

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 01/04/2025 to 31/03/2026)** 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	28,221
3	28,617
4	29,025
5	29,436
G3	
5	29,436
6	29,856
7	30,228
8	30,717
9	31,158
G4	
10	31,611
12	32,535
13	33,012
14	33,495
15	33,987
G5	
18	35,520
19	36,048
20	36,585
23	38,256
24	38,739
G6	
25	39,276
26	40,182
27	41,133
28	42,060
29	42,771
G7	
30	43,680
31	44,685
32	45,750

33	46,968
34	48,003
G8	
35	49,056
36	50,085
37	51,138
38	52,194
39	53,172
G9	
40	54,267
41	55,323
42	56,376
43	57,402
44	58,461
G10	
45	59,511
46	60,573
47	61,653
48	62,766
49	63,966
G11	
51	66,378
52	67,575
53	68,784
55	71,181
57	73,602
G12	
60	77,550
61	79,119
62	80,724
64	84,042
66	87,084

2. JNC for Youth and Community Workers (with effect from 01/09/2025 to 31/08/2026)

Spinal Point	Annual Amount	Range
5	£25,580	Support Worker Range
6	£25,919	Support Worker Range
7	£26,225	Support Worker Range
8	£26,924	Support Worker Range
9	£27,817	Support Worker Range
10	£28,516	Support Worker Range
11	£29,644	Support Worker Range
12	£30,745	Support Worker Range

13	£31,885	Support Worker Range / Professional Range
14	£33,066	Support Worker Range / Professional Range
15	£33,869	Support Worker Range / Professional Range
16	£34,708	Support Worker Range / Professional Range
17	£35,533	Support Worker Range / Professional Range
18	£36,634	Professional Range
19	£37,189	Professional Range
20	£38,016	Professional Range
21	£38,945	Professional Range
22	£39,997	Professional Range
23	£41,023	Professional Range
24	£42,053	Professional Range
25	£43,091	Professional Range
26	£44,128	Professional Range
27	£45,165	Professional Range
28	£46,216	Professional Range
29	£47,258	Professional Range
30	£48,301	Professional Range
31	£49,005	Professional Range
32	£50,162	Professional Range

* Discretionary Points

LONDON AREA ALLOWANCES	
Inner	£3,721.00
Outer	£2,445.00
Fringe	£954.00

SLEEPING IN DUTY ALLOWANCE	
Sleeping in Allowance	£43.34
Disturbance Element	£24.33

3. The Soulbury Committee (with effect from 01/09/2024 to 31/08/2025) (ongoing)

Educational Improvement Professionals

SCP	Annual Amount
1	£41,554
2	£42,968
3	£44,305
4	£45,659
5	£47,003
6	£48,349
7	£49,764
8	£51,125*
9	£52,711

10	£54,125
11	£55,520
12	£56,871
13	£58,400**
14	£59,766
15	£61,271
16	£62,634
17	£64,001
18	£65,342
19	£66,724
20	£67,439***
21	£68,811
22	£70,009
23	£71,326
24	£72,507
25	£73,770
26	£75,002
27	£76,263
28	£77,541
29	£78,821
30	£80,100
31	£81,367
32	£82,653
33	£83,941
34	£85,260
35	£86,577
36	£87,929
37	£89,260
38	£90,606
39	£91,933
40	£93,260
41	£94,592
42	£95,925
43	£97,255
44	£98,594
45	£99,927
46	£101,264
47	£102,605
48	£103,934
49	£105,268
50	£106,604
51	£110,868****
52	£115,303****

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	Annual Amount
1	£43,021
2	£44,363
3	£45,702
4	£47,070*
5	£48,460
6	£49,816
7	£51,202**
8	£52,777
9	£53,646
10	£54,989
11	£56,324
12	£57,661
13	£58,989
14	£60,329
15	£61,671
16	£63,018
17	£64,370
18	£65,716
19	£67,052
20	£68,418***
21	£69,809***
22	£71,233***
23	£72,685***
24	£74,167***

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	Annual Amount
1	deleted
2	£30,619
3	£32,564
4	£34,515
5	£36,461
6	£38,410

Assistant Educational Psychologists

SCP	Annual Amount
1	deleted
2	£36,109
3	£37,444
4	£38,774
5	£40,325

Educational Psychologists - Scale A

SCP	Annual Amount
1	£43,483
2	£45,586
3	£47,688
4	£49,789
5	£51,893
6	£53,995
7	£55,974
8	£57,954
9	£59,807
10	£61,664
11	£63,394
12	£64,104*
13	£65,432*
14	£66,748*

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	Annual Amount
1	£53,995
2	£55,974
3	£57,954*
4	£59,807
5	£61,664
6	£63,394
7	£64,104
8	£65,432
9	£66,748
10	£68,086
11	£69,399
12	£70,735
13	£72,095
14	£73,412**
15	£74,790**
16	£76,154**
17	£77,528**
18	£78,900**
19	£82,056**
20	£85,338**
21	£88,752**

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 1st September 2024 staff in the London area shall receive the following:

- (a) at the rate of £3,685 per annum to officers serving in the **Inner** area.
- (b) at the rate of £2,431 per annum to officers serving in the **Outer** area.
- (c) at the rate of £939 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.