

The County Council has agreed a minimum pay award of £400 pro rata and to raise the minimum hourly rate to £7.70, which is higher than the National Living Wage of £7.50, effective from April. There will also be a 1% increase to the minimum and maximum of the grades. This and the percentage awards for TCP this year have required the County Council to agree to fund an overall pay expenditure increase of 2.3% from 1 April 2017. The importance of recognising the significant contribution KCC employees continue to make, particularly in the ongoing and difficult financial circumstances, is understood and appreciated. Following the annual Local Pay Bargaining process, the Trades Union have recommended the pay settlement to their members and this has been accepted.

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 1%. However, for the minimum of KR2, this has been increased by £579 in excess of the new statutory minimum.

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, at which point they will move to the new grade minimum. Please ensure that any review takes place at the appropriate time.

The Local Government Pension Scheme

The rate of pension contribution you make to the LGPS is based on different pay bands. The bands for 2017/18 are as follows

Band	Range	Contribution Rate
1	Up to £13,700	5.50%
2	£13,701 to £21,400	5.80%
3	£21,401 to £34,700	6.50%
4	£34,701 to £43,900	6.80%
5	£43,901 to £61,300	8.50%
6	£61,301 to £86,800	9.90%
7	£86,801 to £102,200	10.50%
8	£102,201 to £153,300	11.40%
9	£153,301 +	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. Your rate will be shown on your payslip in April and updated if any changes are made at a later date. These rates apply to your net salary.

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 RewardProjects@kent.gov.uk.

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.

Appraisal Rating	Pay Award
Outstanding	5%
Above Achieving	3%
Achieved	1.8%
Performance Improvement Required	0%

Although there is now no direct link between pay progression and the annual scale increase, 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 £400 (or equivalent pro rata), subject to a rating of 'achieved' or higher. The minimum of Grade KR2 will increase by £579 in excess of the new statutory 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 KNet, ask your Line Manager or email RewardProjects@kent.gov.uk.

www.KentRewards.com

Visit the Kent Rewards site to find out about and access your wide variety of employee benefits, eg Childcare Vouchers**, Cycle 2 Work schemes***, Kent Scheme terms and conditions, Health & Wellbeing, signposting to financial advice, as well as discounts from over 1,000 national and local retailers.

****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.

PAY RANGE		
£ (Min)		£ (Max)
64,841	KR 15	73,718
	KR 14	64,840
57,276	KR 13	57,275
	KR 12	51,114
51,115	KR 11	43,641
	KR 10	37,921
43,642	KR 9	32,078
	KR 8	28,047
37,922	KR 7	24,472
	KR 6	21,509
32,079	KR 5	19,608
	KR 4	17,826
28,048	KR 3	16,967
	KR 2	15,252
24,473		
21,510		
19,609		
17,827		
16,968		
15,253		
14,856		

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

Contact: RewardProjects@kent.gov.uk

