

The County Council has agreed to fund overall pay expenditure increase by 2.5% as of 1 April 2015. Additionally, the Council wishes to increase the level of pay received by people on the lowest grades by giving a minimum pay award of £425 on a pro rata basis.

This outcome has not as yet had formal endorsement by our recognised Trade Unions who participate in the Local Pay Bargaining process.

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

The percentages applied to each appraisal rating are shown below and demonstrate the Council's commitment to both the wider workforce and those who have delivered personal contribution beyond the expected level. Additionally the pay ranges have been increased by at least 1%\*, for more information see over the page. This is at a time when Facing the Challenge reviews are ongoing and budget funding for the Council is being reduced.

### Minimum payment

For this year only, employees on lower salaries will be awarded a minimum award of £425 pro rata provided they receive an 'Achieved' appraisal rating or higher.

If, as a result of the appraisal 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.

### Personal Performance implications

Individuals with an appraisal rating of 'Performance Improvement Required' will receive no pay increase or minimum payment. Individuals with an appraisal rating of 'Not Assessed' will receive no pay increase unless their salary falls beneath the grade minimum whereupon the rate will be applied, pending any subsequent review. Please ensure that any review takes place at the appropriate time.

Appraisal Rating	Pay Award
Outstanding	6%
Above	3.5%
Achieved	2%
Performance Improvement Required	0%

## The Local Government Pension Scheme

The rate of pension contribution you make to the LGPS is based on different pay bands. The bands for 2015/16 are:

Band	Range	Contribution rate
1	Up to £13,600	5.50%
2	£13,601 to £21,200	5.80%
3	£21,201 to £34,400	6.50%
4	£34,401 to £43,500	6.80%
5	£43,501 to £60,700	8.50%
6	£60,701 to £86,000	9.90%
7	£86,001 to £101,200	10.50%
8	£101,201 to £151,800	11.40%
9	£151,800+	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 if any changes are made at a later date.

The rates that you will pay after tax are lower than those shown in the table.

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 Colin Miller, Reward Manager, Room 1.12a, Sessions House, County Hall, Maidstone, ME14 1XQ.

### 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.

Although there is now no direct link between pay progression and annual scale increases move, the minimum and maximum of the grades will increase by 1% this year to ensure that our salaries remain competitive. The minimum TCP payment for staff will be £425 (or equivalent pro rata), subject to a rating of 'achieved' or higher.

\*Grade KR2 and the bottom of KR3 will increase by £425 to take into account the minimum TCP payment.

## 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 go to KNet / Working at KCC / Your pay, benefits and expenses, ask your Line Manager or email [RewardProjects@kent.gov.uk](mailto:RewardProjects@kent.gov.uk).

## [www.KentRewards.com](http://www.KentRewards.com)

Make the most of being a member of Kent Rewards. The site allows access to your rewards, benefits and discounts and is accessible from any device with internet access.

Find out more about Tax saving schemes for Childcare Voucher\*\* and Cycle2Work\*\*\*, information about Kent Scheme terms and conditions, discount at KCC Adult Education classes, Kent Savers (Credit Union), discounted high street reloadable cards and vouchers, discounts from over 1,200 national and local retailers. Developments are continually being made — look out for information about health and wellbeing and improved access using Smartphones and tablets.

\*\***Childcare Vouchers** are a tax and national insurance efficient way of paying for registered childcare and can save up to £933 per year.

Remember that the \*\*\***Cycle2Work** Scheme is normally opened twice a year in Spring and Autumn.



This document is available in alternate formats and can be explained in a range of languages. Contact: [RewardProjects@kent.gov.uk](mailto:RewardProjects@kent.gov.uk)

Pay Range		
£ (Min)		£(Max)
	KR 15	72,265
63,563	KR 14	63,562
56,148	KR 13	56,147
50,108	KR 12	50,107
42,782	KR 11	42,781
37,176	KR 10	37,175
31,447	KR 9	31,446
27,495	KR 8	27,494
23,991	KR 7	23,990
21,086	KR 6	21,085
19,223	KR 5	19,222
17,476	KR 4	17,475
16,634	KR 3	16,633
14,952	KR 2	14,951
13,937		