

Report to: Governance Committee

Date of meeting: 26 April 2016

By: Director of Children's Services

Title: Annual leave entitlement for staff on the Soulbury pay scales

Purpose: To consider proposals to increase the annual leave entitlement for Senior staff paid on Soulbury pay scales

RECOMMENDATIONS

The Governance Committee is recommended to agree:

- (i) to an increase of two days annual leave per annum from the current annual leave entitlement for Senior Soulbury staff paid at spinal column points EIP 15 and EPB 4 or above.
 - (ii) that this change is backdated, effective from 1 April 2016.
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1 Background

1.1 Soulbury pay and condition arrangements are used for employees who provide central strategic support to local authorities in their educational functions. These staff work with schools, other local authority employees, parents and local communities to deliver the Government's core objectives of raising educational standards in schools, improving the involvement of young people in their community and promote child development and learning.

1.2 The framework for terms and conditions in the employment of Soulbury Officers are determined by the Soulbury Committee and set out in the Soulbury Report (the 'Blue Book'). These terms and conditions are implemented at national level through the National Joint Council for Local Government Services NJC and/or at local level between the County Council and its recognised trade unions.

1.3 There are three types of Soulbury Officers and pay scales attributed to each one:

- Educational Improvement Professionals – paid on the EIP pay scales
- Educational Psychologists – paid on the EPA and EPB pay scales
- Young Peoples/Community Service Managers – paid on the YPCSM pay scales

1.4 It has recently been highlighted that Senior Soulbury staff have less annual leave entitlement when compared to managers paid at an equivalent level, but on the Local Management Grades i.e. (LMG) 4 and above.

1.5 The Blue Book is silent on the specific amount of holiday entitlement but does state that Soulbury staff should *not have less favourable terms than other Local Authority employees (not including teachers)*.

1.5 The County Council currently employs 74 staff on Soulbury terms and conditions.

2 Supporting information

Current Situation

2.1 Appendix 1 details the current annual leave entitlements for all County Council staff and shows that all Soulbury staff currently have the same entitlement as Managers graded LMG 1 – 3.

2.2 Five staff benefit from this entitlement (ie if based on comparable salary amounts, they would be matched to the single status grade entitlements) and 43 staff receive comparable annual leave entitlements to LMG 1 – 3 Managers.

2.4 There are 26 staff on equivalent salaries of LMG4 and above and as such, these individuals are receiving a less favourable annual leave entitlement

Proposed changes

2.5 Appendix 2 shows the proposed changes to the annual leave entitlements for Soulbury Educational Improvement Professionals (EIP) and the Educational Psychologists (EPB).

2.6 It is the 26 staff on equivalent salaries of LMG4 and above that the proposals would affect. By increasing annual leave entitlement by 2 days, this would ensure comparable entitlements for all staff across the County Council.

2.7 The cost of increasing the entitlement for these 26 staff is 52 working days over the year. In terms of productivity efficiency, this is estimated at £10,400 annually (using an average Senior Soulbury day rate of £200).

2.8 In deciding where the increase in entitlements will occur, consideration has been given to where the East Sussex County Council Soulbury grading bands are situated. Many of the more senior Soulbury staff start on EIP 15 and similarly, the Senior Educational Psychologists are on the EPB scale. In light of this, it is proposed that the entitlements are increased for these staff and the bottom salary points for the increase are therefore:

- LMG4 - £51,947
- EIP 15 - £50,066
- EPB 4 - £48,829

2.9 By applying the increase at these points, it ensures that, in principle, staff do not change entitlements 'mid grade'.

2.10 There are no proposed changes to the annual leave entitlements of any other Soulbury staff.

3. Conclusion and reasons for recommendations

3.1 In order to ensure that Senior Soulbury staff are not receiving less favourable terms and conditions compared to colleagues who are paid on the LMG grades, the Governance Committee is recommended to:

- (i) agree an increase of two days per annum from the current annual leave entitlement for Senior Soulbury staff paid at spinal column points EIP 15 and EPB 4 or above.
- (ii) agree that this change is backdated, effective from 1 April 2016 in line with the annual leave year.

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LOCAL MEMBERS

N/A

BACKGROUND DOCUMENTS

- The Soulbury Report 'the Blue Book'
- Annual Leave Policy