

The County Council and Personnel Committee have approved an increase of 1% to the Kent Scheme pay scale. This rise seeks to balance the increasing costs for the organisation with provision of job security within the current economic recession. Formal agreement on the pay award has not been reached with the Trade Union side.

## The Local Government Pension Scheme (LGPS)

The LGPS is a highly valued scheme for its members and benefits are based on the length of your membership and your final salary. The rate of contribution that you make to the Local Government Pension Scheme is based on different pay bands. Each year the pay ranges for these bands are increased in line with the cost of living and the rates relevant from 1 April this year are set out below:

Band	Range	Contribution rate
1	£0 - £12,600	5.5%
2	£12,600.01 - £14,700	5.8%
3	£14,700.01 - £18,900	5.9%
4	£18,900.01 - £31,500	6.5%
5	£31,500.01 - £42,000	6.8%
6	£42,000.01 - £78,700	7.2%
7	More than £78,700	7.5%

The rate you pay will depend on which pay band you fall into and is based on your full time equivalent pensionable pay (including any pensionable allowances) or full time equivalent term time pay. If you work part-time you only pay contributions on the pay you earn although the rate is based on the whole time pay rate for your job.

Former manual workers currently paying a protected rate of 5.25% the rate payable is being changed on a phased basis gradually bringing it into line with all other scheme members by 1 April 2011. See table below:

April 2009	5.5%
April 2010	Lesser of 6.5% or the rate for your band (see above)
April 2011	The rate for your band (see above)

If you pay tax and National Insurance, you get tax relief on your contributions and pay a lower rate of National Insurance, so the actual cost to you is less.

The rate you will be paying for each job you hold with Kent County Council (KCC) will be shown on your April payslip and will be reassessed annually. If you work in a school then you will be notified by your school directly.

**If you think your contribution rate is incorrect you need to ring the number given on your pay slip. If this does not resolve the matter you can appeal in writing to Christine Curtis, Room 1.04, Sessions House, County Hall, Maidstone, ME14 1XQ.** More information about LGPS benefits can be found on [KNet>Staff Zone> Pay Benefits & Pensions](#).

**KentRewards** Over 15,000 employees have now registered on KCC's national award winning website [www.KentRewards.com](http://www.KentRewards.com). You can access benefits which include tax free childcare vouchers and bicycles under the Cycle2work scheme along with exclusive cash-back deals or discounts at more than 2000 retailers. There are also discounted vouchers for some of the largest high street retailers and discounts with many local companies. The website can be accessed by any computer with internet access, including those in libraries. For more details register at [www.KentRewards.com](http://www.KentRewards.com).

**StaffClub** Have you checked out the trips and events available to you from the Staff Club? Last year around 3000 people went to shows and trips including Rise Music festival, Davis Cup, Hairspray, Mamma Mia and Valkenburg Christmas markets. Online booking can be found under 'Staff Club' at [www.KentRewards.com](http://www.KentRewards.com). Should you have any suggestions for future trips, please contact [Sam.Baker@kent.gov.uk](mailto:Sam.Baker@kent.gov.uk).

**Coming Soon** KCC is working on the development of KentRewards to enable employees to calculate the value of their total employment package and find out how they can maximise the benefits available. Watch out for more information.

# KENT SCHEME SALARIES

from

April 2009

The new scale and values are shown with a 1.0% increase.

Over the past years the pay scale has undergone revision and this year one pay point has been removed from the bottom of KS3.

Staff who are new to the organisation must be appointed at the bottom of the grade unless there are exceptional circumstances based on business need in conjunction with the breadth and depth of skills of experience offered by the candidate. Staff who are promoted should also be appointed to the bottom of the new grade or to the next highest pay point, if currently in the grade overlap.

	PAY POINT	£
1	1	11,808
2	2	12,161
3	3	12,527
4	4	12,903
5	5	13,291
6	6	13,689
7	7	14,099
8	8	14,523
9	9	14,957
10	10	15,407
11	11	15,984
12	12	16,218
13	13	16,440
14	14	16,793
15	15	17,140
16	16	17,799
17	17	18,471
18	18	19,156
19	19	19,668
20	20	20,262
21	21	20,923
22	22	21,599
23	23	22,297
24	24	23,053
25	25	23,819
26	26	24,771
27	27	25,600
28	28	26,421
29	29	27,202
30	30	28,015
31	31	28,823
32	32	29,427
33	33	30,219
34	34	31,076
35	35	32,001
36	36	33,045
37	37	33,934
38	38	34,833
39	39	35,724
40	40	36,630
41	41	37,523
42	42	38,376
43	43	39,319
44	44	40,215
45	45	41,112
46	46	41,992
47	47	43,357
48	48	44,684
49	49	45,842
50	50	47,000
51	51	48,152
52	52	49,326
53	53	50,481
54	54	51,637
55	55	52,799
56	56	53,956
57	57	55,122
58	58	56,555
59	59	58,025
60	60	59,534
61	61	61,082
62	62	62,669
63	63	64,300
64	64	65,971
65	65	67,686
66	66	69,446
67	67	71,252

 Advanced Box



**Reward Team  
March 2009**

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

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