

Following the exceptional context which the Covid-19 pandemic presented, the normal TCP process resumed this year. This means there was a requirement to make assessments following a review of Total Contribution. The usual TCP Rules are applicable with regards to pay progression and assessments.

The Kent Scale pay bands have been increased by at least 1.5% and the minimum Kent Scheme pay rate rises to £10.00 per hour. Also, as part of the Local Pay Bargaining the annual leave arrangement has been improved again, further details below. This outcome is not yet an agreed conclusion of local pay bargaining undertaken with trade unions.

Kent Scheme Pay Range

The minimum pay point is £10.00 per hour or £19,293 per annum, to reflect and continue to exceed both the rising National Living wage to £9.50 and the Foundation (real) living wage to £9.90. This represents a 4.71% increase to the bottom of the Kent Scheme pay bands.

The Kent Scheme pay bands have been increased by at least 1.5%, the exception is grades KR3 to KR5 and the bottom of KR6. These have been increased by a higher percentage to maintain our pay policy principles whilst accommodating the increase to £10 per hour for KR3. It is for this reason that people on grades KR3 to KR5 won't necessarily retain their grade position as this will be dependent on their assessment rating, however, will receive a consistent increase as for others.

There continues to be a difference of at least £1,200 between the top of each successive grade. Also, there is a 0.5% pay gap between the top of one grade and the bottom of the next which helps make the distinction between grades clear.

Schools which follow Kent scheme are required to apply these increases and new grade bandings effective from 1 April. For other schools operating a September to August pay cycle, an appropriate Pay Policy needs to be in place. Kent Academies which follow Kent Scheme conditions have discretion as to whether to apply these increases.

Total Contribution Pay (TCP) for Kent Scheme Terms and Conditions

As in previous years, where the Governing body has made provision within their pay policy to do so, Kent schools continue to be able to exercise local discretion regarding the percentage increases applied to each of the assessment ratings. For more information refer to Kelsi, ask your Line Manager or Headteacher in the first instance.

The TCP Assessment ratings are:

- Outstanding
- Excellent
- Successful
- Performance Improvement Required
- Not Assessed – applicable reason

Performance Assessments

We continue to recommend you discuss your TCP rating with your manager, to understand what you did well and to be clear on what your objectives are for successful and what it looks like when you exceed that.

Personal Performance implications

Individuals with an assessment rating of 'Performance Improvement Required' will receive no pay increase. Individuals with an assessment rating of 'Not Assessed' will receive no pay increase unless their salary falls beneath the grade minimum, at which point they will move to the new grade minimum. It is important that deferred assessments are completed in good time.

Non-Consolidated (Lump Sum) Payments

As with previous years, staff at the top of the grade, depending on the level of their assessment, will have the opportunity to exceed the grade maximum and receive a lump sum payment so their total pay award is consistent with the percentage increases paid to staff not yet at the top of their grade. There is the opportunity to receive this payment in one payment or 12 equal instalments, whichever better suits an individual's circumstances.

Employees who wish to receive their lump sum payment in instalments, should discuss this with their Headteacher and the School should make arrangements with their payroll provider to ensure pay is calculated correctly.

The Local Government Pension Scheme

The rate of pension contribution you make to the LGPS is based on different pay bands. The bands for 2022/23 are:

Band	Range	Contribution Rate
1	Up to £15,000	5.50%
2	£15,001 to £23,600	5.80%
3	£23,601 to £38,300	6.50%
4	£38,301 to £48,500	6.80%
5	£48,501 to £67,900	8.50%
6	£67,901 to £96,200	9.90%
7	£96,201 to £113,400	10.50%
8	£113,401 to £170,100	11.40%
9	£170,101 +	12.50%

The rate you pay will depend on how much you earn (including any pensionable allowances) and this will be assessed on 1 April and reassessed regularly. If you think your contribution rate is incorrect you need to ask your line manager or headteacher in the first instance.

Additional Voluntary Contributions

If you wish to save more for your retirement, the LGPS in Kent has two AVC providers in which you can choose to invest. For more information visit the [Kent Pension Fund website](#).

Changes to Kent Scheme Annual Leave Provision

The Kent Scheme annual leave arrangement has improved further. The standard annual leave entitlement for KR3 to KR12 has increased by one day. The new entitlement is shown below. The Concessionary Day remains.

Annual leave entitlement from 1 April 2022

Grade	Standard	After five years' service
KR3 – 7	26 days	28 days
KR8 – 12	28 days	30 days
KR13 +	30 days	30 days

There is an additional bank holiday in 2022 to mark the Queen's Platinum Jubilee. In recognition of this the summer term at Community and Voluntary Controlled schools will end a day early on the 21st July 2022.

Kent Rewards

Kent Rewards is a platform to showcase our total reward package. As a KCC employee there is a huge variety of benefits available to you, such as retailer discounts, Cycle2Work scheme and Health and Financial Wellbeing. Not forgetting the benefits exclusive to KCC such as Adult Education discounts, local retailer discounts and e-Learning through Delta.

- **Cycle2Work scheme**

A tax & national insurance efficient way of paying for a new bike. Open each spring and autumn.

- **Financial Wellbeing**

Pensions signposting

Kent Savers – Kent wide credit union

Help Fund - for KCC employees experiencing critical financial need

- **Financial signposting** – sources of free and impartial advice

- **Health & Wellbeing**

Support Line - free face to face staff counselling service

Westfield Healthcare Cash plan

- **Exclusive to KCC**

Adult Education discount

Delta – E-Learning

Local offers – discounts from Kent retailers and businesses

National discounts – from over 1,000 national retailers

Discounted reloadable cards & instant vouchers

For more information on all of this and more visit [Kent Rewards](#).

Kent Scheme Pay Range

Grade	Minimum £	Maximum £
KR15	70,477	79,727
KR14	62,254	70,126
KR13	55,556	61,944
KR12	47,435	55,280
KR11	41,216	47,199
KR10	34,866	41,011
KR9	30,485	34,693
KR8	26,598	30,333
KR7	23,378	26,466
KR6	21,801	23,262
KR5	20,595	21,693
KR4	19,389	20,493
KR3	19,293	19,293

Kent Scheme Newsletter for Schools

From April 2022

This document is available in alternate formats and can be explained in a range of languages.

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