

In order to actively manage job security against reduced funding as a result of the economic climate, the Council and Personnel Committee have agreed that no increase will be applied to the Kent Scheme pay scales from 1 April. Formal agreement on this has not been reached with the Trade Unions.

The Local Government Pension Scheme (LGPS)

From 1 April 2010, the earliest age at which a scheme member can receive their pension benefits is 55. This applies on the grounds of redundancy, efficiency, voluntary retirement (with employer's consent) and flexible retirement. There is no age limit on ill health retirements.

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 reviewed. However, this year they are unaltered:

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.

For former manual workers who currently pay 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 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 18,000 employees have now registered on KCC's national award winning website www.KentRewards.com. You can access benefits which include tax free childcare vouchers along with exclusive cash-back deals or discounts at more than 1,600 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.

StaffClub Have you checked out the trips and events for KCC staff, friends and family? Last year around 3,000 people went to discounted shows and trips including, BBC tour, Houses of Parliament, London Zoo, Oliver and Bruges. Full details can be found under 'Staff Club' at www.KentRewards.com. Should you have any suggestions for future trips, please contact StaffClub@kent.gov.uk.

Now Available – Total Reward Viewer You can find out how much your employment package is really worth!

This includes your financial and non-financial benefits, how they work (e.g. pension, payslip, tax, leave arrangements, discounts and cash-back). Just visit www.kcc.rewardgateway.co.uk/rewardviewer and use the online interactive tool to build your own personalised statement and this can also contribute to the development of future employee benefits.

KENT SCHEME SALARIES FOR SCHOOLS

from

April 2010

There is no change to the pay point values from the April 2009 rates.

The maximum for each grade, or pay range, remains the same. As a result of local pay bargaining and the need to remain competitive, KS 1 has been removed.

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 and experience offered by the candidate. Appointing managers should ensure that the starting salary of a new employee takes into account the salaries of their existing staff and does not create pay inequality. 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

£

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

 Advanced Box



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

Contact: 01622 69 4527

**Reward Team
February 2010**