

**EDUCATIONAL IMPROVEMENT PROFESSIONALS (EIMPs)**  
**(Formerly known as Advisors/Inspectors spine)**

| Spine<br>Points | Salary<br>from 1.9.13 | Salary<br>from 1.3.15 |
|-----------------|-----------------------|-----------------------|
| 1               | £32,677               | £33,396               |
| 2               | £33,847               | £34,592               |
| 3               | £34,952               | £35,721               |
| 4               | £36,071               | £36,865               |
| 5               | £37,185               | £38,003               |
| 6               | £38,299               | £39,142               |
| 7               | £39,470               | £40,338               |
| 8               | £40,594 *             | £41,487 *             |
| 9               | £41,906               | £42,828               |
| 10              | £43,075               | £44,023               |
| 11              | £44,230               | £45,203               |
| 12              | £45,348               | £46,346               |
| 13              | £46,614 **            | £47,640 **            |
| 14              | £47,742               | £48,792               |
| 15              | £48,988               | £50,066               |
| 16              | £50,116               | £51,219               |
| 17              | £51,246               | £52,373               |
| 18              | £52,355               | £53,507               |
| 19              | £53,499               | £54,676               |
| 20              | £54,090 ***           | £55,280 ***           |
| 21              | £55,226               | £56,441               |
| 22              | £56,215               | £57,452               |
| 23              | £57,305               | £58,566               |
| 24              | £58,282               | £59,564               |
| 25              | £59,328               | £60,633               |
| 26              | £60,346               | £61,674               |
| 27              | £61,389               | £62,740               |
| 28              | £62,445               | £63,819               |
| 29              | £63,505               | £64,902               |
| 30              | £64,563               | £65,983               |
| 31              | £65,611               | £67,054               |
| 32              | £66,676               | £68,143               |
| 33              | £67,742               | £69,232               |
| 34              | £68,833               | £70,347               |
| 35              | £69,920               | £71,458               |
| 36              | £71,040               | £72,603               |
| 37              | £72,141               | £73,728               |
| 38              | £73,254               | £74,866               |
| 39              | £74,352               | £75,988               |
| 40              | £75,449               | £77,109               |
| 41              | £76,553               | £78,237               |
| 42              | £77,654               | £79,362               |
| 43              | £78,755               | £80,488               |
| 44              | £79,862               | £81,619               |
| 45              | £80,966               | £82,747               |
| 46              | £82,070               | £83,876               |
| 47              | £83,180               | £85,010               |
| 48              | £84,280 ****          | £86,134 ****          |
| 49              | £85,384 ****          | £87,262 ****          |
| 50              | £86,488 ****          | £88,391 ****          |

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 MANAGERS SPINE**  
**(formerly known as Youth and Community Service Officers spine)**

| Spine<br>Point         | Salary<br>from 1.9.13 | Salary<br>from 1.3.15 |
|------------------------|-----------------------|-----------------------|
| 1                      | £33,891               | £34,637               |
| 2                      | £35,000               | £35,770               |
| 3                      | £36,109               | £36,903               |
| 4                      | £37,240 *             | £38,059 *             |
| 5                      | £38,389               | £39,234               |
| 6                      | £39,511               | £40,380               |
| 7                      | £40,659 **            | £41,553 **            |
| 8                      | £41,962               | £42,885               |
| 9                      | £42,681               | £43,620               |
| 10                     | £43,791               | £44,754               |
| 11                     | £44,895               | £45,883               |
| 12                     | £46,001               | £47,013               |
| 13                     | £47,099               | £48,135               |
| 14                     | £48,208               | £49,269               |
| Discretionary point 15 | £49,319               | £50,404               |
| Discretionary point 16 | £50,432               | £51,542               |
| 17                     | £51,552               | £52,686               |
| 18                     | £52,663               | £53,822               |
| 19                     | £53,769               | £54,952               |
| 20                     | £54,899 ***           | £56,107 ***           |
| 21                     | £56,051 ***           | £57,284 ***           |
| 22                     | £57,228 ***           | £58,487 ***           |
| 23                     | £58,430 ***           | £59,715 ***           |
| 24                     | £59,657 ***           | £60,969 ***           |

The minimum YPCSM scale is four points.

Other 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 Senior YPCS Managers/Officers undertaking the full range of duties at this level (see paragraph 5.6 of the Soulbury Report)
- \*\* Normal minimum point for Principal YPCS Managers/Officers 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

| Spine<br>Points | Salary<br>from 1.9.13 | Salary<br>from 1.3.15 |
|-----------------|-----------------------|-----------------------|
| 1               | £22,019               | £22,503               |
| 2               | £23,631               | £24,151               |
| 3               | £25,241               | £25,796               |
| 4               | £26,853               | £27,444               |
| 5               | £28,464               | £29,090               |
| 6               | £30,075               | £30,737               |

### ASSISTANT EDUCATIONAL PSYCHOLOGISTS

| Spine<br>Points | Salary<br>from 1.9.13 | Salary<br>from 1.3.15 |
|-----------------|-----------------------|-----------------------|
| 1               | £27,067               | £27,662               |
| 2               | £28,172               | £28,792               |
| 3               | £29,278               | £29,922               |
| 4               | £30,377               | £31,045               |

### EDUCATIONAL PSYCHOLOGISTS - SCALE A

| Spine<br>Point | Salary<br>from 1.9.13 | Salary<br>from 1.3.15 |
|----------------|-----------------------|-----------------------|
| 1              | £34,273               | £35,027               |
| 2              | £36,013               | £36,805               |
| 3              | £37,752               | £38,583               |
| 4              | £39,491               | £40,360               |
| 5              | £41,230               | £42,137               |
| 6              | £42,969               | £43,914               |
| 7              | £44,607               | £45,588               |
| 8              | £46,244               | £47,261               |
| 9              | £47,778 *             | £48,829 *             |
| 10             | £49,313 *             | £50,398 *             |
| 11             | £50,745 *             | £51,861 *             |

Notes: 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 - SCALE B**

| <b>Spine<br/>Point</b> | <b>Salary<br/>from 1.9.13</b> | <b>Salary<br/>from 1.3.15</b> |
|------------------------|-------------------------------|-------------------------------|
| 1                      | £42,969                       | £43,914                       |
| 2                      | £44,607                       | £45,588                       |
| 3                      | £46,244 *                     | £47,261 *                     |
| 4                      | £47,778                       | £48,829                       |
| 5                      | £49,313                       | £50,398                       |
| 6                      | £50,745                       | £51,861                       |
| 7                      | £51,333                       | £52,462                       |
| 8                      | £52,431                       | £53,584                       |
| 9                      | £53,519                       | £54,696                       |
| 10                     | £54,626                       | £55,828                       |
| 11                     | £55,711                       | £56,937                       |
| 12                     | £56,818                       | £58,068                       |
| 13                     | £57,944                       | £59,219                       |
| 14                     | £59,031 **                    | £60,330 **                    |
| 15                     | £60,171 **                    | £61,495 **                    |
| 16                     | £61,300 **                    | £62,649 **                    |
| 17                     | £62,436 **                    | £63,810 **                    |
| 18                     | £63,571 **                    | £64,970 **                    |

Salary scales to consist of not more than four consecutive points, based on the duties and responsibilities attached to posts and the need to recruit and motivate staff.

\* Normal minimum point for Principal Educational Psychologist undertaking the full range of duties at this level.

\*\* Extension to range to accommodate discretionary scale points and structured professional assessments.

## **LONDON ALLOWANCES**

|              | <b>Salary<br/>from 1.9.13</b> | <b>Salary<br/>from 1.3.15</b> |
|--------------|-------------------------------|-------------------------------|
| Inner London | £2,932                        | £2,997                        |
| Outer London | £1,933                        | £1,976                        |
| Fringe       | £747                          | £763                          |