

## APPENDIX 4

### Derbyshire Package - Soulbury pay

Employees who are paid on Soulbury pay grades are covered by the Derbyshire Package terms and conditions of employment outlined in this booklet. Any exceptions to this are highlighted in the booklet or set out in this appendix.

#### Soulbury Committee

The Soulbury Committee determines the salaries for Education Improvement Professionals & Educational Psychologists.

#### Soulbury Pay Scales 2023/24

Any pay awards, for example for a cost of living increase, will normally be added to all pay points from 1 September each year.

<b>Educational Improvement Professionals (EIPs)</b>			
Spine point	Salary	Spine point	Salary
1	£40,540	27	£74,403
2	£41,920	28	£75,650
3	£43,224	29	£76,899
4	£44,545	30	£78,146
5	£45,857	31	£79,382
6	£47,170	32	£80,637
7	£48,550	33	£81,894
8	£49,878	34	£83,180
9	£51,425	35	£84,465
10	£52,805	36	£85,784
11	£54,166	37	£87,083
12	£55,484	38	£88,396
13	£56,976	39	£89,691
14	£58,308	40	£90,985
15	£59,777	41	£92,285
16	£61,106	42	£93,585
17	£62,440	43	£94,883
18	£63,748	44	£96,189
19	£65,097	45	£97,490
20	£65,794	46	£98,794
21	£67,133	47	£100,102
22	£68,301	48	£101,399
23	£69,586	49	£102,700
24	£70,739	50	£104,004
25	£71,971	51	£108,164
26	73,173	52	£112,491

<b>Young People's/Community Service Manager</b>	
Spine point	Salary
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

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Educational Psychologists Scale A		Educational Psychologists Scale B		Trainee Educational Psychologists		Assistant Educational Psychologists	
Spine point	Salary	Spine point	Salary	Spine point	Salary	Spine Point	Salary
1	£42,422	1	£52,678	2	£29,872	2	£35,228
2	£44,474	2	£54,609	3	£31,770	3	£36,531
3	£46,525	3	£56,540	4	£33,673	4	£37,828
4	£48,575	4	£58,348	5	£35,572	5	£39,341
7	£54,609	7	£62,540	6	£37,473		
8	£56,540	8	£63,836				
9	£58,348	9	£65,120				
10	£60,160	10	£66,425				
11	£61,848	11	£67,706				
12	£62,540	12	£69,010				
13	£63,836	13	£70,337				
14	£65,120	14	£71,621				
		15	£72,966				
		16	£74,297				
		17	£75,637				
		18	£76,976				
		19	£80,055				
		20	£83,257				
		21	£86,587				

The Soulbury Committee has agreed a framework to recognise the contribution of Soulbury officers through Structured Professional Assessment (SPA). The eligibility criteria and Derbyshire County Council's process for the application and approval of SPA points (up to 3 additional points on the agreed scale for the role) can be obtained through your manager.

### Annual Leave

The table below sets out annual leave entitlement which runs from 1 April to 31 March each year:

Employee Group	Basic	After 5 years' continuous service
Trainee Educational Psychologists : Spine 1-2	25	30

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Trainee Educational Psychologists : Spine 3 & above Assistant Educational Psychologists : Spine 1-4 Educational Psychologists – Scale A : Spine 1-4 Educational Improvement Professionals : Spine 1-8	27	32
Educational Psychologists – Scale 1: Spine 5 and above Senior and Principal Educational Psychologists Scale B Educational Improvement Professionals: Spine 9 and above	34	34

### Flexi Scheme

The flexi scheme rules applicable to those on Soulbury grades are in line with the flexi scheme rules for Local Government Service employees with the following exceptions:

- The settlement period is 8 weeks as opposed to 4
- 30 hours credit, as opposed to 15, may be accrued and carried forward in any 8 week period, subject to the excess time being taken in school holidays
- All hours are currently recorded manually on a timesheet

### Notice Period

A 3 month notice period applies to all posts