



Members' Guide 2018~20

Soulbury, JNC and NICS Pay Scales
Education Authority

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nipsa
Protecting Public Services
Supporting Public Servants

Soulbury Pay Scales effective from 1st September 2018.

Educational Improvement Professionals

	2018 (£)	2019 (£)		2018 (£)	2019 (£)		2018 (£)	2019 (£)
1	34,749	35,444	11	47,035	47,976	21	58,727	59,902
2	35,993	36,713	12	48,223	49,188	22	59,780	60,976
3	37,168	37,912	13	49,569**	50,561**	23	60,939	62,158
4	38,359	39,127	14	50,769	51,785	24	61,978	63,218
5	39,543	40,334	15	52,095	53,137	25	63,089	64,351
6	40,727	41,542	16	53,293	54,359	26	64,173	65,457
7	41,971	42,811	17	54,495	55,585	27	65,282	66,588
8	43,168*	44,032*	18	55,674	56,788	28	66,405	67,734
9	44,563	45,455	19	56,891	58,029	29	67,532	68,883
10	45,807	46,724	20	57,519***	58,670***	30	68,656	70,030

	2018 (£)	2019 (£)		2018 (£)	2019 (£)
31	69,771	71,167	41	81,406	83,035
32	70,903	72,322	42	82,578	84,230
33	72,036	73,477	43	83,749	85,424
34	73,197	74,661	44	84,925	86,624
35	74,353	75,841	45	86,099	87,821
36	75,544	77,055	46	87,274	89,020
37	76,715	78,250	47	88,454	90,224
38	77,899	79,457	48	89,623****	91,416****
39	79,066	80,648	49	90,797****	92,613****
40	80,233	81,838	50	91,972****	93,812****

Notes:

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.

Soulbury Pay Scales effective from 1st September 2018.

Divisional Youth Officers

	2018 (£)	2019 (£)
1	36,040	36,761
2	37,219	37,964
3	38,398	39,166
4	39,601	40,394
	40,824*	41,641*
	42,016*	42,857*
	43,236*	44,101*

Youth Officers

	2018 (£)	2019 (£)
3	38,398	39,166
4	39,601	40,394
5	40,824	41,641
6	42,016	42,857
	43,236*	44,101*
	44,622*	45,515*
	45,387*	46,295*

Senior Youth Officers

	2018 (£)	2019 (£)
5	40,824	41,641
6	42,016	42,857
7	43,236	44,101
8	44,622	45,515
	45,387*	46,295*
	46,568*	47,500*
	47,742*	48,697*

Deputy Operations Manager

	2018 (£)	2019 (£)
1	36,040	36,761
2	37,219	37,964
3	38,398	39,166
	39,601*	40,394*
	40,824*	41,641*
	42,016*	42,857*

Operations Manager

	2018 (£)	2019 (£)
5	40,824	41,641
6	42,016	42,857
7	43,236	44,101
	44,622*	45,515*
	45,387*	46,295*
	46,568*	47,500*

*Additional points to accommodate the award of structured professional assessments

Soulbury Pay Scales effective from 1st September 2018.

Trainee Educational Psychologists

	2018 (£)	2019 (£)
1	23,415	23,884
2	25,129	25,632
3	26,841	27,378
4	28,556	29,128
5	30,269	30,875
6	31,983	32,623

Assistant Educational Psychologists

	2018 (£)	2019 (£)
1	28,783	29,359
2	29,959	30,559
3	31,134	31,757
4	32,303	32,950

Educational Psychologists Scale A

	2018 (£)	2019 (£)
2	38,296	39,062
3	40,146	40,949
4	41,994	42,834
5	43,844	44,721
6	45,693	46,607
7	47,434	48,383
8	49,175*	50,159*
9	50,806*	51,822*
10	52,439*	53,488*

Senior Educational Psychologists Scale B

	2018 (£)	2019 (£)
2	47,434	48,383
3	49,175*	50,159
4	50,806	51,822
5	52,439	53,488
6	53,961*	55,040*
7	54,586*	55,678*
8	55,754*	56,869*

Senior Educational Psychologists (Management) Scale B

	2018 (£)	2019 (£)
4	50,806	51,822
5	52,439	53,488
6	53,961	55,040
7	54,586	55,678
8	55,754*	56,869*
9	56,911*	58,050*
10	58,089*	59,251*

Principal Educational Psychologist Scale B

	2018 (£)	2019 (£)
6	53,961	55,040
7	54,586	55,678
8	55,754	56,869
9	56,911	58,050
10	58,089*	59,251*
11	59,243*	60,428*
12	60,420*	61,628*

*Additional points to accommodate the award of structured professional assessments

Soulbury Pay Scales effective from 1st September 2018.

Assistant Advisory Officer

Salary Scale [EIP Scale Pts 7 – 10]

	2018 (£)	2019 (£)
7	41,971	42,811
8	43,168	44,032
9	44,563	45,455
10	45,807	46,724
	47,035*	47,976*
	48,223*	49,188*
	49,569*	50,561*

School Improvement Professional (SIP)

Salary Scale [EIP Scale Pts 11 – 14]

	2018 (£)	2019 (£)
11	47,035	47,976
12	48,223	49,188
13	49,569	50,561
14	50,769	51,785
	52,095*	53,137*
	53,293*	54,359*
	54,495*	55,585*

Adviser

Salary Scale [EIP Scale Pts 13 – 16]

	2018 (£)	2019 (£)
13	49,569	50,561
14	50,769	51,785
15	52,095	53,137
16	53,293	54,359
	54,495*	55,585*
	55,674*	56,788*
	56,891*	58,029*

Senior Adviser

Salary Scale [EIP Scale Pts 16 – 19]

	2018 (£)	2019 (£)
16	53,293	54,359
17	54,495	55,585
18	55,674	56,788
19	56,891	58,029
	57,519*	58,670*
	58,727*	59,902*
	59,780*	60,976*

*Additional points to accommodate the award of structured professional assessments

Soulbury Pay Scales effective from 1st September 2018.

Senior School Improvement Professional

Salary Scale [EIP Scale Pts 16 – 19]

	2018 (£)	2019 (£)
16	53,293	54,359
17	54,495	55,585
18	55,674	56,788
19	56,891	58,029
	57,519*	58,670
	58,727*	59,902
	59,780*	60,976

*Additional points to accommodate the award of structured professional assessments

JNC Salary Scales effective from 1st September 2019.

Youth and Community Workers

Post	Spine Point	Pay Scale £
Assistant Youth Support Worker	3	18,117
	4	18,431
Youth Support Worker	5	18,791
	6	19,106
	7	19,389

JNC Salary Scales effective from 1st September 2019.

Youth and Community Workers

Post	Spine Point	Pay Scale £
Youth Support Worker-in-Charge <i>Centre-Based</i> Youth Support Worker-in-Charge <i>Outreach</i> Youth Support Worker-in-Charge <i>Specialist</i>	10	21,512
	11	22,558
	12	23,580
	13	24,636
Deputy Youth Worker	17	28,017
	18	28,787
	19	29,551
	20	30,318

Youth and Community Workers

Post	Spine Point	Pay Scale £
Centre-Based Youth Worker I Area Youth Worker I	18	28,787
	19	29,551
	20	30,318
	21	31,179
Centre-Based Youth Worker II Area Youth Worker II Specialist Youth Development Worker	20	30,318
	21	30,318
	22	32,155
	23	33,105

JNC Salary Scales effective from 1st September 2019.

Youth and Community Workers

Post	Spine Point	Pay Scale £
Senior Youth Worker I <i>Centre-Based</i> Senior Youth Worker I <i>Board-Wide Specialism</i>	22	32,155
	23	33,105
	24	34,060
	25	35,022
Instructors/Tutors	23	33,105
	24	34,060
	25	35,022
	26	35,983

1. To allow for the award of Staff Development Progression

Youth and Community Workers

Post	Spine Point	Pay Scale £
Senior Youth Worker II <i>Divisional Responsibilities</i> Senior Youth Worker II <i>Team Leader</i>	24	34,060
	25	35,022
	26	35,983
	27	36,945

NICS Pay Scales: Extract Relating to Former Youth Council Employees

For The Period 1.8.17-31.7.18

Staff Officer (SO)

1st August 2017	
Max	31,760
3	31,223
2	30,686
1	30,149

Deputy Principal (DP)

1st August 2017	
Max	40,473
4	39,558
3	38,643
2	37,728
1	36,812

Something Changed?



Have you got a new mobile number?

Moved house, new address?

Maybe you have transferred to a new workplace, got a new job

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