

Due to the exceptional context which the Covid-19 pandemic has presented, Personnel Committee and County Council deemed it appropriate to reward everyone equally by applying a 2% award to salaries and pay scale. The minimum Kent Scheme pay rate rises to £9.55 per hour.

Our recognised Trades Unions have balloted their members and a majority voted in favour of this award.

Kent Scheme Pay Range

The top and bottom of the Kent Scale pay bands have been increased by 2%. The minimum pay point is £9.55 per hour or £18,425 per annum to reflect and continue to exceed both the rising National Living wage to £8.91 and the Foundation (real) living wage to £9.50.

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

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, to recognise the exceptional context of the Covid-19 pandemic and the huge range of circumstances which people have had to face, a consistent general pay award of 2% was seen as appropriate by Personnel Committee and County Council. However, our Corporate Directors and Directors have taken the decision to freeze their pay this year.

The usual TCP rules will not apply, except for people who are on minimum salary for the grade will be moved to the new grade minimum unless they are in a formal performance and capability (due to performance) or disciplinary process as people in these circumstances will not be eligible to receive an increase.

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 performance ratings. Schools may wish to continue to retain four performance levels this year. 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 2021/22 are:

Band	Range	Contribution Rate
1	Up to £14,600	5.50%
2	£14,601 to £22,900	5.80%
3	£22,901 to £37,200	6.50%
4	£37,201 to £47,100	6.80%
5	£47,101 to £65,900	8.50%
6	£65,901 to £93,400	9.90%
7	£93,401 to £110,000	10.50%
8	£110,001 to £165,000	11.40%
9	£165,001 +	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](#).

Performance Assessments

We continue to recommend managers still have assessment conversations so that you still understand how you have performed and are given a rating to reflect on the contribution you have made.

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 national discounts, Cycle to Work scheme* and local discounts.

- **Cycle to Work scheme**

A tax & national insurance efficient way of paying for a new bike. Open each spring and autumn.
(*Community & Voluntary Controlled schools only)

- **Financial Wellbeing**

Pensions signposting
Kent Savers – Kent wide credit union

- **Financial signposting** – sources of free and impartial advice

- **Health & Wellbeing**

Westfield Healthcare Cash plan

- **Exclusive to KCC**

Adult Education discount
Local offers – discounts from Kent retailers and businesses
National discounts – from over 1,000 national retailers
Discounted reloadable cards & instant vouchers.

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

Kent Scheme Pay Range

Grade	Minimum	Maximum
KR15	£69,435	£78,549
KR14	£61,334	£69,090
KR13	£54,735	£61,029
KR12	£46,734	£54,463
KR11	£40,607	£46,501
KR10	£34,351	£40,405
KR9	£30,034	£34,180
KR8	£26,205	£29,885
KR7	£23,033	£26,075
KR6	£20,997	£22,918
KR5	£19,723	£20,893
KR4	£18,517	£19,625
KR3	£18,425	£18,425

Kent Scheme Newsletter for Schools

From April 2021

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

Contact: HRTeam@kent.gov.uk

