

Although the financial pressures continue, it has been agreed that the pay pot available for 2019/20 will be 2.8%. As part of this, the top of each grade increases by at least 1.3% and the minimum Kent Scheme pay rate rises to £9 per hour. Due to the improvements made to the rules about the application of Total Contribution Pay, more people benefit than ever before will receive the pay award as of 1 April. In addition, the Kent Scheme annual leave provision has been improved for many!

The recognised Trades Unions are currently balloting their members on the overall award.

Kent Scheme Pay Range

The top of the Kent Scale pay bands have been increased by at least 1.3%. For those at KR2 it will mean an increase to £9 per hour or £17,364, which is above the National Living Wage of £8.21. From grade KR3 and above, there is a difference of at least £1,200 between the top of each successive grade. Also, there is pay gap between the top of one grade and the bottom of the next which helps make the distinction between grades clearer.

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

The percentages applied to each assessment rating are shown below and demonstrate our commitment to both the wider workforce and those who have delivered personal contribution beyond the expected level.

If, as a result of the TCP process, a salary is increased to, or is already at the top of the grade, this salary position will be retained. Any remaining payment will be made as a single amount.

Assessment Rating	Pay Award
Outstanding	4.6%
Excellent	3.3%
Successful	2.4%
Performance Improvement Required	0%

Personal Performance implications

Individuals with an assessment rating of 'Performance Improvement Required' will receive no pay increase or minimum payment. 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.

Appointing Staff

Staff who are new to the organisation must be appointed at the minimum of the grade unless there are exceptional circumstances based on business need in conjunction with the breadth and depth of skills and experience offered by the candidate. Managers who are appointing need to ensure that the starting salaries of their existing staff do not create pay inequality. Staff who are promoted should also be appointed to the minimum of the new grade however their pay increase should equate to at least 2.5%.

Changes to Kent Scheme Annual Leave Provision

The Kent Scheme annual leave arrangement will improve! The provision is simpler, more easily understood and applies on a pro-rata basis for part-time workers. The Concessionary Day remains.

The Local Government Pension Scheme

The rate of pension contribution you make to the LGPS is based on different pay bands. The bands for 2019/20 are as follows:

Band	Range	Contribution Rate
1	Up to £14,400	5.50%
2	£14,401 to £22,500	5.80%
3	£22,501 to £36,500	6.50%
4	£36,501 to £46,200	6.80%
5	£46,201 to £64,600	8.50%
6	£64,601 to £91,500	9.90%
7	£91,501 to £107,700	10.50%
8	£107,701 to £161,500	11.40%
9	£161,501 +	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. Your rate will be shown on your payslip in April and updated if any changes are made at a later date. If you think your contribution rate is incorrect you need to ring the number given on your payslip. If this does not resolve the matter you can appeal, in writing to HRTeam@kent.gov.uk.

2019 is Valuation Year

Every three years the Kent Pension Fund is required to carry out a valuation of the Fund. The valuation ensures that the Fund's assets are sufficient to meet its liabilities. The last valuation took place on 31 March 2016 with employer rates being set for the period 1 April 2017 to 31 March 2020. The next valuation date is 31 March 2019. The results of the valuation will not be known until the end of the year.

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 KNet.

Make your conversations count

Are you making the most of your conversations with your manager? [Have a look at our conversation tool](#) and think about what you need to discuss to support your development, performance and wellbeing throughout the year. As part of our action plan in response to staff survey feedback, our Corporate Management Team want to make sure that all manager conversations regularly include your learning and development, including career progression, so think about what would help you to be the best you can be. [See what else is in the staff survey action plan on KNet](#)

www.KentRewards.com

Visit the Kent Rewards site to find out more about the wide variety of employee benefits on offer which is now even easier with the launch of the **Reward Reviewer** - a portal that calculates what reward benefits you are getting or could be getting simply by filling out a form based on your personal information:

• **Childcare Voucher scheme**

A tax & national insurance efficient way of paying for registered childcare with savings up to £933 a year. The Child Care Voucher scheme is now closed to new joiners. Please visit <https://www.gov.uk/get-tax-free-childcare> to see if you are eligible for Tax free child care (eligibility cannot be confirmed by KCC).

• **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 1000 national retailers
Discounted reloadable cards & instant vouchers

And more! Visit www.kentrewards.com to access your employee benefits

Kent Scheme Pay Range

KR Grade	Minimum (£)	Maximum (£)
KR15	66,870	75,647
KR14	59,068	66,537
KR13	52,713	58,774
KR12	45,007	52,451
KR11	39,108	44,783
KR10	33,082	38,913
KR9	28,925	32,917
KR8	25,238	28,781
KR7	22,182	25,112
KR6	20,222	22,072
KR5	18,704	20,121
KR4	17,498	18,611
KR3	17,365	17,411
KR2	17,364	17,364

Kent Scheme Newsletter

From April 2019

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

Contact: HRTeam@kent.gov.uk

**Kent
County
Council**
kent.gov.uk

