

Moderation for the 2019-2020 TCP cycle has been completed and the annual Kent Scheme pay award is now confirmed by the County Council. As part of this, the Kent Scale pay bands have been increased by at least 1.8% and the minimum Kent Scheme pay rate rises to £9.35 per hour, which represents a 3.9% increase to the bottom of the Kent Scheme pay bands. Also, as part of the Local Pay Bargaining the annual leave arrangement has been improved again, further details below. The recognised Trades Unions are currently balloting their members on the overall award.

*Some schools have chosen to adopt an alternative pay/assessment cycle with pay decisions taking effect from 1st September. For more information ask your line manager or headteacher in the first instance.

Kent Scheme Pay Range

The top of the Kent Scale pay bands have been increased by at least 1.8%. Due to our commitment to at least match and manage the impact of paying the same entry salary as the NJC of £9.30 as well as to accommodate both the rising National Living wage to £8.72 and the Foundation (real) living wage to £9.30; KR2 and KR3 have been combined and increased to £9.35 per hour or £18, 039 per annum. This represents a 3.9% increase to the bottom of the Kent Scheme pay bands.

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 Kent schools continue to be able to exercise local discretion regarding the percentage increases applied to each of the performance ratings where the Governing body has made provision within their pay policy to do so.

Personal Performance implications

Individuals with an assessment rating of 'Performance Improvement Required' will receive no pay increase or lump sum 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%. For more information refer to Kelsi, ask your Line Manager or Headteacher in the first instance.

The Local Government Pension Scheme

The rate of pension contribution you make to the LGPS is based on different pay bands. The bands for 2020/21 are as follows:

Band	Range	Contribution Rate
1	Up to £14,600	5.50%
2	£14,601 to £22,800	5.80%
3	£22,801 to £37,100	6.50%
4	£37,101 to £46,900	6.80%
5	£46,901 to £65,600	8.50%
6	£65,601 to £93,000	9.90%
7	£93,001 to £109,500	10.50%
8	£109,501 to £164,200	11.40%
9	£164,201 +	12.50%

The rate you pay will depends 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](#).

Non-Consolidated (Lump Sum) Payments

From April, following discussions with our recognised Trade Unions, eligible staff will be able to receive their TCP lump sum payment in 12 equal monthly instalments. The lump sum is available to colleagues at the top of their pay grade and is consistent with the percentage increases paid to staff not yet at the top of their grade.

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.

Having a conversation about your TCP rating is important

When you discuss your TCP rating with your manager, take the opportunity to find out what you did well and to be clear on what your objectives are for successful and what it looks like when you exceed that. [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.

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.

• **Childcare Voucher scheme**

The Kent County Council Childcare Voucher scheme has closed to new joiners. Those who are currently part of the Childcare Voucher scheme can continue to receive Childcare Vouchers until they change employer or no longer wish to receive Childcare Vouchers. Please visit www.gov.uk/tax-free-childcare to see if you are eligible for Tax-Free Childcare. Please note 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

For more information on all of this visit www.kentwards.com.

Term Time Only Annual Leave Arrangements

From 1 April 2020 KCC will be making adjustments to the Term Time Only annual leave arrangements. This will see the removal of the current matrix and the introduction of a formula calculation.

Kent Scheme Pay Range

KR Grade	Minimum (£)	Maximum (£)
KR15	68,074	77,009
KR14	60,131	67,735
KR13	53,662	59,832
KR12	45,817	53,395
KR11	39,812	45,589
KR10	33,678	39,613
KR9	29,446	33,510
KR8	25,692	29,299
KR7	22,581	25,564
KR6	20,585	22,469
KR5	19,335	20,483
KR4	18,129	19,239
KR3	18,039	18,039

Changes to Kent Scheme Annual Leave Provision

The Kent Scheme annual leave arrangement has improved further. The new entitlement matrix is shown below. Staff on grade KR8 will move to the next level and receive an additional 2 days holiday. The Concessionary Day remains.

Annual leave entitlement from 1 April 2020

Grade	Standard	After five years' service
KR3 – 7	25 days	28 days
KR8 – 12	27 days	30 days
KR13 +	30 days	30 days

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

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