

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 1/4/22

to 31/3/23) Administrative, Professional, Technical, Clerical Staff &

Principal Officers & Social Workers GLPC Outer London Pay Spine

(Havering Council)

Grade and SCP	ANNUAL SALARY - £
G1	
1	23,457
2	23,628
3	24,012
4	24,408
5	24,804
G2	
1	23,457
2	23,628
3	24,012
4	24,408
5	24,804
G3	
5	24,804
6	25,212
7	25,629
8	26,046
9	26,472
G4	
10	26,913
12	27,807
13	28,269
14	28,737
15	29,214
G5	
18	30,699
19	31,212
20	31,731
23	33,351
24	33,819

G6	
25	34,341
26	35,217
27	36,138
28	37,038
29	37,725
G7	
30	38,607
31	39,582
32	40,614
33	41,793
34	42,795
G8	
35	43,815
36	44,814
37	45,834
38	46,857
39	47,805
G9	
40	48,867
41	49,890
42	50,910
43	51,903
44	52,929
G10	
45	53,946
46	54,975
47	56,022
48	57,102
49	58,209
G11	
51	60,402
52	61,491
53	62,595
55	64,776
57	66,978
G12	
60	70,572
61	71,997
62	73,458
64	76,476

65	79,251
G13	
1	£84,947
2	£87,161
3	£89,375
4	£90,821
5	£93,803
G14	
1	£96,017
2	£98,222
3	£100,442
4	£102,653
5	£104,870
G15	
1	£107,084
2	£109,295
3	£111,509
4	£113,726
5	£115,937
G16	
1	£123,689
2	£128,111
3	£132,539
4	£136,967
5	£141,395
G17	
1	£145,826
2	£150,254
3	£154,676
4	£159,107
5	£163,529
G18	
1	£183,299
2	£184,999
3	£186,697
4	£188,397
5	£190,100

Joint Negotiating Committee for Youth and community Workers - September 2022

Spinal Point	Annual Amount	Hourly Rate	Range
5	£21,571	£11.49	Youth and Community Support Worker Range
6	£21,900	£11.67	Youth and Community Support Worker Range
7	£22,196	£11.82	Youth and Community Support Worker Range
8	£22,874	£12.19	Youth and Community Support Worker Range
9	£23,739	£12.65	Youth and Community Support Worker Range
10	£24,416	£13.01	Youth and Community Support Worker Range
11	£25,509	£13.59	Youth and Community Support Worker Range
12	£26,576	£14.16	Youth and Community Support Worker Range
13	£27,681	£14.75	Youth and Community Support Worker Range/ Professional Range
14	£28,825	£15.36	Professional Range
15	£29,603	£15.77	Professional Range
16	£30,416	£16.20	Professional Range
17	£31,216	£16.63	Professional Range
18	£32,021	£17.06	Professional Range
19	£32,820	£17.48	Professional Range
20	£33,622	£17.91	Professional Range
21	£34,522	£18.39	Professional Range
22	£35,542	£18.93	Professional Range
23	£36,536	£19.46	Professional Range
24	£37,534	£20.00	Professional Range
25	£38,540	£20.53	Professional Range
26	£39,545	£21.07	Professional Range
27	£40,550	£21.60	Professional Range
28	£41,568	£22.14	Professional Range
29	£42,577	£22.68	Professional Range
30	£43,588	£23.22	Professional Range
31	44,270	£22.17	Professional Range
32	45,391	£22.76	Professional Range

* Discretionary Points

LONDON AREA ALLOWANCES	
Inner	£3,385.00
Outer	£2,224.00
Fringe	£867.00

SLEEPING IN DUTY ALLOWANCE	
Sleeping in Allowance	£39.00
Disturbance Element	£22.00

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.