

David Powell
Officers' Side Secretary
Soulbury Committee
National Education Union
Hamilton House
Mabledon Place
London
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14 July 2020

Dear David

Soulbury Committee – Response to Officers Side's Pay and Conditions Claim 2020

Following the recent meeting of the Soulbury Committee's Joint Secretaries, I am writing to confirm the final response of the Employers' Side to the Officers Side's pay and conditions claim for 2020. The Employers' Side does wish to record its thanks for the commitment and significant role that Soulbury Officers undertake in helping to maintain and improve local authorities' education and children's services, in relation to school improvement, educational psychology services and the management of the youth service. The importance of these roles and activity is particularly recognised in the current crisis.

The Employers' Side response is as follows (bold):

(i) A significant pay increase of 7% on all pay points, which will begin to address the substantial real terms cuts which Soulbury employees have, like other public sector workers, suffered since 2010.

The Employers' Side is unable to meet your claim for an increase of 7% for 2020 on all pay points. We have considered this and in light of the clear and consistent message from our consultation process with local authorities we believe that the offer we can make to you balances the desire to provide a fair pay increase for all staff that is within the limits of affordability and which is consistent with pay offers made to other parts of the local government workforce. The offer therefore is:

- **2.75% increase on all pay points on each of the Officer pay scales on 1 September 2020;**
- **2.75% increase on the London Area and Fringe Payments from the same date.**

(ii) A review of the current Soulbury pay structure in order to ensure that it reflects the current situation within local authorities and other organisations using the Soulbury agreement.

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The Employers' Side is willing to commit to further discussions at Joint Secretarial level on a without prejudice basis with regard to the current Soulbury pay structure.

(iii) A serious discussion on the impact of the erosion in conditions of service entitlements in many authorities and services, which have hit Soulbury employees harder than many other local government workers.

The Employers' Side does not accept this element of the claim. It is unaware of specific issues around the erosion of services or that Soulbury employees are more disadvantaged than other local government employees.

I would be grateful if you could confirm that the Officers' Side will consult its membership on the offer and the timescale for that consultation. We hope that this offer will form the basis of an agreement for 2020.

Yours sincerely



David Algie
Employers' Side Secretariat