

County Council agreed the budget for the next financial year against a backdrop of considerable financial and budgetary constraints. The budget included provision for the pay increase for 2018/19 and Members were keen to ensure that this recognised the vital contribution you all make towards the successful running of the organisation.

The minimum salary for KR2 will see an increase to £8.10 per hour, higher than the National Living Wage, and the minimum and maximum of each of the other Kent Scale pay bands will increase by 1.3% effective from April 2018. Formal agreement on this has not been reached with the Trade Unions, who participate in local pay bargaining.

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 1.3%. However, Grade KR2 will increase to £8.10 per hour which brings the grade to one pay point of £15,627.

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.

Make conversation count

Our approach to managing and supporting performance is improving from April. Find out more and make sure you're having the right conversations with your manager.

Appraisal Rating

Pay Award

Outstanding

5%

Above Achieving

3.6%

Achieved

2.6%

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 2018/19 are as follows:

Band	Range	Contribution Rate
1	Up to £14,100	5.50%
2	£14,101 to £22,000	5.80%
3	£22,001 to £35,700	6.50%
4	£35,701 to £45,200	6.80%
5	£45,201 to £63,100	8.50%
6	£63,101 to £89,400	9.90%
7	£89,401 to £105,200	10.50%
8	£105,201 to £157,800	11.40%
9	£157,801 +	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 updated if any changes are made at a later date.

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 HRTeam@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.

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 HRTeam@kent.gov.uk.

www.KentRewards.com

Visit the Kent Rewards site to find out more about the wide variety of employee benefits on offer:

- Childcare Voucher scheme – a tax & national insurance efficient way of paying for registered childcare with savings of up to £933 a year
HMRC have confirmed that the Childcare Voucher scheme will now remain open to new joiners until October 2018
- 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
Arriva bus discount
Delta – E-Learning
- Local offers – discounts from Kent retailers and businesses
- National discounts – from over 1000 national retailers
- Discounted reloadable cards & instant vouchers

And more! Visit www.kentrewards.com to access your employee benefits

PAY RANGE

£ (Min)		£ (Max)
	KR 15	£74,676
£65,684	KR 14	£65,683
£58,021	KR 13	£58,020
£51,779	KR 12	£51,778
£44,209	KR 11	£44,208
£38,415	KR10	£38,414
£32,496	KR 9	£32,495
£28,413	KR 8	£28,412
£24,791	KR 7	£24,790
£21,790	KR 6	£21,789
£19,864	KR 5	£19,863
£18,059	KR 4	£18,058
£17,189	KR 3	£17,188
£15,628	KR 2	£15,627

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

Contact: HRTeam@kent.gov.uk

