

# Scottish Negotiating Committee for Teachers

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2 July 2002

Dear Sir/Madam

**SNCT/16**  
**SALARIES AND CONDITIONS OF SERVICE AGREEMENT**  
**PSYCHOLOGISTS**

1. The SNCT has reached agreement on a pay increase to the Psychologists' scales with effect from 1 April 2001, 1 April 2002 and 1 April 2003.
2. Details of the changes to pay are contained in Appendix 1 to this circular.
3. From 1 August 2002 an additional contractual 35 hours of continuing professional development (CPD) will be introduced as a maximum for Psychologists. Details of these changes are set out in Appendix 2 to this Circular.
4. Further work will be carried out by the SNCT with a view to reaching agreement on a new salary structure to be introduced from 1 August 2003 taking into account concerns raised in the Currie Report.
5. Further advice on the terms of the circular is available from the Joint Secretaries.

Yours faithfully

Dan Brown (Employers' Side)  
Ken Wimbor (Teachers' Panel)  
John Swift (Scottish Executive)

**Joint Secretaries**

To: Chief Executives  
Directors of Education  
Directors of Personnel

c.c. Directors of Finance

<b>PSYCHOLOGISTS</b>									
<b>Educational Psychologists</b>					<b>Senior Educational Psychologists</b>				
Scale Point	1.4.00	1.4.01	1.4.02	1.4.03	Scale Point	1.4.00	1.4.01	1.4.02	1.4.03
1	23439	25080	26082	27126	1	34191	36585	38049	39570
2	24495	26211	27258	28347	2	35412	37890	39405	40980
3	25557	27345	28440	29577	3	36165	38697	40245	41856
4	26778	28653	29799	30990	4	36909	39492	41073	42717
5	27840	29790	30981	32220					
6	28902	30924	32160	33447					
7	29973	32070	33354	34689					
8	31341	33534	34875	36270					
9	33141	35460	36879	38355					
10	34191	36585	38049	39570					

<b>Depute Principal Psychologists</b>													
Population Range Age 0 - 19		1.4.00			1.4.01			1.4.02			1.4.03		
Up to 30,000		*FP	36921		*FP	39504		*FP	41085		*FP	42729	
30,001	- 50,000	*FP	37608		*FP	40242		*FP	41853		*FP	43527	
50,001	- 70,000	36921	37608	38334	39504	40242	41016	41085	41853	42657	42729	- 43527	- 44364
70,001	- 100,000	37608	38334	39093	40242	41016	41829	41853	42657	43503	43527	- 44364	- 45243
100,001	- 140,000	38334	39093	39843	41016	41829	42633	42657	43503	44337	44364	- 45243	- 46110
140,001	- 200,000	39093	39843	40599	41829	42633	43440	43503	44337	45177	45243	- 46110	- 46983
Over 200,000		39843	40599	41334	42633	43440	44226	44337	45177	45996	46110	- 46983	- 47835
		*Fixed Point			*Fixed Point			*Fixed Point			*Fixed Point		

### Principal Psychologists

Population Range	1.4.00	1.4.01	1.4.02	1.4.03
Up to 10,000	*FP 36921	*FP 39504	*FP 41085	*FP 42729
10,001 - 30,000	37608 38334 39093	40242 - 41016 - 41829	41853 - 42657 - 43503	43527 - 44364 - 45243
30,001 - 50,000	38334 39093 39843	41016 - 41829 - 42633	42657 - 43503 - 44337	44364 - 45243 - 46110
50,001 - 70,000	39093 39843 40599	41829 - 42633 - 43440	43503 - 44337 - 45177	45243 - 46110 - 46983
70,001 - 100,000	39843 40599 41334	42633 - 43440 - 44226	44337 - 45177 - 45996	46110 - 46983 - 47835
100,001 - 140,000	40599 41334 42075	43440 - 44226 - 45021	45177 - 45996 - 46821	46983 - 47835 - 48693
140,001 - 200,000	41334 42075 42834	44226 - 45021 - 45831	45996 - 46821 - 47664	47835 - 48693 - 49572
Over 200,000	42075 42834 43590 *Fixed Point	45021 - 45831 - 46641 * Fixed Point	46821 - 47664 - 48507 *Fixed Point	48693 - 49572 - 50448 *Fixed Point

**Changes to Conditions of Service – Psychologists**

1. There will be no changes to conditions of service for Psychologists to that in the scheme of pay and conditions of service for Psychologists other than that an additional contractual 35-hours of CPD per annum will be introduced as a maximum for Psychologists. This shall consist of an appropriate balance of personal, professional development, attendance at nationally accredited courses or other CPD activity. This balance will be based on an assessment of individual need taking account of local and national priorities and shall be carried out at an appropriate time and place.
  2. Every Psychologist will have an annual CPD plan agreed with her/his immediate manager and will be required to maintain an individual CPD record.
  3. It is recognised that a quality based framework for professional development will take some time to deliver and therefore Psychologists will work towards but not be expected to meet the full commitment until August 2003.
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