

April 2012

Dear Sir/Madam

JOINT EDUCATION SERVICES CIRCULAR NO 183

SOULBURY AGREEMENT: PAY FOR 2011-12 & OTHER MATTERS

Soulbury Pay Scales for 2011-12

As in 2010-11, no pay offer has been made in the Soulbury Committee pay negotiations for 2011-12. Following consultation with local authorities, the Employers' Side has stated that, in its view, the financial position in local government is such that it is unable to offer any pay increase for September 2011. The Officers' Side has expressed extreme disappointment with that position.

The Soulbury pay scales therefore remain unchanged from those published in JESC 174 (2009).

Soulbury Structure

The pay and conditions structures set out in the Soulbury Report remain in place as nationally-agreed arrangements which local authorities and others should use to employ education improvement professionals, educational psychologists and young people's/community service managers as defined in the Report.

Consultation and Negotiation at Local Level

In recent months, several situations involving complaints about a lack of consultation with Soulbury trade unions or employees on proposals to alter the contractual terms and conditions of officers have led to legal proceedings involving authorities, unions and employees.

Therefore, authorities are asked to note that the Soulbury Report national agreement recommends full recognition by local authorities of the professional associations represented on the Soulbury Committee, including "regular consultation with representatives on all questions affecting their conditions of service" (para 11.1).

While there is no agreed national prescription for local arrangements to give effect to this, both Sides of the Soulbury Committee believes it is important that employers consult with all of the recognised Soulbury trade unions on such proposals and do not confine consultation to those trade unions recognised in respect of the main local government employee groups.

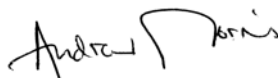
Therefore, where local authorities are considering any change in contractual terms and conditions which would affect Soulbury-paid officers, the Soulbury Committee recommends that authorities should consult the representatives of the Soubury unions about the proposed changes which might affect them.

In addition, where local authorities have already implemented changes in this area which have affected Soulbury-paid officers adversely in comparison with other employee groups within the authority and there is evidence that Soulbury officer representatives were not part of the original consultation process, the Soulbury Committee recommends that authorities should consider the impact of these changes upon Soulbury officers and where appropriate consult their representatives. The Soulbury Officers and Employers encourage local authorities to establish, or maintain existing Soulbury consultation groups to ensure that the relevant parts of the workforce are included in all discussions.

Yours sincerely



Simon Pannell
Employers' Side Secretary



Andrew Morris
Officers' Side Secretary

To: Chief Executives of County Councils and Metropolitan Districts and Unitary Authorities in England;
Chief Executives of London Boroughs;
Chief Executives of County Councils and County Borough Councils in Wales;
(Copy enclosed for Treasurers)
Directors of Children's Services/Directors of Education of County Councils, Metropolitan Districts and Unitary Authorities in England;
Directors of Children's Services/Directors of Education of London Boroughs;
Directors of Children's Services/Directors of Education of County Councils and County Borough Councils in Wales;
Members of the Soulbury Committee
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