

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.

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.

Personal performance assessments

The importance of recognising individual contribution is fundamental to managing performance therefore managers still submit an assessment rating, albeit will not impact on pay. The assessment levels remain the same; Outstanding, Excellent, Successful and Performance Improvement Required. Managers entered a rating for each assignment.

A 'Not Assessed – No rating entered (COVID-19)' rating will be given when an assessment has not been submitted.

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%.

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. 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 are a member of the Local Government Pension Scheme (LGPS), you have access to a valuable new benefit.

KCC is now working with AVC Wise to offer LGPS members access to a shared cost Additional Voluntary Contribution Scheme. Shared Cost AVCs enable you to build up a separate pot of money for your retirement and make savings in both Income Tax and National Insurance contributions when you add to the pot, which means you can begin to plan ahead for a more financially comfortable retirement in the most cost-efficient way.

You can learn more by registering and booking a webinar session with AVC Wise at www.avcwise.co.uk/register or watch the videos on www.avcwise.co.uk/knowledge_hub. Alternatively, there is an email address support@avcwise.co.uk or call 01252 784546.

Having regular, quality conversations is more important than ever during these challenging times. Staying in touch is even more important as we work from different locations, not just to talk about the job, but so you and your manager can be clear about the individual circumstances you are managing.

Good quality, regular conversations using our conversation tool gives you an opportunity to:

- Keep a check on how you are doing both professionally and personally.
- Find out what is working well and what could be even better.
- Cover every aspect of working for KCC, whether that's performance, development or making the most of the employment deal.

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 retailer discounts, Cycle2Work scheme and Health and Financial Wellbeing. Not forgetting the benefits exclusive to KCC such as Adult Education discounts, local retailer discounts and E-Learning through Delta.

- **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
Delta – E-Learning
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

From April 2021

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

Contact: HRTeam@kent.gov.uk

