

Kent Scheme School's Newsletter

From April 2024



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Against a backdrop of financial pressures, County Council have agreed the Pay Award for 2024/2025, which will be distributed using Total Contribution Pay (TCP) with a percentage awarded for each assessment level. This means there is 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 Scheme pay bands have been increased by at least 1.35% and the minimum Kent Scheme pay rate rises to £12.10 per hour, which retains the Council's position above both the National and Foundation Living Wage.

We were not able to reach agreement with our recognised Trade Unions on the overall pay award, as part of the local pay bargaining process.

Kent Scheme Pay Range

KR3 has increased to £12.10 per hour or £23,337 per annum, to reflect and continue to exceed both the rising National Living Wage which is now £11.44 and the increase in the Foundation (real) Living Wage to £12. This represents a 9.6% increase to KR3.

The Kent Scheme pay bands have been increased at the tops and the bottoms by 1.35%. Exceptions to this are the minimum and maximum of grades KR3 to KR6 and the bottom of KR7. These have been increased by a higher percentage to maintain our pay policy principles and to accommodate the increase at KR3. In circumstances where the increase to the grade minimum exceeds the percentage awarded for the performance assessment, individuals will receive the greater of the two percentages to continue to ensure individual salaries remain within the grade boundaries.

The new grade bandings apply to Voluntary Controlled and Community Schools. 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 the new statutory minimum from 1 April 2024.

Foundation and Voluntary Aided schools as well as Academies (where the Governing Body are the employer) are not obliged to follow Kent Scheme Pay and TCP.

Kent Scheme Pay Grade	Minimum £	Maximum £
KR15	74,428	84,116
KR14	65,807	74,058
KR13	58,784	65,480
KR12	50,239	58,491
KR11	43,810	49,989
KR10	37,374	43,592
KR9	32,933	37,188
KR8	28,995	32,769
KR7	26,515	28,850
KR6	25,127	26,383
KR5	24,040	25,002
KR4	23,338	23,921
KR3	23,337	23,337

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

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. This is to ensure their total pay award is consistent with the percentage increases paid to staff not yet at the top of their grade.

It is possible to receive this payment in one payment or twelve 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.

Personal Performance Assessments

We continue to recommend you discuss your TCP rating with your manager, to understand how you have performed and can reflect on the contribution you have made. The review meeting is also an important opportunity to identify performance objectives, discuss what good performance looks like and what development, performance and wellbeing support you may need throughout the year.

Personal Performance Implications

Individuals with an assessment rating of 'Performance Improvement Required' should receive no pay increase.

Individuals with an assessment rating of 'Not Assessed' should receive no pay increase unless their salary falls beneath the grade minimum, at which point they will move to the new grade minimum.

In circumstances where a rating is deferred, salary should be kept within the grade minimum. Increases in pay received, will be offset against the any future percentage increase awarded for the performance assessment. It is important that deferred assessments are completed in good time.

Kent Scheme Annual Leave Provision

The Kent Scheme annual leave arrangements are outlined in the adjacent table. The Concessionary Day remains.

From 1st April 2024, KCC will be changing the way colleagues who have a Permanent Relief contract receive their annual leave pay. They will no longer need to claim the annual leave they have accrued. Annual leave payments will be calculated and paid automatically for every hour claimed, this will include any enhanced pay.

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

This will be paid at the same time as pay is received for the hours worked and appear as a separate line on the payslip. Individuals will continue to inform their managers when they are taking their accrued leave and are not available for work. This change does not affect the formula used to calculate annual leave entitlement.

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 £17,600	5.50%
2	£17,601 to £27,600	5.80%
3	£27,601 to £44,900	6.50%
4	£44,901 to £56,800	6.80%
5	£56,801 to £79,700	8.50%
6	£79,701 to £112,900	9.90%
7	£112,901 to £133,100	10.50%
8	£133,101 to £199,700	11.40%
9	£199,701 or more	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 on please visit [Kent Rewards](#).

