

Kent Scheme Schools' Newsletter

From April 2023

The Pay Award for 2023/24 has been approved by County Council. For this year only the Council has suspended the direct connection between TCP assessments and pay. This has been done to give the best possible reward to the majority of staff, recognising the impact of the current economic circumstances on everyone's lives, while still working to meet our own financial challenges as a local authority.

All staff on grades KR3 to KR11 will receive an increase of at least £2,000, and percentage increases from 4.4% for those at KR12 reducing to 3.8% for Corporate Directors. Also as part of local pay bargaining, the annual leave arrangement has been improved again, further details below. This is the positive and successful outcome of the pay negotiations with our recognised Trade Unions, who have balloted their members on this award.

Kent Scheme Pay Range

The bottom and top of the Kent Scheme pay bands between KR3 and the bottom of KR11 have been increased by £2,000. From the top of KR11 onwards, the pay bands have been increased by a percentage rate. The minimum Kent Scheme pay rate, KR3, rises by 10.4% to £11.04 per hour or £21,293 per annum, to reflect and continue to exceed both the rising National Living wage to £10.42 and the Foundation (real) living wage to £10.90.

The new grade bandings apply to Voluntary Controlled and Community Schools. The expectation is that they continue to pay within the grade boundaries as set by KCC and suspend the link between pay and performance this year; applying the pay award to everyone who is in post. Foundation and Aided schools as well as Academies (where the Governing Body are the employer) are not obliged to follow Kent Scheme Pay and TCP. Where a school does not follow the KCC pay award timeline - an appropriate pay policy needs to be in place. In any event, schools cannot pay beneath any statutory minimum as of 1 April 2023.

Normally, pay progression within a grade is subject to personal performance as assessed through the Total Contribution Pay (TCP) process and a percentage increase awarded for each assessment level. However, recognising the impact of the current economic circumstances on everyone's lives, while still working to meet KCC's own financial challenges as a local authority, a general pay award independent of performance assessment was seen as appropriate. This means, for this year only, the usual TCP rules will not apply and there is no link between pay and contribution assessment. Everyone on Kent Scheme will receive a consolidated pay increase consistent for their grade and their pay scale position will be retained.

Kent Scheme Pay Grade	Minimum £	Maximum £
KR15	73,366	82,996
KR14	64,868	73,071
KR13	57,945	64,608
KR12	49,522	57,712
KR11	43,216	49,323
KR10	36,866	43,011
KR9	32,485	36,693
KR8	28,598	32,333
KR7	25,378	28,466
KR6	23,801	25,262
KR5	22,595	23,693
KR4	21,389	22,493
KR3	21,293	21,293

Personal performance assessments

We continue to recommend managers still have assessment conversations, so people understand how they have performed and are given a rating to reflect on the contribution they have made. Schools may choose to award a rating of successful, excellent, outstanding or performance improvement required as a formal record of their performance over the past year. The review meeting is also an important opportunity to identify performance objectives and learning and development needs for the next appraisal cycle.

Changes to Kent Scheme Annual Leave Provision

As we continue to work towards standardising annual leave entitlement for colleagues across all grades, the Kent Scheme annual leave arrangement has improved further. The new entitlement is shown below. The Concessionary Day remains.

There is an additional bank holiday on 8 May 2023 to mark the King's Coronation. In recognition of this Community and Voluntary Controlled schools will be closed on this day.

From 1 April 2023, KCC will be adjusting the calculation for annual leave entitlement for colleagues who are employed on all year-round contracts and are joining or leaving the organisation. This will see the removal of the calculation based on calendar months and the introduction of entitlements based on calendar days. This does not affect the formula used to calculate annual leave for term time only colleagues.

Grade	Standard	After five years' service
KR Entry Apprentice KR3 – 7	27 days	29 days
KR8 – 12	29 days	30 days
KR13 +	30 days	30 days

The Local Government Pension Scheme

The rate of pension contribution you make to the LGPS is based on different pay bands. The rate you pay will depend on how much you earn (including any pensionable allowances) This will be assessed on 1 April and reassessed if there are any change of circumstances, for example an increase of hours or promotion. If you think your contribution rate is incorrect you will need to ask your line manager or head teacher in the first instance.

Band	Range	Contribution Rate
1	Up to £16,500	5.50%
2	£16,501 to £25,900	5.80%
3	£25,901 to £42,100	6.50%
4	£42,101 to £53,300	6.80%
5	£53,301 to £74,700	8.50%
6	£74,701 to £105,900	9.90%
7	£105,901 to £124,800	10.50%
8	£124,801 to £187,200	11.40%
9	£187,201 +	12.50%

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](#).

Kent Rewards

Kent Rewards is a platform available to Kent Scheme employees working in Voluntary Controlled and Community Schools. This platform contains lots of information about the huge variety of benefits available to you. For more information visit [Kent Rewards](#).

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

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