

Scottish Negotiating Committee for Teachers

COSLA
Rosebery House
9 Haymarket Terrace
Edinburgh
EH12 5XZ
Tel: 0131 474 9200
Fax: 0131 474 9292
Email:lynne@cosla.gov.uk

Teachers' Panel
46 Moray Place
Edinburgh
EH3 6B
Tel: 0131 225 6244
Fax: 0131 220 3151
Email: dmorrice@eis.org.uk

Scottish Executive
Education Department
Teachers Division
2-A North Victoria Quay
Edinburgh
EH6 6QQ
Tel: 0131 2440230
Fax: 0131 244 0957
Email:Stephanie.walsh@scotland.gsi.gov.uk

23 March 2004

Dear Colleague

SNCT/30 **Educational Psychologists** **Salary Structure**

1. Agreement has been reached in the SNCT on a salary structure for all Educational Psychologists.
2. With effect from 1 August 2003 Educational Psychologists will assimilate to an incremental scale as set out in Appendix A. With effect from 1 August 2003 Principal and Depute Principal Psychologists will assimilate to the management spine also set out in Appendix A.
3. From 1 April 2004 posts at Principal and Depute Principal shall be subject to a job sizing exercise. The results of job sizing shall be operational from that date.
4. Those in post at 31 March 2004 will continue to be protected by the conservation arrangements outlined in section 6.3 of the Scheme of Salaries and Conditions of Service. Psychologists appointed to posts at Principal and Depute Principal level from 1 April 2004 will be subject to cash conservation for a period of three years.
5. Councils will assess the management structure required to deliver the psychological service.

The duties of managers shall be defined by:

- a. responsibility for the management and administration of part of the total council psychological service; and/or
 - b. direct responsibility for the management of staff and resources.
6. Following the assessment of the psychological services management structure existing Senior Educational Psychologists shall either
 - a. be deemed to have management responsibilities and shall become substantive Depute Principals and be subject to the job sizing exercise; or
 - b. or remain as Senior Educational Psychologists with the responsibilities set out in paragraph 7.

7. Senior Educational Psychologists shall have responsibility for a particular area of expertise on a council-wide basis in relation to for example National Priorities, Framework for Intervention, pre-school multi-agency working, post school psychological services, autism and any other expertise deemed appropriate by the council.
8. Progression from the inductee point (point 0) requires the postholder to be registered fully as a Chartered Educational Psychologist.
9. From 1 April 2004 all appointees to Senior EP, Depute Principal Psychologists and Principal Psychologists require to be registered fully as Chartered Educational Psychologists.

Yours sincerely

Lynne Dickson (Employers' Side)
Drew Morrice (Teachers' Panel)
Stephanie Walsh (Scottish Executive)

Joint Secretaries

To: Chief Executives
Directors of Education
Directors of Personnel

Copy: Directors of Finance

SALARY STRUCTURE FOR EDUCATIONAL PSYCHOLOGISTS

EDUCATIONAL PSYCHOLOGIST SCALE

PRESENT

REVISED
01.08.03

1	27,126
2	28,347
3	29,577
4	30,990
5	32,220
6	33,447
7	34,689
8	36,270
9	38,355
10	39,570

0	32,220
1	33,447
2	34,689
3	36,270
4	38,355
5	39,570
6	40,980

(Inductee)

MANAGEMENT SPINE

PRESENT

REVISED
01.08.03

42,729
43,527
44,364
45,243
46,110
46,983
47,835
48,693
49,572

43,527	1
44,364	2
45,243	3
46,110	4
46,983	5
47,835	6
48,693	7
49,572	8
50,448	9

Senior Educational Psychologists

1	39,570
2	40,980
3	41,856
4	42,717

43,527
