183,126
3	£184,806
4	£186,489
5	£188,175

**Soulbury Committee (with effect from 1/9/21 to 31/8/22)**

**Educational Improvement Professionals**

SCP	01.09.20	01.09.21
1	36419	37056
2	37723	38383
3	38955	39637
4	40203	40907
5	41443	42168
6	42684	43431
7	43988	44758
8	45243*	46035*
9	46705	47522
10	48009	48849
11	49295	50158
12	50541	51425
13	51951**	52860**
14	53209	54140
15	54598	55553
16	55854	56831
17	57114	58113
18	58350	59371
19	59625	60668
20	60283***	61338***
21	61549	62626
22	62653	63749
23	63867	64985
24	64956	66093
25	66121	67278
26	67257	68434
27	68419	69616
28	69597	70815
29	70777	72016
30	71956	73215
31	73124	74404
32	74311	75611
33	75498	76819
34	76714	78056
35	77927	79291
36	79174	80560
37	80402	81809
38	81642	83071
39	82866	84316
40	84089	85561
41	85318	86811

42	86546	88061
43	87773	89309
44	89006	90564
45	90236	91815
46	91468	93069
47	92705	94327
48	93930****	95574****
49	95160****	96825****
50	96392****	98079****

### Notes to Educational Improvement Professionals above

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 leading EIP undertaking the full range of duties at this level.*

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

### Young People's / Community Service Manager

SCP	01.09.20	01.09.21
1	37772	38433
2	39008	39691
3	40243	40947
4	41505*	42231*
5	42786	43535
6	44036	44807
7	45314**	46107**
8	46767	47585
9	47568	48400
10	48806	49660
11	50036	50912
12	51269	52166
13	52493	53412
14	53729	54669
15	54966	55928
16	56207	57191
17	57455	58460
18	58695	59722
19	59927	60976
20	61186***	62257***

21	62469***	63562***
22	63782***	64898***
23	65120***	66260***
24	66486***	67650***

### **Notes to Young People's / Community Service Manager above**

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 attaching to posts and the need to recruit retain and motivate staff.

*\*normal minimum point for senior youth and community service officers undertaking the full range of duties at this level (see paragraph 5.6 of the Soulbury Report).*

*\*\*normal minimum point for principal youth and community service officer 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.*

### **Trainee Educational Psychologists**

**SCP      01.09.20    01.09.21**

1	24541	24970
2	26337	26798
3	28131	28623
4	29929	30453
5	31724	32279
6	33520	34107

### **Assistant Educational Psychologists**

**SCP      01.09.20    01.09.21**

1	30166	30694
2	31399	31948
3	32630	33201
4	33856	34448

### **Educational Psychologists - Scale A**

**SCP      01.09.20    01.09.21**

1	38197	38865
2	40136	40838
3	42075	42811
4	44012	44782
5	45951	46755

6	47889	48727
7	49714	50584
8	51538	52440
9	53247*	54179*
10	54959*	55921*
11	56554*	57544*

### **Notes to Educational Psychologists - Scale A above**

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**

SCP	01.09.20	01.09.21
1	47889	48727
2	49714	50584
3	51538*	52440*
4	53247	54179
5	54959	55921
6	56554	57544
7	57209	58210
8	58433	59456
9	59646	60690
10	60880	61945
11	62090	63177
12	63323	64431
13	64577	65707
14	65790**	66941**
15	67061**	68235**
16	68318**	69514**
17	69585**	70803**
18	70850**	72090**

### **Notes to Senior and Principal Educational Psychologists above**

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*

## **LONDON AREA PAYMENTS**

With effect from 1 September 2021 staff in the London area shall receive the following:

- (a) at the rate of £3327 per annum to officers serving in the **Inner** area.
- (b) at the rate of £2195 per annum to officers serving in the **Outer** area.
- (c) at the rate of £848 per annum to officers serving in the **Fringe** area.
- (d) officers normally serving in the London area but temporarily employed elsewhere shall continue to receive London area payments at the rate appropriate to their normal area of employment.
- (e) in the case of an officer required to serve in different parts of the London areas or partly outside that area the officer shall be deemed to be serving in the area in which he is required to spend more than one half of his time.
- (f) for the purpose of this paragraph –

**The “Inner Area”** means the area of the London Boroughs of:

Camden, City of London, Greenwich, Hackney, Hammersmith & Fulham, Islington, Kensington & Chelsea, Lambeth, Lewisham, Southwark, Tower Hamlets, Wandsworth, Westminster (the former Inner London Education Authority), and the London Boroughs of Barking and Dagenham, Brent, Ealing, Haringey, Merton and Newham.

**The “Outer Area”** means Greater London excluding the Inner area.

**The “Fringe Area”** means:

Berkshire: the districts of Bracknell Slough Windsor and Maidenhead.

Buckinghamshire: the districts of Beaconsfield and Chiltern.

Essex: the districts of Basildon Brentwood Epping Forest Harlow and Thurrock.

Hertfordshire: the districts of Broxbourne Dacorum East Hertfordshire Hertsmere St. Albans Three Rivers Watford and Welwyn Hatfield.

Kent: the districts of Dartford and Sevenoaks.

Surrey: the whole County.

West Sussex: the district of Crawley.

**The “London Area”** comprises the Inner area the Outer area and the Fringe area.