

## 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 1/4/23**

**to 31/3/24)** Administrative, Professional, Technical, Clerical Staff &

Principal Officers & Social Workers - GLPC Outer London Pay Spine

(Havering Council)

Grade and SCP	ANNUAL SALARY - £
G1 / G2	
1	deleted
2	25,854
3	26,238
4	26,634
5	27,030
G3	
5	27,030
6	27,438
7	27,855
8	28,272
9	28,698
G4	
10	29,139
12	30,033
13	30,495
14	30,963
15	31,440
G5	
18	32,925
19	33,438
20	33,957
23	35,577
24	36,045
G6	
25	36,567
26	37,443
27	38,364
28	39,264
29	39,951
G7	
30	40,833
31	41,808
32	42,840

33	44,019
34	45,021
G8	
35	46,041
36	47,040
37	48,060
38	49,083
39	50,031
G9	
40	51,093
41	52,116
42	53,136
43	54,129
44	55,155
G10	
45	56,172
46	57,201
47	58,248
48	59,328
49	60,468
G11	
51	62,748
52	63,879
53	65,025
55	67,290
57	69,579
G12	
60	73,311
61	74,793
62	76,311
64	79,446
66	82,326

**2. JNC for Youth and Community Workers (with effect from 1/9/23 to 31/8/24)**

Spinal Point	Annual Amount	Range
5	£23,496	Support Worker Range
6	£23,825	Support Worker Range
7	£24,121	Support Worker Range
8	£24,799	Support Worker Range
9	£25,664	Support Worker Range
10	£26,341	Support Worker Range
11	£27,434	Support Worker Range
12	£28,501	Support Worker Range

13	£29,606	Support Worker Range / Professional Range
14	£30,750	Support Worker Range / Professional Range
15	£31,528	Support Worker Range / Professional Range
16	£32,341	Support Worker Range / Professional Range
17	£33,141	Support Worker Range / Professional Range
18	£33,946	Professional Range
19	£34,745	Professional Range
20	£35,547	Professional Range
21	£36,447	Professional Range
22	£37,467	Professional Range
23	£38,461	Professional Range
24	£39,459	Professional Range
25	£40,465	Professional Range
26	£41,470	Professional Range
27	£42,475	Professional Range
28	£43,493	Professional Range
29	£44,502	Professional Range
30	£45,513	Professional Range
*31	£46,195*	Professional Range
*32	£47,316*	Professional Range

\* Discretionary Points

LONDON AREA ALLOWANCES	
Inner	£3,517.00
Outer	£2,311.00
Fringe	£901.00

SLEEPING IN DUTY ALLOWANCE	
Sleeping in Allowance	£41.00
Disturbance Element	£23.00

### 3. The Soulbury Committee (with effect from 1/9/23 to 31/8/24)

#### Educational Improvement Professionals

SCP	01.09.23
1	£40,540
2	£41,920
3	£43,224
4	£44,545
5	£45,857
6	£47,170
7	£48,550
8	£49,878*
9	£51,425

10	£52,805
11	£54,166
12	£55,484
13	£56,976**
14	£58,308
15	£59,777
16	£61,106
17	£62,440
18	£63,748
19	£65,097
20	£65,974***
21	£67,133
22	£68,302
23	£69,586
24	£70,739
25	£71,971
26	£73,173
27	£74,403
28	£75,650
29	£76,899
30	£78,146
31	£79,382
32	£80,637
33	£81,894
34	£83,180
35	£84,465
36	£85,784
37	£87,083
38	£88,396
39	£89,691
40	£90,985
41	£92,285
42	£93,585
43	£94,883
44	£96,189
45	£97,490
46	£98,794
47	£100,102
48	£101,399
49	£102,700
50	£104,400
51	£108,164****
52	£112,491****

## 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	01.09.23
1	£41,972
2	£43,281
3	£44,587
4	£45,922*
5	£47,278
6	£48,601
7	£49,953**
8	£51,490
9	£52,338
10	£53,648
11	£54,950
12	£56,255
13	£57,550
14	£58,858
15	£60,167
16	£61,481
17	£62,800
18	£64,113
19	£65,417
20	£66,749***
21	£68,106***
22	£69,496***
23	£70,912***
24	£72,358***

## 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**

<b>SCP</b>	<b>01.09.23</b>
1	deleted
2	£29,872
3	£31,770
4	£33,673
5	£35,572
6	£37,473

### **Assistant Educational Psychologists**

<b>SCP</b>	<b>01.09.23</b>
1	deleted
2	£35,228
3	£36,531
4	£37,828
5	£39,341

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

<b>SCP</b>	<b>01.09.23</b>
1	£42,422
2	£44,474
3	£46,525
4	£48,575
5	£50,627
6	£52,678
7	£54,609
8	£56,540
9	£58,348
10	£60,160
11	£61,848
12	£62,540*
13	£63,836*
14	£65,120*

**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**

<b>SCP</b>	<b>01.09.23</b>
1	£52,678
2	£54,609
3	£56,540
4	£58,348
5	£60,160
6	£61,848*
7	£62,540
8	£63,836
9	£65,120
10	£66,425
11	£67,706
12	£69,010
13	£70,337
14	£71,621
15	£72,966
16	£74,297
17	£75,637**
18	£76,976**
19	£80,055**
20	£83,257**
21	£86,587**

### **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*

### **SOULBURY REPORT AMENDMENT**

Paragraph 4.6 of the Soulbury Report will be amended to state that main scale educational psychologists are awarded an allowance equivalent to one additional incremental point on Scale A for the duration of supervising assistant educational psychologists as well as for supervising trainee educational psychologists.

## **LONDON AREA PAYMENTS**

With effect from 1<sup>st</sup> September 2023 staff in the London area shall receive the following:

- (a) at the rate of £3,595 per annum to officers serving in the **Inner** area.
- (b) at the rate of £2,372 per annum to officers serving in the **Outer** area.
- (c) at the rate of £916 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.