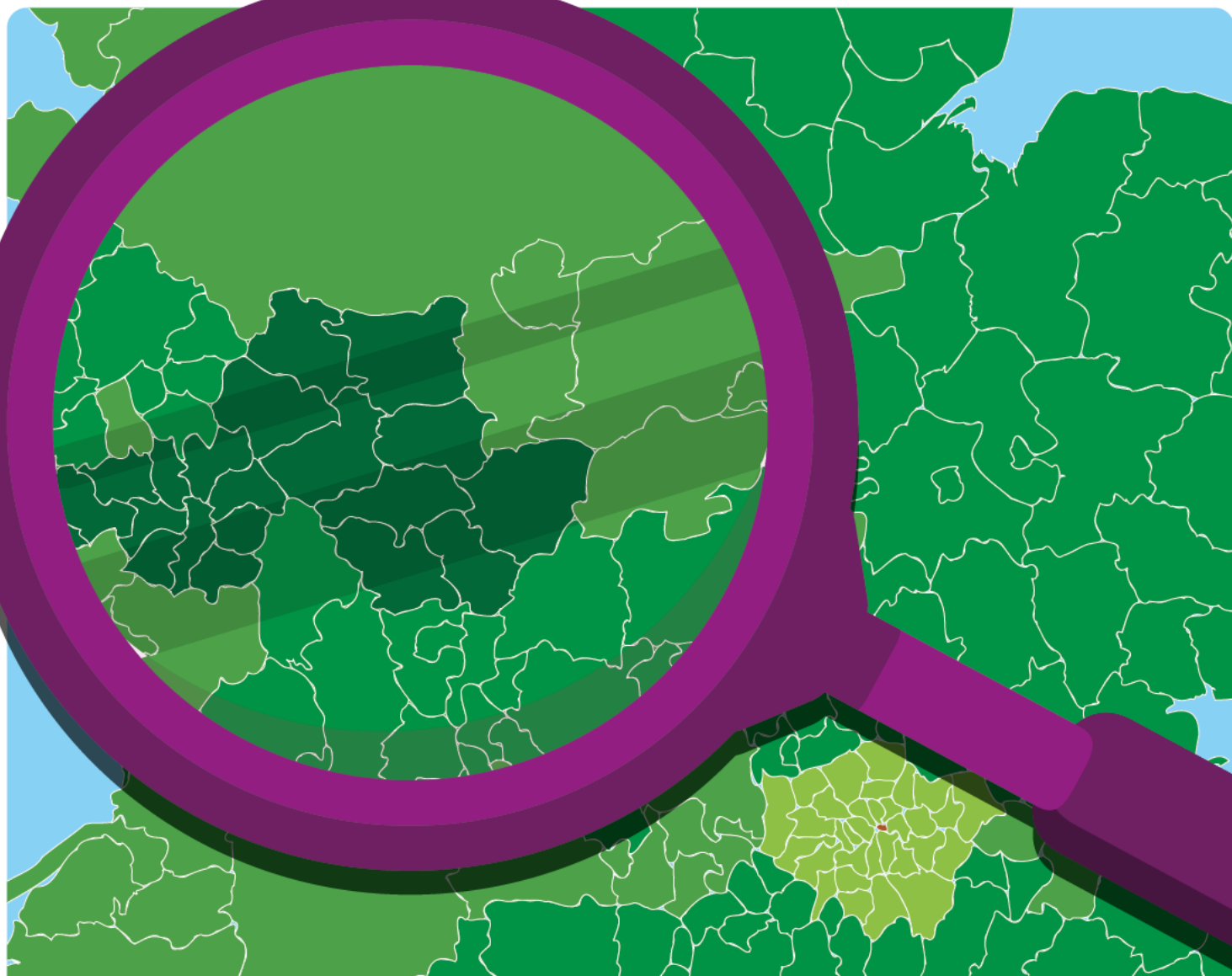


Soulbury officers pay and workforce

Survey of councils, July 2024



Research report

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Summary

Background

This research report examines the findings of the Soulbury pay and workforce survey 2024 which was conducted in June-September-May 2024. Information was gathered for educational improvement professionals (EIMP), educational psychologists (EP) and young people's/community service managers (YPCSM). The information collected related to pay and grading, working status, vacancies, workforce characteristics, and recruitment difficulties. Responses were received from 82 out of 175 local authorities in England and Wales, a response rate of 47 per cent. The main findings are summarised below

Key findings

Workforce size

- The survey estimates a total workforce of 2,154 full-time equivalent EIMPs, 2,238 EPs and 292 YPCSMs.
- Almost one in ten (8.1 per cent) of EIMP posts were vacant, compared to 17.2 per cent of EP posts; no YPCSM vacancies were recorded.

Workforce characteristics

- A large majority (83 per cent of EIMPs, 86 per cent of EPs and 73 per cent of YPCSMs) were female.
- Over nine out of ten (92 per cent of EIMPs, 86 per cent of EPs and 73 per cent of YPCSMs) were white.
- On average, EIMPs were aged 50, EPs were aged 43 and YPCSMs were aged 48.

Pay

- The average annual salary was £59,851 for EIMPs, £56,759 for EPs, and £54,073 for YPCSMs.
- Almost a third (32 per cent) of EIMPs and 42 per cent of EPs were paid structured professional assessment (SPA) points.
- The total paybill for EIMPs was £128.9 million, that of EPs was £127.0 million, and that of YPCSMs was £16.7 million.

Introduction

In June to July 2024, the Local Government Association (LGA) distributed a survey to all councils in England and Wales which employed Soulbury Officers, a special category of the local government workforce which includes a range of related roles in education and young people's services. The aim of the survey was to collect information related to pay and grading, working status, vacancies, workforce characteristics, and recruitment difficulties for these officers.

Methodology

The LGA Research and Information Team distributed a survey by email to the 175 councils in England and Wales with responsibility for education and children's services, including the 153 English single-tier and county councils and the 22 Welsh single-tier authorities, asking for a range of information on the Soulbury Officers employed by each council. Soulbury Officers are advisory staff in children's services whose collective bargaining is covered by the Soulbury Committee, and include the following roles:

- educational improvement professionals (EIMP)
- educational psychologists (EP)
- young people's/community service managers (YPCSM).

The survey took the form of a detailed Excel proforma, which was made of two main parts:

- pay and related data for all educational improvement professionals, educational psychologists and young people's/community service managers, including those on local pay and conditions of service.
- Soulbury posts to which authorities had experienced difficulties recruiting over the last 12 months.

By the closing date, 82 authorities had responded – a response rate of 47 per cent. Table 1 shows the response rate by council type, demonstrating that counties and English unitary authorities had the highest level of response, and London boroughs and metropolitan districts had the lowest level of response.

Table 1: Response rate by type of council

Type of council	Number of questionnaires	Number of responses	Response rate
County	21	14	67%
London borough	33	12	36%
Metropolitan district	36	13	36%
English unitary	63	33	51%
Welsh unitary	22	10	46%

The estimates presented here have been grossed up from respondents' data to provide estimates for the Soulbury workforce as a whole. This was done by observing the ratio of the number of teachers to the number of Soulbury staff in respondent authorities and applying these ratios, for each type of authority, to the total number of teachers from the Department for Education (DfE) School Workforce Census.

The distribution of staff by demographic characteristics was as observed in respondents; the proportions were applied to the grossed employment totals. Paybill estimates were calculated by multiplying the average salaries from respondents by the estimated full-time equivalent employment. All data were grossed unless otherwise stated.

In addition, the following should be considered when interpreting the findings of this survey:

- Where tables and figures report the base, the description refers to the group of people who were asked the question. Please note that bases can vary throughout the survey.
- Throughout the report, percentages may not appear to add up to exactly 100 per cent due to rounding.

Soulbury officers workforce

This section contains analysis of the full results from the survey.

Workforce

Educational improvement professionals

There were an estimated total of 2,399 educational improvement professionals (EIMPs), consisting of 1,746 full-time and 652 part-time staff. This equated to a full-time equivalent total of 2,154 staff, of whom 182 were consultants, 1,034 main grade, 388 senior, 249 leading, and 300 'other' (51 per cent of whom were paid on teacher pay scales and 21 per cent NJC Local Government Services). These findings are illustrated in Table 2 below.

Table 2: Number of educational improvement professionals (EIMPs)

	Full-time	Part-time	Total headcount	FTE
Consultant	141	69	210	182
Main	806	354	1,160	1,034
Senior	331	104	434	388
Leading	229	30	259	249
Other	240	95	335	300
All EIMPs	1,746	652	2,399	2,154

Base: 79 authorities (including nil returns).

At the time of the survey there were a total of 189 FTE vacant EIMP posts giving a vacancy rate of 8.1 per cent. The vacancy rate was highest among senior staff (14.3

per cent) and other staff (11.2 per cent). A full breakdown of the vacancies for each post and the vacancy rates is shown in Table 3.

Table 3: Number of vacant educational improvement professional posts and vacancy rates

	Vacant posts (FTE number)	Vacancy rate (FTE per cent)
Consultant	22	10.8%
Main	59	5.4%
Senior	65	14.3%
Leading	6	2.2%
Other	38	11.2%
All EIMPs	189	8.1%

Base: 79 authorities (including nil returns).

More than four-fifths (83 per cent) of EIMPs were female. This proportion varied little by grade, being slightly lower among leading grade staff (79 per cent). A full breakdown of the distribution by gender for each grade is shown in Table 4.

Table 4: Distribution of educational improvement professionals by gender and working status

	FT Male	FT Female	PT Male	PT Female	All Males	All Females
Consultant	20%	80%	11%	89%	17%	83%
Main	18%	82%	14%	86%	17%	83%
Senior	16%	84%	19%	81%	17%	83%
Leading	23%	77%	7%	93%	21%	79%
Other	20%	80%	14%	86%	18%	82%
All	19%	81%	15%	85%	17%	83%

Base: 79 authorities (including nil returns).

Overall, 92 per cent of EIMPs were white, a proportion that varied between 88 per cent of consultants and 95 per cent of senior grade staff. A full breakdown of the distribution by ethnic background for each grade is shown in Table 5.

Table 5: Distribution of educational improvement professionals by ethnic origin

	Asian	Black	Mixed	Other	White
Consultant	3%	4%	5%	0%	88%
Main	2%	2%	3%	0%	92%
Senior	1%	1%	3%	0%	95%
Leading	4%	1%	4%	0%	91%
Other	5%	2%	0%	2%	91%
All	2%	2%	3%	0%	92%

Base: 79 authorities (including nil returns).

Around two out of five staff (38 per cent) of EIMPs were in the 45-54 age group, and a further 31 per cent were aged 55 or over. The average age was 50. These figures are shown in full in Table 6.

Table 6: Distribution of educational improvement professionals by age group and average (median) age

	<25	25-34	35-44	45-54	55+	Median
Consultant	0%	11%	31%	38%	20%	50
Main	2%	11%	23%	34%	31%	49
Senior	2%	6%	21%	44%	27%	51
Leading	0%	2%	16%	29%	53%	55
Other	0%	3%	15%	61%	22%	46
All	1%	8%	22%	38%	31%	50

Base: 79 authorities (including nil returns). Note that those whose age was not provided are excluded from these percentage and average calculations.

Educational psychologists

There were an estimated total of 2,735 educational psychologists (EPs), consisting of 1,402 full-time and 1,332 part-time staff, and overall equating to 2,238 full-time staff. By grade, 54 per cent of FTE staff were on the main grade; senior grade staff accounted for around one in five (21 per cent); most staff in these two grades were part-time. Around two-fifths of 'other' staff (39 per cent) were paid on NJC for Local Government Services scales. Table 7 shows a breakdown of the number of staff and FTE by grade.

Table 7: Number of educational psychologists

	Full-time	Part-time	Total	FTE
Trainee	47	6	53	51
Assistant	274	36	310	297
Main	663	885	1,548	1,212
Senior	261	339	600	481
Principal	116	44	160	143
Other	41	23	64	54
All	1,402	1,332	2,735	2,238

Base: 74 authorities (including nil returns).

The overall FTE vacancy rate for EPs was 17.2 per cent. Excluding the small number of trainees, the rate was highest for main grade posts (19.0 per cent). There is a breakdown of the number of vacant posts and the vacancy rates shown in Table 8.

Table 8: Number of vacant educational psychologist posts and vacancy rate

	Vacant posts (FTE number)	Vacancy rate (FTE per cent)
Trainee	34	40.1%
Assistant	56	15.9%
Main	284	19.0%
Senior	73	13.1%
Principal	16	10.3%
Other	2	3.0%
All	466	17.2%

Base: 74 authorities (including nil returns).

Overall, almost nine out of ten EPs (86 per cent) were female, a proportion that was higher among part-time staff (91 per cent). The proportion of women was lowest among trainees (76 per cent) and principal grade staff (79 per cent). There is a full breakdown of distribution by gender for each grade in Table 9.

Table 9: Distribution of educational psychologists by gender and working status

	FT Male	FT Female	PT Male	PT Female	All Males	All Females
Trainee	17%	83%	64%	36%	24%	76%
Assistant	11%	89%	14%	86%	11%	89%
Main	18%	82%	10%	90%	14%	86%
Senior	21%	79%	6%	94%	13%	87%
Principal	28%	72%	4%	96%	21%	79%
Other	16%	84%	0%	100%	10%	90%
All	18%	82%	9%	91%	14%	86%

Base: 74 authorities (including nil returns). Note that those whose gender was not provided are excluded from these percentage calculations.

Just under nine out of ten EPs (86 per cent) were white, a proportion that did not vary greatly by grade. These figures are shown in Table 10.

Table 10: Distribution of educational psychologists by ethnic origin

	Asian	Black	Mixed	Other	White
Trainee	0%	0%	0%	0%	100%
Assistant	11%	2%	2%	0%	85%
Main	7%	4%	3%	1%	86%
Senior	5%	5%	3%	1%	86%
Principal	2%	5%	0%	0%	93%
Other	7%	4%	0%	0%	90%
All	6%	4%	3%	1%	86%

Base: 72 authorities (including nil returns). Note that those whose ethnic background was not known or not provided are excluded from these percentage calculations.

The average age of educational psychologists was 43. Just over a third (34 per cent) were aged 35-44 and a quarter (26 per cent) were aged 45-54. Table 11 shows a full breakdown by age group and average age.

Table 11: Distribution of educational psychologists by age group and average (median) age

	<25	25-34	35-44	45-54	55+	Median
Trainee	0%	28%	41%	26%	4%	38
Assistant	5%	48%	29%	9%	10%	33
Main	1%	21%	35%	28%	15%	42
Senior	1%	7%	30%	32%	30%	50
Principal	0%	14%	33%	26%	27%	48
Other	3%	21%	65%	11%	0%	43
All	2%	21%	34%	26%	17%	43

Base: 74 authorities (including nil returns). Note that those whose age was not provided are excluded from these percentage and average calculations.

Young people's/community service managers

Young people's/community service managers (YPCSMs) are the smallest group covered by the Soulbury Committee, with just 316 staff, of which 292 were full-time and 24 part-time, equating to 292 full-time equivalents (FTEs). The survey estimated a total of only 25 FTE staff on Soulbury grades, the remaining 267 being classed as 'other' (66 per cent of whom were paid on 'other' scales not identified by the survey). Because of the small numbers involved, analyses of this group by grade has been limited, and the data should be treated with caution. A breakdown by working status and FTE is shown in Table 12. Sixty-six of the 82 respondents reported that they did not employ any staff in this category.

Table 12: Number of young people's/community service manager posts

	Full-time	Part-time	Total	FTE
Main	13	0	13	13
Senior	4	2	6	4
Principal	8	0	8	8
Other	267	21	289	267
All	292	24	316	292

Base: 82 authorities (including nil returns).

Across all YPCSMs, 73 per cent were female, a proportion that was higher for part-timers (82 per cent) than full-timers (72 per cent).

Overall, 73 per cent were white, 2 per cent were Asian, 17 per cent Black, 7 per cent mixed, and 1 per cent other ethnic groups.

The average (median) age of YPCSMs was 48. Overall, 8 per cent were aged 25-34, 28 per cent were aged 35-44, 31 per cent were aged 45-54, and 34 per cent were aged 55 or over.

Pay and paybills

Educational improvement professionals

The average (mean) FTE salary of EIMPs was £59,216 excluding structured professional assessment (SPA) points and £59,851 including SPA payments. Including SPA, it varied between £56,812 for main grade staff and £73,160 for leading staff. See Table 13. (Note: part-time salaries are actuals rather than full-time equivalents.)

Table 13: Average annual salaries of educational improvement professionals

	FT excl. SPA	PT excl. SPA	FTE excl. SPA	FT incl. SPA	PT incl. SPA	FTE incl. SPA
Consultant	£57,089	£33,054	£56,858	£57,861	£33,500	£57,386
Main	£56,375	£35,589	£56,239	£57,049	£36,015	£56,812
Senior	£64,869	£36,950	£64,889	£66,090	£37,646	£65,951
Leading	£71,955	£49,361	£72,148	£73,020	£50,091	£73,160
Other	£52,841	£33,368	£52,816	£52,841	£33,368	£52,816
All EIMPs	£59,591	£35,855	£59,216	£60,335	£36,302	£59,851

Base: 79 authorities (including nil returns).

The total paybill for EIMPs was £127.6m excluding SPA and £128.9m including SPA. SPA payments therefore equated to £1.4m or 1.1 per cent of the total paybill. See Table 14. (Note: this excludes London and fringe allowances.)

Table 14: Paybills for educational improvement professionals

	Total FTE (excl. SPA points)	Total FTE (incl. SPA points)	Difference	SPA paybill as per cent of total
Consultant	£10.3m	£10.5m	£0.1m	0.9%
Main	£58.1m	£58.7m	£0.6m	1.0%
Senior	£25.2m	£25.6m	£0.4m	1.6%
Leading	£18.0m	£18.2m	£0.3m	1.4%
Other	£15.9m	£15.9m	£0.0m	0.0%
All EIMPs	£127.6m	£128.9m	£1.4m	1.1%

Base: 79 authorities (including nil returns). Totals may not add exactly due to rounding.

Just under a third of EIMPs (32 per cent) were in receipt of SPA points, around half of whom were paid 3 points. Around one in five (18 per cent) were eligible for SPA points, but were either not paid any or paid less than their entitlement. See Table 15.

Table 15: Distribution of structured professional assessment points to educational improvement professionals

	1 point	2 points	3 points	Total	Eligible but not in receipt
Consultant	6%	7%	16%	29%	28%
Main	9%	6%	11%	26%	14%
Senior	9%	10%	24%	43%	22%
Leading	9%	11%	24%	43%	14%
All	9%	7%	16%	32%	18%

Base: 79 authorities (including nil returns).

The distribution of education improvement professionals by pay spine within each grade is shown in Annex A of this report.

Educational psychologists

The average FTE salary of EPs was £55,217 excluding SPA payments and £56,759 including SPA payments. Including SPA, it varied between £49,836 for other staff and £72,767 for principal grade staff (excluding trainees and assistants). See Table 16.

Table 16: Average annual salaries of educational psychologists

	FT excl. SPA	PT excl. SPA	FTE excl. SPA	FT incl. SPA	PT incl. SPA	FTE incl. SPA
Trainee	£32,526	£24,816	£32,865	£32,526	£24,816	£32,865
Assistant	£35,705	£23,648	£35,858	£35,705	£23,648	£35,858
Main	£53,581	£37,140	£55,963	£54,834	£38,009	£57,693
Senior	£63,715	£42,114	£63,689	£65,727	£43,444	£66,221
Principal	£70,091	£45,451	£70,543	£71,975	£46,673	£72,767
Other	£46,372	£35,247	£49,836	£46,372	£35,247	£49,836
All EPs	£52,430	£38,223	£55,217	£53,553	£39,043	£56,759

Base: 74 authorities (including nil returns).

The total paybill for EPs was £123.6m excluding SPA and £127.0m including SPA. SPA payments therefore equated to £3.4m or 2.7 per cent of the total paybill. Main grade staff accounted for 55 per cent of the total EP paybill. See Table 17. (Note: this excludes London and fringe allowances.)

Table 17: Paybills for educational psychologists

	Total FTE (excl. SPA points)	Total FTE (incl. SPA points)	Difference	SPA paybill as per cent of total
Trainee	£1.7m	£1.7m	£0.0m	0.0%
Assistant	£10.6m	£10.6m	£0.0m	0.0%
Main	£67.8m	£69.9m	£2.1m	3.0%
Senior	£30.7m	£31.9m	£1.2m	3.8%
Principal	£10.1m	£10.4m	£0.3m	3.1%
Other	£2.7m	£2.7m	£0.0m	0.0%
All EPs	£123.6m	£127.0m	£3.4m	2.7%

Base: 74 authorities (including nil returns). Totals may not add exactly due to rounding.

More than two out of five EPs (42 per cent) were in receipt of SPA points, around half of whom were paid 3 points. Around one in five (18 per cent) were eligible for SPA points, but were either not paid any or paid less than their entitlement. See Table 18.

Table 18: Distribution of structured professional assessment points to educational psychologists

	1 point	2 points	3 points	Total	Eligible but not in receipt
Trainee	0%	0%	0%	0%	0%
Assistant	0%	0%	0%	0%	5%
Main	9%	16%	21%	46%	20%
Senior	8%	16%	30%	55%	21%
Principal	0%	16%	38%	55%	15%
All	7%	14%	21%	42%	18%

Base: 74 authorities (including nil returns).

Young people's/community service managers

For this group of roles, no information is shown by grade due to the small numbers of staff recorded in all categories except 'other'.

The average FTE salary of YPCSMs was £53,567, excluding SPA payments and £54,073 including SPA payments. See Table 19.

Table 19: Average annual salaries (£ per annum) of YPCSMs

	Full-time	Part-time	FTE
Excluding SPA points	£53,175	£47,125	£53,567
Including SPA points	£53,248	£47,189	£54,073

Base: 82 authorities (including nil returns).

The total paybill for YPCSMs was £16.5m excluding SPA points and £16.7m including SPA. See Table 20. (Note: this excludes London and fringe allowances.)

Table 20: Paybills for YPCSMs

	Paybill
Total FTE (excl. SPA points)	£16.5m
Total FTE (incl. SPA points)	£16.7m
Difference	£0.2m
SPA paybill as % of total	0.9%

Base: 82 authorities (including nil returns). Totals may not add exactly due to rounding.

Overall paybill and London/fringe allowances

The overall basic paybill for Soulbury staff totalled £272.6m and London/fringe allowances added £2.1m, giving a total paybill of £274.7m. Educational improvement professionals and educational psychologists each accounted for 47 per cent of the total. See Table 21.

Table 21: Paybill and London/fringe allowances bill

	Basic paybill (incl. SPA)	London/fringe allowances	Total paybill
Educational improvement professionals	£128.9m	£0.7m	£129.6m
Educational psychologists	£127.0m	£1.4m	£128.4m
Young people's/community service managers	£16.7m	£0.0m	£16.7m
Total	£272.6m	£2.1m	£274.7m

Base: 74 authorities (including nil returns).

Recruitment and retention difficulties

The data in this section is ungrossed and based on respondent data only. It is based on 76 responses, as one response covered five authorities.

Around seven out of ten respondents (54 out of 76, 71 per cent) reported that they had experienced recruitment difficulties over the previous 12 months.

The most affected job categories were as follows:

- main grade educational psychologists – 47 or 87 per cent of respondent authorities reported a recruitment difficulty, and these covered 41 per cent of posts affected by difficulties;
- senior educational psychologists (22 authorities);
- principal educational psychologists (10);
- senior grade EIMPs (8).

The most commonly cited reasons for recruitment difficulties were as follows:

- Other (written in by respondents) - 62 per cent of posts; these mostly referred to a national shortage of educational psychologists and/or no applicants at all;
- Inadequate salary – 15 per cent;
- Applicants lacked necessary qualifications – 15 per cent;
- Applicants lacked necessary experience – 10 per cent;
- Applicants lacked necessary skills – 4 per cent;
- Not known – 12 per cent.

The most common measures taken to tackle recruitment difficulties were as follows:

- Readvertised - 43 per cent of posts;
- Other (written in by respondents) – 43 per cent; these included discussions with training providers, links with universities, new pay spines, and welcome bonuses.
- Increased salary – 10 per cent;
- No action taken/did not fill vacancy – 9 per cent;
- Regraded post – 6 per cent;
- Filled from limited shortlist – 5 per cent;
- Increased use of existing part-time staff – 4 per cent;
- Reviewed duties entailed – 2 per cent;
- Not known – 12 per cent.

Annex A: Distribution of staff by spine point

The following tables show the FTE number of staff on each pay point, and are based on respondent data only (i.e. are ungrossed). Information is not shown for YPCSMs due to the small number of staff recorded on Soulbury scales.

Educational improvement professionals

Table 22: Pay point distribution, EIMPs, points 1-7

	Consultant	Main	Senior	Leading
1	-	2.0	-	-
2	-	0.0	-	-
3	-	2.0	-	-
4	4.1	10.9	-	-
5	2.6	24.6	-	-
6	3.0	15.6	-	-
7	1.0	34.7	-	-

Base: 79 authorities (including nil returns). Hyphens represent not applicable.

Table 23: Pay point distribution, EIMPs, points 8-12

	Consultant	Main	Senior	Leading
8	5.3	71.1	-	-
9	2.6	21.4	1.0	1.0
10	6.4	52.7	7.0	1.0
11	6.4	27.0	10.3	0.0
12	7.8	31.7	6.8	2.0

Base: 79 authorities (including nil returns). Hyphens represent not applicable.

Table 24: Pay point distribution, EIMPs, points 13-19

	Consultant	Main	Senior	Leading
13	12.1	39.3	10.3	5.0
14	11.6	24.6	7.3	6.8
15	2.0	11.4	8.3	3.0
16	6.4	17.5	11.4	3.5
17	6.0	21.5	12.9	3.8
18	1.8	18.6	10.8	3.7
19	2.0	10.4	8.0	8.0

Base: 79 authorities (including nil returns).

Table 25: Pay point distribution, EIMPs, points 20-39

	Consultant	Main	Senior	Leading
20	1.0	10.6	19.7	10.4
21	1.0	4.9	15.2	3.0
22	1.0	2.0	12.8	2.0
23	1.0	7.0	9.0	8.8
24	2.0	1.0	9.0	6.4
25	0.0	2.6	3.0	4.7
26	1.0	4.8	9.8	1.0
27	-	10.1	8.8	4.6
28	-	2.0	2.0	4.0
29	-	4.0	4.0	0.0
30	-	2.7	0.0	3.0
31	-	0.0	0.0	11.0
32	-	1.5	1.0	3.0
33	-	1.0	1.0	9.0
34	-	0.0	-	0.0
35	-	0.0	-	2.0
36	-	0.0	-	1.0
37	-	0.0	-	0.0
38	-	0.0	-	2.0
39	-	1.0	-	1.0

Base: 79 authorities (including nil returns).

Table 26: Pay point distribution, EIMPs, points 40-47

	Consultant	Main	Senior	Leading
40	-	-	-	1.0
41	-	-	-	0.0
42	-	-	-	0.0
43	-	-	-	0.0
44	-	-	-	1.0
45	-	-	-	0.0
46	-	-	-	1.0
47	-	-	-	0.0

Base: 79 authorities (including nil returns).

Table 27: Pay point distribution, EIMPs, points 48-52

	Consultant	Main	Senior	Leading
48	-	-	-	-
49	-	-	-	-
50	-	-	-	1.2
51	-	-	-	-
52	-	-	-	-
All pay points	88.1	492.2	189.4	118.9

Base: 79 authorities (including nil returns).

Educational psychologists

Table 28: Pay point distribution, EPs, Trainee

	FTE
2	7.0
3	8.0
4	3.0
5	1.5
6	5.5

Base: 74 authorities (including nil returns).

Table 29: Pay point distribution, EPs, Assistant

	FTE
2	102.1
3	12.1
4	15.1
5	7.0

Base: 74 authorities (including nil returns).

Table 30: Pay point distribution, EPs, Main (Scale A)

	FTE
1	1.6
2	5.7
3	30.9
4	37.0
5	58.5
6	47.4
7	44.7
8	50.3
9	72.6
10	81.5
11	57.9
12	17.7
13	38.7
14	22.5

Base: 74 authorities (including nil returns).

Table 31: Pay point distribution, EPs, Senior

	FTE
1	3.0
2	2.7
3	3.8
4	5.0
5	17.9
6	23.6
7	29.5
8	30.4
9	23.0
10	28.8
11	19.9
12	17.8
13	8.9
14	7.7
15	3.2
16	0.6
17	-
18	1.0
19	1.0
20	-
21	-

Base: 74 authorities (including nil returns).

Table 32: Pay point distribution, EPs, Principal

	FTE
1	-
2	-
3	-
4	-
5	1.0
6	1.5
7	-
8	1.0
9	7.0
10	-
11	1.0
12	12.9
13	2.0
14	12.6
15	3.0
16	6.6
17	4.0
18	6.8
19	3.6
20	2.0
21	-

Base: 74 authorities (including nil returns).



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