

Pay awards for those on Kent Scheme Terms and Conditions are determined by Kent County Council. The Council decided that no increase will be applied to the Kent Scheme pay scale from 1 April. Formal agreement on this has not been reached with the Trade Unions. This decision was made in order to actively manage job security against reduced funding for the Council as a result of the current economic recession and government spending cuts.

KentRewards

KentRewards is KCC's national award winning scheme which gives you access to over 3000 retailers offering discounts or cashback including in-store offers. Later this year you will be able to access KentRewards through a fantastic new website which will be even easier to use, more interactive and will help you to find products. You can get money off from the UK's biggest discount health club network and a discounted theatre tickets and short breaks service. To register, go to www.kentrewards.com or you can contact the Helpdesk supplied by Asperity on **0845 2990908**.

Childcare Vouchers

Childcare Vouchers are a tax and national insurance efficient way for paying for registered childcare. Depending on your tax band, you can save up to £904 per parent per year via the Fideliti Childcare Voucher Scheme. For more information go to www.fideliti.co.uk or ring **0800 288 8727**. The registration code is **KCC1223**.

Cycle to Work – coming back soon

Make up to 52% savings on a brand new bike and safety accessories with Halfords Cycle to Work scheme. KCC can purchase a bike and safety accessories up to the value of £1,000 tax free, on your behalf for you to hire. You will then be able to hire this and pay for it by monthly deductions from your gross salary over a period of 18 months so you won't pay tax or National Insurance on this amount. For more information and to find out when this scheme will be available see www.kentrewards.com

All schools are currently eligible to participate in Salary Sacrifice schemes (Childcare Vouchers & Cycle2Work). Please contact KCC Reward Team on kentrewards@kent.gov.uk or **01622 694527** for further information.

The Local Government Pension Scheme (LGPS)

The rate of contribution that you make to the LGPS is based on different pay bands. Each year the pay ranges for these bands are reviewed.

The bands for 2011/2012 are:

Band	Range	Contribution rate
1	£0 - £12,900	5.5%
2	£12,900.01 - £15,100	5.8%
3	£15,100.01 - £19,400	5.9%
4	£19,400.01 - £32,400	6.5%
5	£32,400.01 - £43,300	6.8%
6	£43,300.01 - £81,100	7.2%
7	More than £81,100	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.

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 non-teaching job you hold is reassessed annually and will be notified to you by the school.

If you think your contribution rate is incorrect you need to contact the school office. 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 www.kent.gov.uk/jobs_and_careers/pensions.aspx

NB. The Local Government Pension Scheme is currently under review and separate communication will be available on this subsequently.

KENT SCHEME SALARIES FOR SCHOOLS

from

June 2011

The April 2010 Kent Scheme Newsletter shows the grade structure and pay values to be applied to those on Kent Scheme Terms and Conditions in schools until 31 May 2011.

From 1 June 2011 Kent Scheme staff in schools will move to the new design of the Kent Scheme pay scale, as shown, to which non-school Kent Scheme staff transferred in 2010.

There has been no general pay award this year, therefore the maximum for each grade, or pay range, remains the same as the pay point values in the April 2010 newsletter. The pay scale now becomes consistent and continuous from top to bottom.

Progression within the grade is subject to the Total Contribution Pay (TCP) assessment and the percentage awarded for each appraisal level. People at the top of their grade now have an opportunity to receive a pay award which is consistent with others who have the same appraisal rating which is one of the principles of the revised scheme. This amount will be paid separately and not built into base pay.

Staff who are new to the school must be appointed at the minimum of the grade unless there are exceptional circumstances to appoint higher. This needs to be based on a robust business case in relation to the level of knowledge, skills and experience offered by the candidate and consideration is given to the level of salaries of existing staff to prevent any 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:-

- Frequently asked questions are available on www.kenttrustweb.org.uk
- Further queries should be directed to your Head Teacher or school office.



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

Contact: 01622 69 4527

PAY SCALE

£ (Maximum) £ (Minimum)

69,446	KR 15	61,083
61,082	KR 14	53,957
53,956	KR 13	48,153
48,152	KR 12	41,113
41,112	KR 11	35,725
35,724	KR 10	30,220
30,219	KR 9	26,422
26,421	KR 8	23,054
23,053	KR 7	20,263
20,262	KR 6	18,472
18,471	KR 5	16,794
16,793	KR 4	15,985
15,984	KR 3	14,100
14,099	KR 2	12,903

KR = Kent Range

**Reward Team
March 2011**