

Frequently Asked Questions

Q *When will the changes happen?*

A The new style grades will come into effect for schools from 1 June 2011. Staff will move onto the new pay structure after movement for this year's TCP assessment has been completed and will be assessed under the new TCP system in January and February 2012.

Q *Who does this affect?*

A This will affect everyone on Kent Scheme Pay and Conditions of Service (KS1 to KS15) unless you are employed by an Academy or a Foundation or Voluntary Aided school that doesn't adopt this change and sets their own terms and conditions. It does not apply to Teachers or staff employed on other Terms and Conditions.

Q *Will we still have grades?*

A Yes, you will be on the same pay range as at present although these are renamed KR1 to KR15. The only change is how you progress through the grade.

Q *What are the TCP Assessment ratings going to be called?*

A The new ratings will be:

- Outstanding
- Performance above the required standard
- Achieved required standard
- Performance improvement required.

Q *Is cost of living part of the pay increase?*

A Your annual pay increase will be a combination of a performance award and a general increase (where applicable).

Q *What will happen about TCP this year?*

A There will be no change this year. TCP ratings have already been notified in order to ensure deadlines for pay are met.

Please see further FAQs on www.kenttrustweb.org.uk

Questions and Contacts...

- Frequently Asked Questions on www.kenttrustweb.org.uk
- Ask at the school office
- Your school office can contact **Schools' Personnel Service** for more information.

Kent County Council

Kent Scheme and Total Contribution Pay (TCP) Changes June 2011



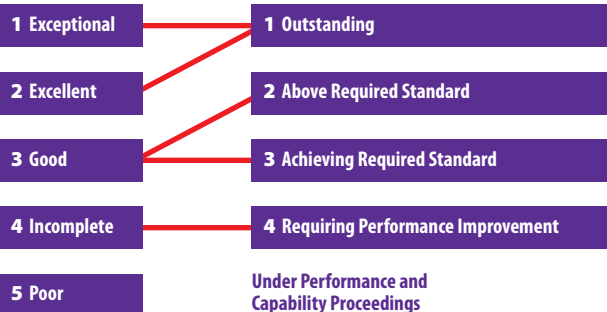
Changes to the Kent Scheme and Total Contribution Pay (TCP) process are being introduced.

The purpose:

- Fairness and equity of rewarding personal contribution through pay.
- Differentiate between levels of individual contribution.
- Improved flexibility to accommodate pay progression within normal budget limits.
- Not a cost saving exercise - it's about distributing what we have more equitably.

The main changes:

- Removing incremental pay points so that progression is determined by a percentage increase assigned to each Total Contribution Pay rating (set annually).
- Giving staff at the top of their pay grade an opportunity to receive a one-off payment that is consistent with colleagues who have the same assessment rating.
- Change of appraisal outcomes from 5 to 4 levels (as per diagram below):



Not Assessed – 9 month combined period not achieved to allow appraisal rating to be established.

All TCP ratings must be supported by completed TCP appraisal paperwork.

A working example:

The following examples illustrate how the proposals affect a person's pay. They are based on a person starting out on pay point 9 of the KS3 pay grade and compare the pay award process for April 2011, 2012 and 2013.

1. Current approach

April 2011		
Grade	PP	Salary
4	15	£17,140
	14	£16,793
	13	£16,440
	12	£16,218
3	11	£15,984
	10	£15,407
	9	£14,957
	8	£14,523
	7	£14,099

This diagram illustrates how a person on KS3, pay point 9, progressed through the pay grade this year. As a result of a 'good' TCP rating.

2. Transition to new procedure

June 2011	
Grade	Salary
4	£16,793
	£15,985
3	£15,984
	£15,407
	£14,099

This diagram illustrates how the same person is transferred to the new pay ranges in June 2011.

3. New approach

April 2011		April 2012	
Grade	Salary	Grade	Salary
4	£16,793	4	£16,961
	£15,985		£16,145
3	£15,984	3	£16,144
	£15,407		£16,023
	£14,099		£14,240

This diagram illustrates how the same person progresses through the pay grade in April 2012. For the purposes of comparison, we have included the 2011 position. This is based on a 3 per cent performance award and a 1 per cent cost of living increase.

4. New approach - with payment at top of grade

April 2012		April 2013	
Grade	Salary	Grade	Salary
4	£16,961	4	£17,215
	£16,145		£16,387
3	£16,144	3	£16,386
	£16,023		£16,386 +£198 one-off
	£14,240		£14,454

This diagram illustrates what happens to the same person the following year (April 2013) when they reach the top of their pay grade. If their salary level is £16023 in April 2012 and they receive a 2 per cent performance award* and a 1.5 per cent cost of living increase*, their new salary level will be £16386 - the top of the pay grade. The remainder of the annual pay award (the difference between £16583 and £16386 i.e. £198) will be paid as a one-off cash lump-sum. NB. If you are at the top of your grade, you will receive your full performance award as a lump sum.

* These amounts are decided by Cabinet and KCC's Corporate Management Team annually and are subject to change.