

The County Council has agreed to fund overall pay expenditure increase of 2% as from 1 April 2016. Additionally, the Council wishes to increase the level of pay received by people on the lowest grades by giving a minimum pay award of £340 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 1%. However, for the minimum of KR2, this has been increased by £340 in excess of the new statutory minimum and toward the Living Wage.

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.

Appraisal Rating	Pay Award
Outstanding	5%
Above Achieving	2.7%
Achieved	1.5%
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 2016/17 remain unchanged for this year.

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 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.

As advised in February KMail, from 6 April 2016, contracting-out arrangements will change, which means that people who are currently contributing to their pension will pay more National Insurance contributions. You may wish to read the [Frequently Asked Questions \(FAQS\)](#) or contact the government's helpline for National Insurance enquiries for further advice, or more information can be found at <https://www.gov.uk>.

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 £340 (or equivalent pro rata), subject to a rating of 'achieved' or higher. The minimum of Grade KR2 will increase by £340 in excess of the new statutory minimum and toward the Living Wage.

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 new look 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)
64,199	KR 15	72,988
	KR 14	64,198
56,709	KR 13	56,708
	KR 12	50,608
50,609	KR 11	43,209
	KR 10	37,546
43,210	KR 9	31,760
	KR 8	27,769
37,547	KR 7	24,230
	KR 6	21,296
31,761	KR 5	19,414
	KR 4	17,650
27,770	KR 3	16,799
	KR 2	15,101
24,231		
21,297		
19,415		
17,651		
16,800		
15,102		
14,277		

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

Contact: RewardProjects@kent.gov.uk

