

PERSONNEL COMMITTEE

Thursday, 6th June, 2013

10.30 am

Wantsum Room, Sessions House, County Hall,
Maidstone





AGENDA

PERSONNEL COMMITTEE

Thursday, 6th June, 2013, at 10.30 am
Wantsum Room, Sessions House, County
Hall, Maidstone

Ask for: **Denise Fitch**
Telephone **01622 694269**

Tea/Coffee will be available 15 minutes before the start of the meeting

Membership (9)

- Conservative (5): Mr P B Carter (Chairman), Mr G Cooke, Mr J D Simmonds,
Mrs P A V Stockell and Mr B J Sweetland
- UKIP (2) Mr N J Bond and Mr M Heale
- Labour (1) Miss A Harrison
- Liberal Democrat (1): Mrs T Dean

UNRESTRICTED ITEMS

(During these items the meeting is likely to be open to the public)

A. COMMITTEE BUSINESS

1. Substitutes
2. Election of Vice-Chairman
3. Declarations of Interests by Members in items on the Agenda for this meeting.
4. Minutes of the Meetings held on 19 March 2013 and 23 May 2013 (Pages 1 - 4)
5. Annual Workforce Profile Dashboard (Pages 5 - 20)
6. Employment Value Proposition (Pages 21 - 24)
7. Discretionary Payments (Pages 25 - 28)

8. Childcare Voucher Scheme - Deductions during Occupational Maternity Pay (Pages 29 - 34)
9. Salary bands for Public Health Consultants (Pages 35 - 40)

EXEMPT ITEMS

(At the time of preparing the agenda there were no exempt items. During any such items which may arise the meeting is likely NOT to be open to the public)

Peter Sass
Head of Democratic Services
(01622) 694002

Wednesday, 29 May 2013

KENT COUNTY COUNCIL

PERSONNEL COMMITTEE

MINUTES of a meeting of the Personnel Committee held in the Wantsum Room, Sessions House, County Hall, Maidstone on Tuesday, 19 March 2013.

PRESENT: Mr P B Carter (Chairman), Mr R W Gough (Vice-Chairman), Mr G Cowan, Mr M C Dance, Mr D A Hirst, Mr A J King, MBE, Mr T Prater and Mr J D Simmonds.

IN ATTENDANCE: Mrs A Beer (Corporate Director of Human Resources) and Mr G Mills (Democratic Services Manager).

UNRESTRICTED ITEMS

41. Minutes of the meeting held on 18 January 2013

(Item 3)

RESOLVED that the minutes of the meeting held on 18 January 2013 were agreed and signed by the Chairman as a correct record.

42. Terms and Conditions for Public Health Staff

(Item 4) (Karen Watson and Ian Allwright were present for this item)

Report by Mr Roger Gough, Cabinet Member for Business Strategy, Performance and Health Reform and Mrs Amanda Beer, Corporate Director Human Resources.

(1) This report made recommendations regarding the organisational position of the Public Health division and Conditions for new recruits to public Health Specialist and Professional posts.

(2) Responsibilities for Public Health functions and relevant staff would transfer to KCC from 1 April 2013. The exception would be the screening and immunisation team, which would transfer to Public Health England. The transfer of the Public Health workforce to KCC did not fall within the Transfer of Undertakings (Protection of Employment) Regulations 2006, generally referred to as TUPE, but would be covered by a statutory staff transfer scheme enacted under the Health and Social Care Act 2012.

(3) Organisationally from 1 April 2013 Public Health Staff would report to the Director of Public Health who in turn would report direct to the Head of Paid Service. The report proposed that KCC appointed Public Health Specialists and Professionals on 'Agenda for Change' and medical terms and conditions, as appropriate, for the first 2 years to align with the transfer scheme protections, although Blue Book terms and conditions could still be offered, as an alternative, for those appointed from other backgrounds. This would enable KCC to consider what the market was doing and then take a longer term view on terms and conditions for new starters.

(4) The statutory transfer scheme provided Public Health transferees continued access to the NHS Pension Scheme. . There would be no eligibility to join the Local

Government Pension Scheme unless voluntarily moving to a post outside of Public Health. It was proposed that KCC applied for a Directions Order to ensure that KCC vacancies for Public Health Specialist and professional posts were attractive to candidates who wanted to continue to be members of the NHS Pensions Scheme.

(5) Whilst the transfer of Public Health staff was not a TUPE transfer, the draft transfer scheme provided 'TUPE-like' protections for two years. The Advocate General (Court of European Justice) had recently delivered his opinion that staff transferring under TUPE had to have applied to them any changes made to their terms and conditions following transfer. This was known as the dynamic approach and its application was currently the subject of a review by the Court of Justice of the European Union. KCC legal advice was that the Council should be able to rely on the current view of the Advocate General and apply changes for the first two years after transfer. Therefore the report proposed KCC should apply future changes for a two year period as this would provide parity with new recruits to Public Health on NHS Terms and Conditions.

(6) During the course of discussion members asked a number of questions of detail to which officers responded accordingly. As part of this it was agreed that a report should be submitted to the next Meeting providing information on the salary and terms of payment and progression for senior public health consultants in comparison to senior KCC staff. It was also agreed that a general progress report should be submitted to the Committee in 12 months time.

(7) RESOLVED that;

- a) the arrangements for the transfer of staff as detailed in the Committee report be noted,
- b) the reporting line for the Director Public Health be agreed,
- c) Public Health Specialists and professionals can be appointed to KCC on NHS terms and conditions, this to be reviewed for new recruits beyond 31 March 2015,
- d) to agree that KCC applies for an open directions order for the NHS Pension Scheme,
- e) it be agreed that KCC applies future changes that are made to NHS terms and conditions to the Public Health transferees until 31 March 2015,
- f) a report is submitted to the next Meeting of the Personnel providing information on the salary and terms of payment and progression for senior public health consultants in comparison to senior KCC staff a progress report is submitted to the Committee in 12 months time.

KENT COUNTY COUNCIL

PERSONNEL COMMITTEE

MINUTES of a meeting of the Personnel Committee held in the Council Chamber, Sessions House, County Hall, Maidstone on Thursday, 23 May 2013.

PRESENT: Mr N J Bond, Mr P B Carter, Mr G Cooke, Mrs T Dean, Miss A Harrison, Mr M Heale, Mr J D Simmonds, Mrs P A V Stockell and Mr B J Sweetland.

IN ATTENDANCE: Mr P Sass (Head of Democratic Services).

UNRESTRICTED ITEMS

1. Membership

(Item 1)

The Committee noted its Membership as set out above.

2. Election of Chairman

(Item 3)

RESOLVED that Mr P B Carter be elected Chairman.

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By: Gary Cooke – Cabinet Member for Corporate & Democratic Services
Amanda Beer – Corporate Director of Human Resources

To: Personnel Committee

Date: 6 June 2013

Subject: Annual Workforce Profile Dashboard

Classification: Unrestricted

Summary

For information

This paper contains details of the make up of the Authority's workforce at 31 March 2013, focusing on the changes in staffing levels over the year. Information is also provided on the demographics and diversity of Kent County Council's current workforce and includes comparative information from previous years. The report is divided into sections, each covering the different sectors of the Authority's workforce. The current format of the report reflects the feedback from previous Personnel Committees.

Headlines

1. The Non-Schools workforce

- ❖ Reduction of 1,584* staff (1,186.2 FTE - 11.8%) since 31 March 2011 (**excluding Casual Relief, Sessional and Supply staff*). 505 staff (312 FTE) of this reduction occurred in 2012-13.
- ❖ The FTE remained relatively static between September 2012 and March 2013.
- ❖ The sickness rate continues to improve, at 7.38 days per FTE in 2012-13.
- ❖ Percentage of staff aged 25 or under increased to 6.9% by end of 2012-13.
- ❖ Turnover (exc. Commercial Services) reduced in the last year from 16.1% to 13.7%.
- ❖ The proportion of staff on KR6 and below has reduced from 53.6% in March 2008 to 44.6% in March 2013.

2. KCC's workforce – All Staff

- ❖ Reduction of 6,651* staff (4,997.0 FTE or 17.9%), since 31 March 2011 (**excluding Casual Relief, Sessional and Supply staff*). 2,281 staff (1,541.4 FTE) of this reduction occurred in 2012-13.
- ❖ 1,776 staff (1,229.5 FTE) of the 2012-13 reduction was in schools, mainly due to the set up of Academies.
- ❖ 3.4% of staff are aged 65 or over, a slight increase compared to the previous year.

3. The Directorates

- ❖ FTE reductions of between 8.2% (FSC) and 17.9% (CC), since 01 April 2011.
- ❖ CC has the highest % of staff aged 25 and under at 10.2%.
- ❖ ELS has the highest percentage of staff aged 50 or above at 49.1%.
- ❖ Sickness levels ranged from 4.87 days lost per FTE in BSS to 9.52 days, in FSC.

4. The Schools workforce

- ❖ Reduction of 3,810.8 FTE (21.4%), since 31 March 2011.
- ❖ During the 2012-13 academic year, around 90,000 days were lost due to sickness by teachers and head teachers (Source: Schools Workforce Census).
- ❖ 33 schools left KCC to adopt Academy status during the year bringing the total to 109 (forming 106 Academies)

1. The Non-Schools Workforce

1.1. Introduction

This section contains information about the Non-Schools workforce. In April 2011 the organisation set a target to reduce the Non-Schools workforce by 1,500 posts over four years.

Performance indicators are calculated on a monthly basis for Non-Schools staff and include a set of statistics relating specifically to staff within the Leadership Group.

1.2. Staffing levels

Staffing levels continued to fall in 2012-13, with the March 2013 full-time equivalent (FTE) figure showing a fall of 11.8% against the 31 March 2011 figure. March 2013 figures are shown below, together with the figures for previous years.

1.2.1. Full-time equivalents (FTEs)

8,874.7	(March 2013)
9,186.6	(March 2012)
10,060.9	(March 2011)

1.2.2. Headcount (including Casual Relief, Sessional and Supply (CRSS) staff)

12,114	(March 2013)
12,652	(March 2012)
13,850	(March 2011)

1.2.3. Headcount (excluding CRSS, staff)

10,360	(March 2013)
10,865	(March 2012)
11,944	(March 2011)

1.2.4. Assignment/contract count,

13,172	(March 2013)
13,901	(March 2012)
15,330	(March 2011)

Appendix A(i) shows the changes in staffing levels by month since March 2011

1.3. Changes in staffing levels since March 2007

FTE staffing levels have dropped by 13.7% since March 2007, from 10,277.9 FTE to 8,874.7 FTE in March 2013.

1.4. Contract Types

The percentage of staff on permanent contracts has shown a gradual increase over recent years, from 69.6% in March 2009 to 73.4% in March 2013. The proportion of Casual Relief, Sessional and Supply staff has decreased over the same period, from 22.2% to 19.7%.

Appendix A(ii) shows the full breakdown by contract types over recent years.

1.5. Agency Staff

The number of Agency staff engaged has increased by 22 in the last year, from 764 in March 2012 to 786 in March 2013. Agency staff costs accounted for 8.8% of total staffing expenditure in 2012-13.

1.6. Vacancies

503.8 FTE vacancies were identified in March 2013, which equated to 5.4% of the budgeted FTE figure for the start of the year. Action was being taken to fill 123.2 FTE of these.

1. The Non-Schools Workforce

1.7. Staff by salary band

Analysis of staff by salary band, including all staff on KR grades* shows that around 45% of staff are on KR6 or below, earning salaries of up to £20,670 per annum. The proportion of staff on KR6 and below has reduced from 53.6% in March 2008 to 44.6% in March 2013. Full details of the breakdown are shown below:

- 44.6% - grades KR 1-6
- 32.3% - grades KR 7-9.
- 21.3% - grades KR 10-13
- 1.8% - grades KR 14 or over

**analysis includes staff on linked grades and social work staff on KR grades. Excluding Casual, Relief, Sessional and Supply.*

In line with the Government's 'Transparency Agenda', KCC publishes information on those earning over £58,200, together with details of Directors' expenses, on the Authority's website.

Appendix A(iv) shows the Non-Schools workforce, by salary band.

1.8. Turnover Performance Indicator

Turnover declined during the year, to 14.2% in February 2013, before peaking in March at 18.3%, primarily as a result of Commercial Services leaving KCC. If Commercial Services leavers are excluded, the figure is closer to 13.7%.

**Compulsory reasons recorded on Oracle HR = Compulsory Redundancy, Compulsory Redundancy (Age 50+) No Pension, Compulsory Redundancy (Age under 50), Early Retirement (Efficiency Enhanced), Early Retirement (Efficiency Not Enhanced).*

1.9. Reasons for leaving

Where staff have provided a reason for leaving, analysis of this has shown that the primary reason over the year was 'Resignation' (35.4%), followed by 'Transfer' (23.3%).

Appendix A (vii) details the reasons for leaving.

1.10. Redundancies

During the period 1 April 2012 to 31 March 2013, a total of 412 people were made redundant at a cost of £3.9 million (average payment of £9,450).

1.11. Sickness

Despite the impact of the 'Norovirus' on the Kent area, with wards closed at the Maidstone Hospital in December 2012, the downward trend in sickness rates continued again last year.

1.11.1. Sickness Performance Indicator

The sickness performance indicator calculates the working days lost per FTE.

Results for 2009-10 to 2012-13 are shown below.

- 7.38 days (2012-13)
- 7.78 days (2011-12)
- 7.83 days (2010-11)
- 8.56 days (2009/10)
- 8.71 days (2008/09).

1. The Non-Schools Workforce

1.12. Top 5 reasons for sickness absence (by calendar days lost)

The primary causes of sickness absence have remained consistent over the past four years, with 'Musculoskeletal' accounting for the most calendar days lost, followed by 'Stress (not mental health)', 'Gastro-intestinal' and 'Mental Health'. 'Respiratory disease' was in fifth place in 2012-13.

Appendix A(v&vi) show further information on sickness levels over recent years.

1.13. Equality

1.13.1. Equality Performance Indicators

Below are the year-end outturn figures for each equality strand, with the previous year's figures shown in brackets.

Gender:

Non-School based staff: 74.8% Female (74.7%)

Leadership group: 51.9% Female (51.0%)

BME:

Non-School based staff: 5.5% BME (5.1%)

Leadership group: 5.3% BME (4.5%)

Disabled:

Non-School based staff: 3.8% Disabled (4.0%)

Leadership group: 4.5% Disabled (3.7%)

LGB:

Non-School based staff: 2.1% LGB (2.3%)

Leadership group: 1.1% LGB (2.6%)

Religious Belief (Non-Christian):

Non-School based staff: 6.0% Religious Belief (6.0%)

Leadership group: 5.0% Religious Belief (4.9%)

Appendix A(ix) shows further detail of the Equalities Performance Indicators.

1.14. Age profile

1.14.1. Staff aged 65+

The default retirement age was abolished in October 2011 and recent articles in the national press indicate that the number of working pensioners has virtually doubled from 500,000 to almost one million within the last 10 years. As at March 2013, there were 424 employees aged 65 or over working in the Non-Schools sector.

1.14.2. Average Age

The average age has increased this year to 45.3, from 45.1 in March 2012.

1.14.3. Age Performance Indicators (excludes CRSS staff)

The year-end figures are shown below, with the previous year's figures shown in brackets.

Aged 25 or under: 6.9% (6.7%)

Aged 30 or under: 15.4% (15.5%)

Aged 30 or under - Leadership group: 1.6% (0.3%)

Aged 50 or above: 40.1% (39.8%)

Aged 50 or above - Leadership group: 53.2% (54.3%)

Appendix A(iii) shows the age profile of the Non-Schools workforce.

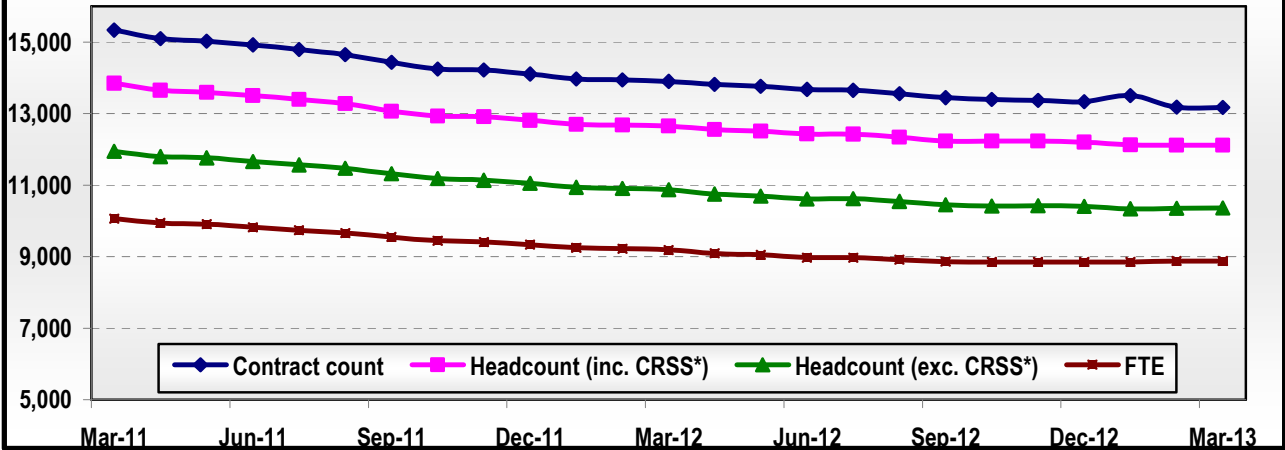
1.15 Layers and Spans

In December 2011 the structure of the Non-Schools sector was 11 layers deep with an average span of control 5.1 FTE. The aim is to move to an organisation with 6 layers and an average span of 7 FTE. As at 1 March 2013, the structure was 9 layers deep, with an average span of control of 5.3 FTE.

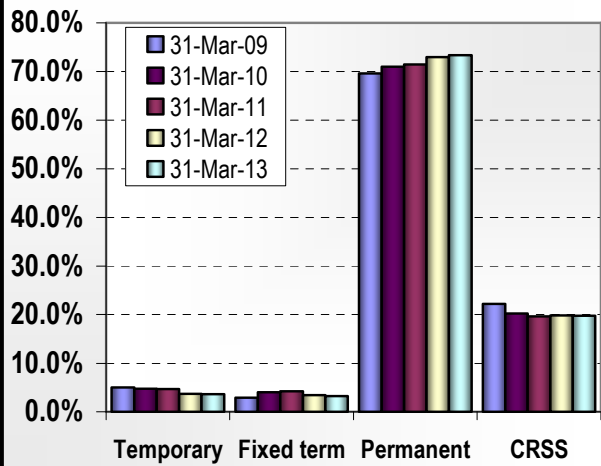
The number of one to one reports within the Non-Schools sector has reduced by 84 from 335 in December 2011 to 251 in March 2013.

Appendix A - The Non-Schools Workforce

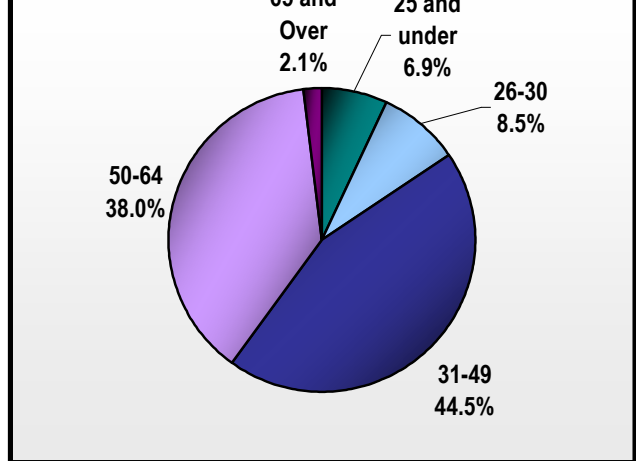
(i) Staffing Levels (FTE)



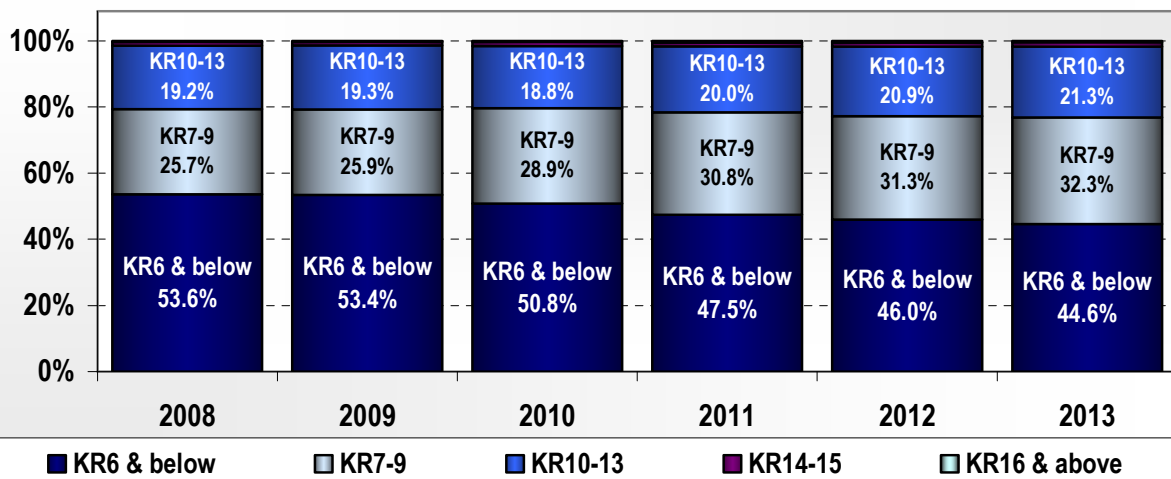
Staff by contract type (grouped)



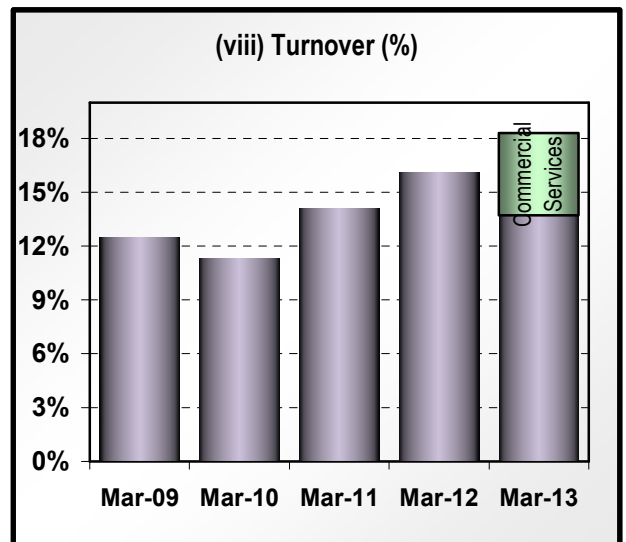
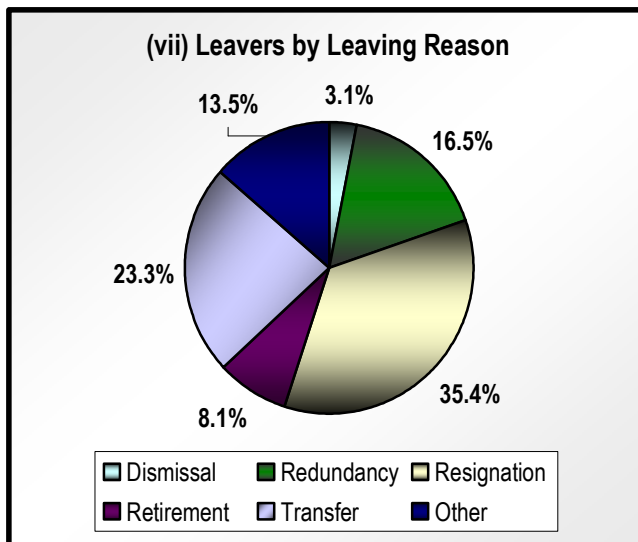
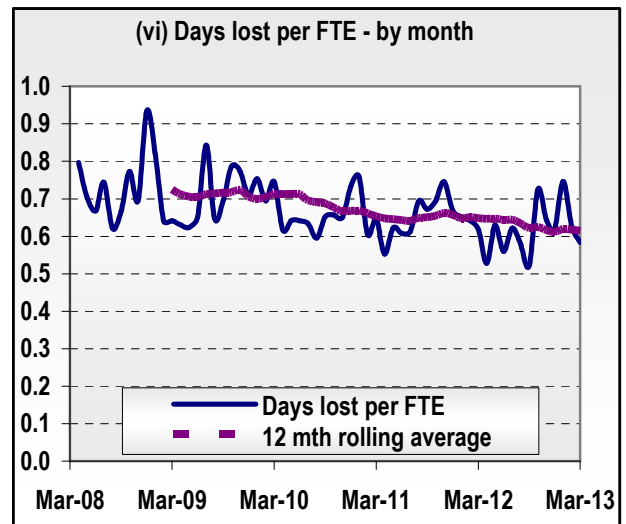
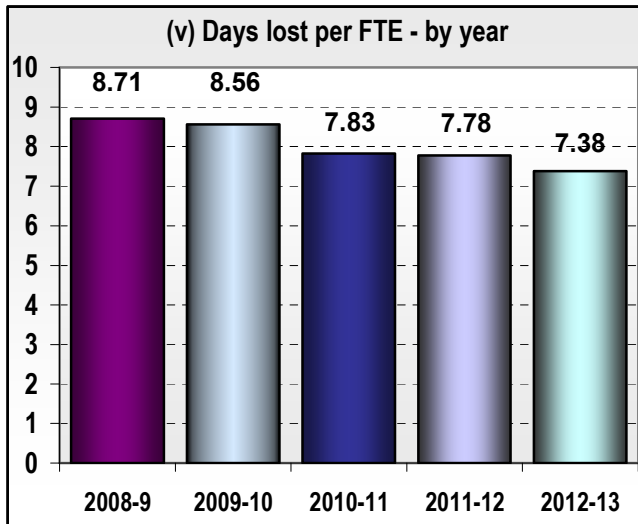
(iii) Age profile - March 2013



(iv) Staff on Kent Scheme by Salary Band



Appendix A - The Non-Schools Workforce



(ix) Equalities Performance Indicators 2012-13

	Non-School based staff (Exclusions: CRSS and Schools)				Leadership Group (Exclusions: CRSS and Schools)			
	Mar-10	Mar-11	Mar-12	Mar-13	Mar-10	Mar-11	Mar-12	Mar-13
% Females	74.4%	74.8%	74.7%	74.8%	50.1%	51.8%	51.0%	51.9%
% BME	4.5%	4.8%	4.9%	5.5%	4.1%	4.5%	4.5%	5.3%
% Considered Disabled	2.5%	2.6%	4.0%	3.8%	3.0%	2.7%	3.7%	4.5%
% LGB	2.1%	2.1%	2.3%	2.1%	2.5%	2.0%	2.6%	1.1%
% Religious Belief (Non-Christian)	7.2%	6.0%	6.0%	6.0%	6.5%	4.4%	4.9%	5.0%
% aged 25 and under	8.0%	7.6%	6.7%	6.9%				
% aged 30 and under	16.9%	16.5%	15.5%	15.4%	0.3%	0.0%	0.3%	1.6%
% aged 50 and over	39.1%	39.3%	39.8%	40.1%	54.9%	54.7%	54.3%	53.2%

Leadership Group = staff on KR13 or above and £48,635 minimum salary

2. KCC's Workforce

2.1 Introduction

This section contains key staffing information about the Authority's workforce, including schools, and contains comparisons with previous years.

2.2 Staffing levels

Staffing levels across the authority continued to reduce throughout 2012-13 with the FTE level falling by 1,541 FTE (6.3%) during the course of the year.

2.2.1 Full-time equivalents (FTEs)

22,848.2 (March 2013)

24,389.6 (March 2012)

27,845.2 (March 2011)

2.1.1 Headcount (including Casual Relief, Sessional and Supply staff)

34,952 (March 2013)

37,399 (March 2012)

42,432 (March 2011)

2.1.2 Headcount (excluding Casual Relief, Sessional and Supply staff)

30,993 (March 2013)

33,274 (March 2012)

37,644 (March 2011)

2.1.3 Assignment/contract count,

41,201 (March 2013)

44,226 (March 2012)

49,960 (March 2011)

Appendix B(i) shows the details of staffing levels over recent years.

2.3 Contract Types

The types of contract held by KCC staff have remained relatively constant in the past year, with the only changes being a minor reduction in the number of temporary contracts of 0.4%, offset by a small increase in Casual Relief, Sessional & Supply contracts of 0.3%.

Appendix B(ii) shows the breakdown by contract types.

2.4 Age profile

The age profile shows the greatest change in the 45-54 age band, where there has been a 1% increase. The proportion of staff aged below 25 has dropped by 0.3% over the year and the proportion of staff aged 65 or over has increased by nearly 0.2%. The average age for KCC staff has risen over the past year, with an average age of 44.5 at March 2013. For comparison, the figure was 44.4 in March 2012, 44.4 in March 2011 and 44.0 in March 2010.

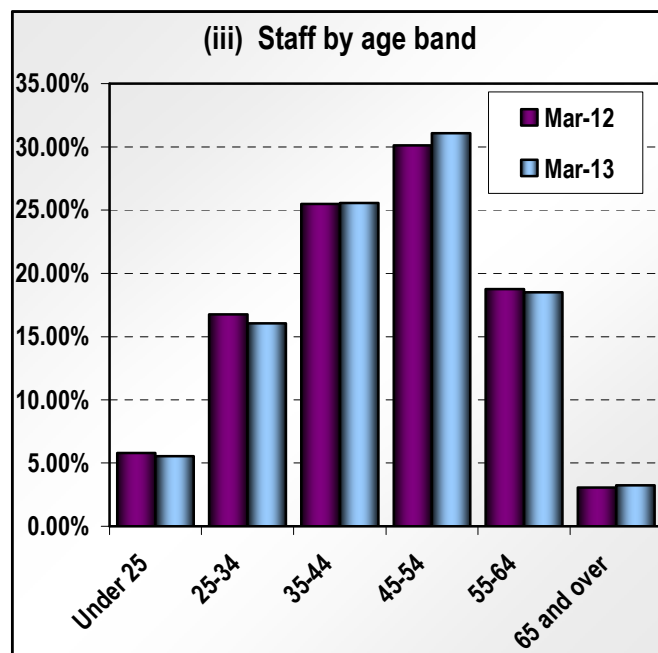
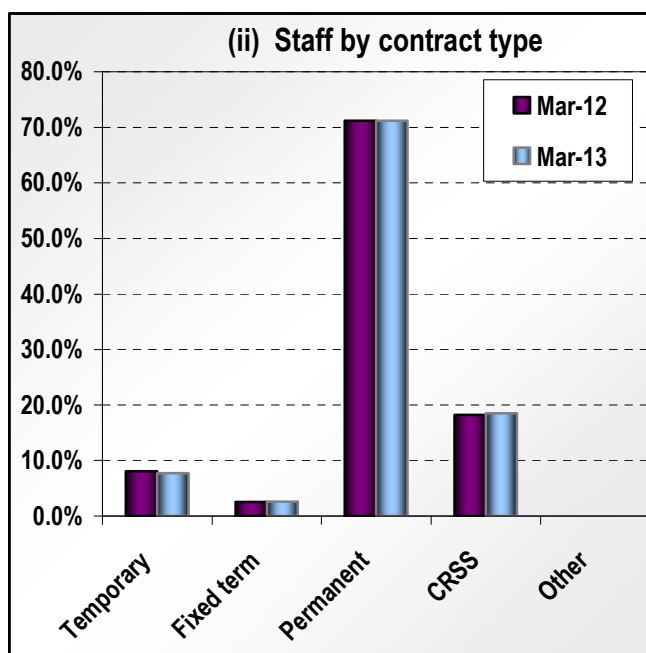
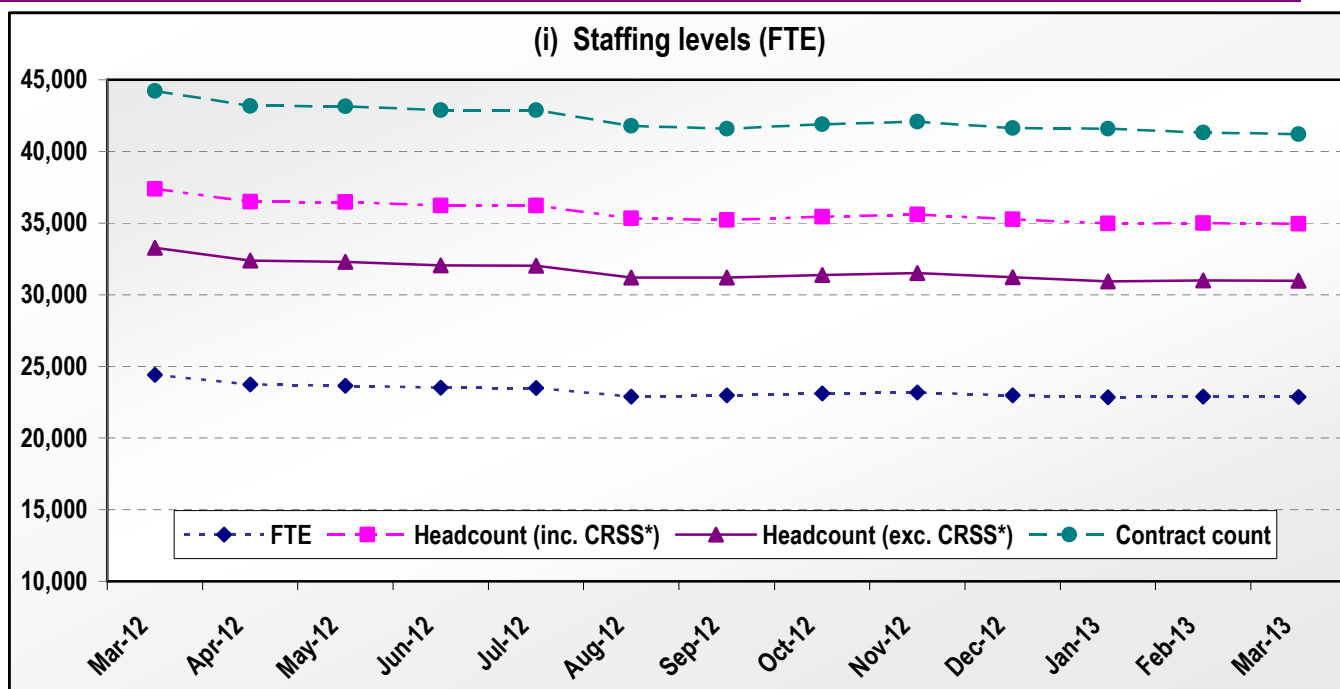
Appendix B(iii) shows the age profile of KCC's workforce.

2.5 Staff by salary band

74.6% of Kent Scheme staff were on KR grades 1-6 at March 2013 and 90.4% were on KR grades 1-9. Approximately 0.8% of staff were on KR grades 14 and above.

Appendix B(iv) shows the breakdown by salary band

Appendix B - KCC's Workforce



(iv) Staff by salary band - All KCC staff on Kent Range grades

KR equivalent	Mar-12		Mar-13	
	Count	%	Count	%
KR 1-6	19,312	75.6%	18,029	74.6%
KR 7-9	3,875	15.2%	3,814	15.8%
KR 10-13	2,177	8.5%	2,150	8.9%
KR 14-15	138	0.5%	140	0.6%
KR 16+	44	0.2%	41	0.2%
	25,546	100.0%	24,174	100.0%

3. Directorate Details

3.1 Introduction

This section contains key staffing information about the workforce in each directorate. Performance Indicators are calculated on a monthly basis and include a set of statistics relating to staff within the Leadership Group of each Directorate.

3.2 Current staffing levels

3.2.1 Full-time equivalents

FTE figures have fallen by between 1.2% (FSC) and 6.1% (BSS).

3.2.2 Headcounts

The headcount, including CRSS staff, has reduced in all Directorates over the year. The reductions have varied from 2.1% in FSC to 7.0% in BSS. If CRSS staff are excluded the reductions vary from 1.7% in FSC to 10% in CC.

3.2.3 Assignment counts

The assignment, or contract count, has declined in all Directorates. Reductions in other directorates varied from 3.3% in FSC to 7.8% in CC.

Appendix C (i) shows details of the changes in staffing levels since April 2011.

3.3 Contract Types

A breakdown of contract types shows that ELS has the highest proportion of staff on temporary contracts, at 6.9%. BSS has the highest proportion of permanent contracts, at 89.9% and within CC, over 42% are on CRSS contracts.

Appendix C(ii) shows full details of the breakdown by contract types

3.4 Agency Staff

FSC has the highest number of agency staff (484) and EE has the lowest (48).

Full details are shown in Appendix C (iii)

3.5 Age profile

3.5.2 Age Performance Indicators (excludes CRSS staff)

CC has the highest percentage of younger staff (aged 25 and under) at 10.2% and ELS the lowest, at 3.9%. If the band is extended to include those aged 30 and under, the highest is BSS with 22.6% and the lowest is ELS with 9.0%. BSS and CC have around 3% of staff in the Leadership Group, aged 30 or under.

The percentage of staff aged 50 or above is highest in ELS (49.1%). ELS also has the highest proportion of staff aged 50 or over within the Leadership Group (70.6%).

Full details of staff by age are shown at Appendix C (iv)

3.6 Sickness

3.6.2 Sickness Performance Indicators

The sickness rates for the year 2012-13 varied from 4.87 days per FTE in BSS to 9.52 in FSC.

3.6.3 Reasons for absence

The primary cause of sickness absence over the year was 'Musculoskeletal' in all Directorates and 'Gastro Intestinal' also appeared in the top five reasons for absence in all Directorates. 'Stress – not mental health' appeared in the top five for all directorates, except CC.

Appendix C (v and vi) shows detailed information on sickness levels

3. Directorate Details

3.7 Staff by salary band

CC has the highest proportion of staff on grades KR/KS 1-6 (58.7%) and BSS has the highest proportion on grades KR/KS 10-13 (36.6%).

Appendix C (vii) shows detailed information on staff by salary band.

3.8 Turnover Performance Indicator

The rolling turnover rates for the year ending 31 March 2013 were between 11% and 22%, with the exception of EE where the figure reached 56.4% in March. This was due to Commercial Services leaving the organisation. A further calculation of rolling turnover, where those leaving due to compulsory leaving reasons and transfer of service were excluded, gave a figure of 9.8% for EE.

Appendix C (viii) shows the turnover figures for all Directorates.

3.9 Vacancies

As at 31 March 2013, FSC were actively recruiting to the highest number of posts (58.3 FTE) and EE the lowest (2.4 FTE).

3.10 Equality

3.10.2 Equality performance indicators

Equality performance indicators are calculated each month, for each Directorate. Listed below are each of the equality strands, together with an indication of the highest and lowest percentages associated with each.

3.10.3 All Directorate Non-school based staff

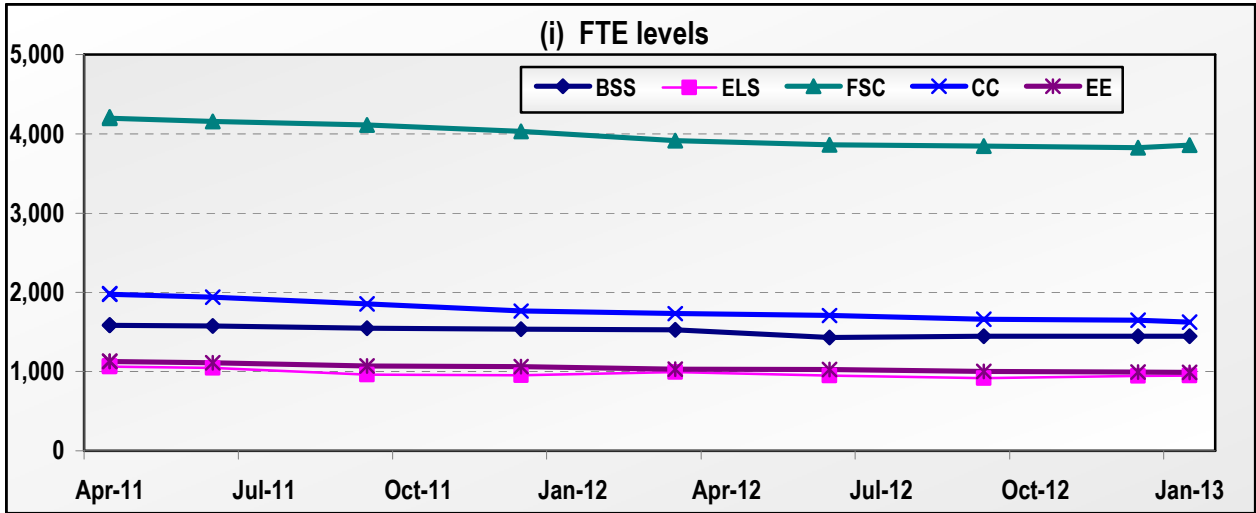
- % Female - highest in FSC at 87.3% / lowest in EE at 39.8%
- % BME - highest in FSC at 6.6% / lowest in ELS at 2.6%
- % Disabled - highest in BSS at 4.3% - lowest in FSC at 3.6%
- % LGB – highest in FSC at 2.7% / lowest in ELS at 1.0%
- % Religious Belief (Non-Christian) – highest in FSC at 6.7% / lowest in EE at 4.5%

3.10.4 Leadership group

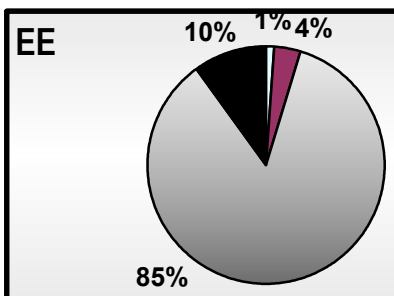
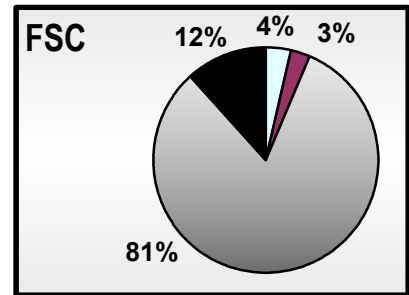
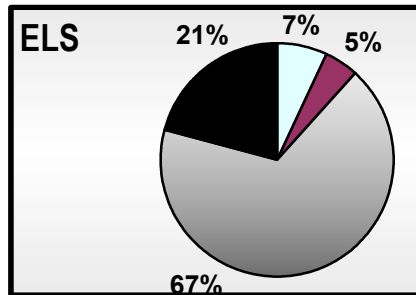
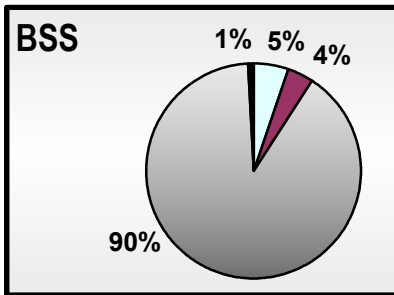
- % Female - highest in FSC at 75.3% / lowest in EE at 25.6%
- % BME - highest in EE at 12.9% / lowest in ELS at 0.0%
- % Disabled - highest in BSS at 7.6% - lowest in EE at 0.0%
- % LGB – highest in FSC at 2.1% / lowest in ELS, CC and EE at 0.0%
- % Religious Belief (Non-Christian) – highest in EE at 9.1% / lowest in ELS at 0.0%

Appendix C (ix) contains details of the equality strands by Directorate.

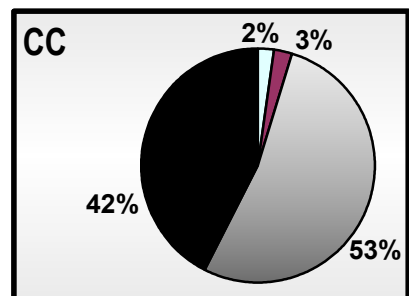
Appendix C - Directorate details



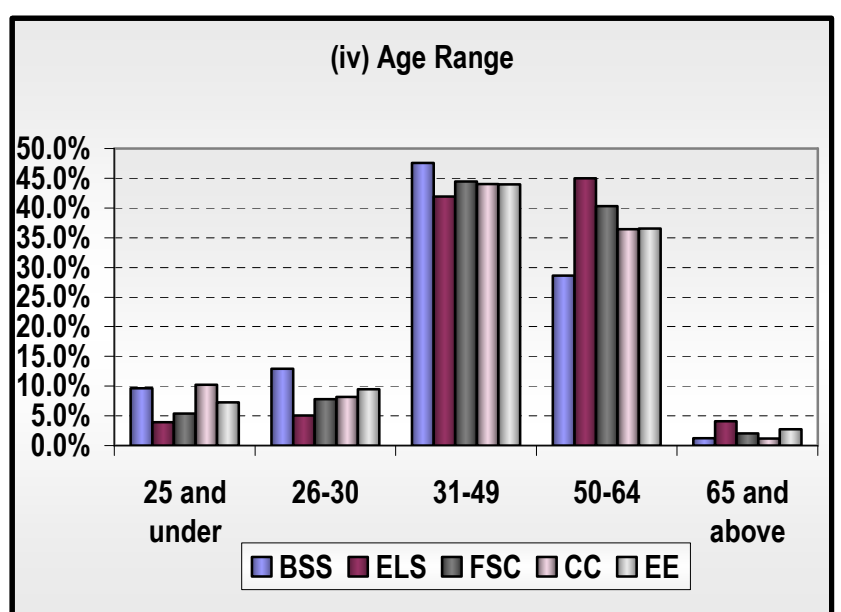
(ii) Staff by contract type



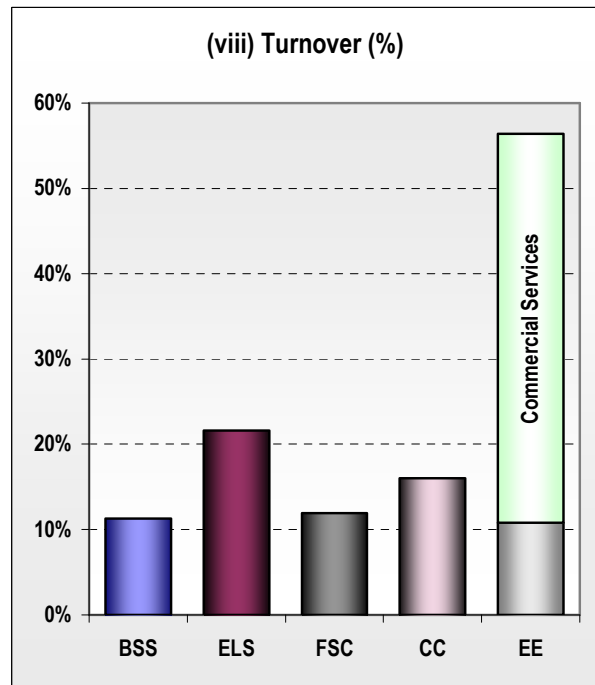
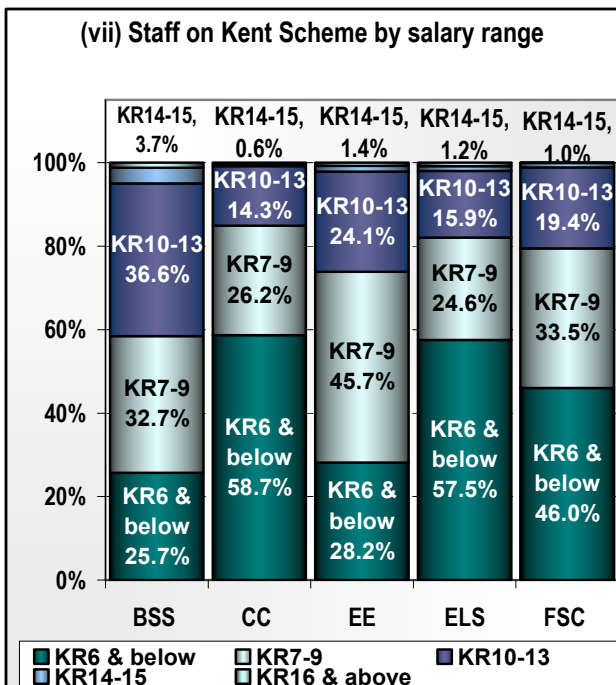
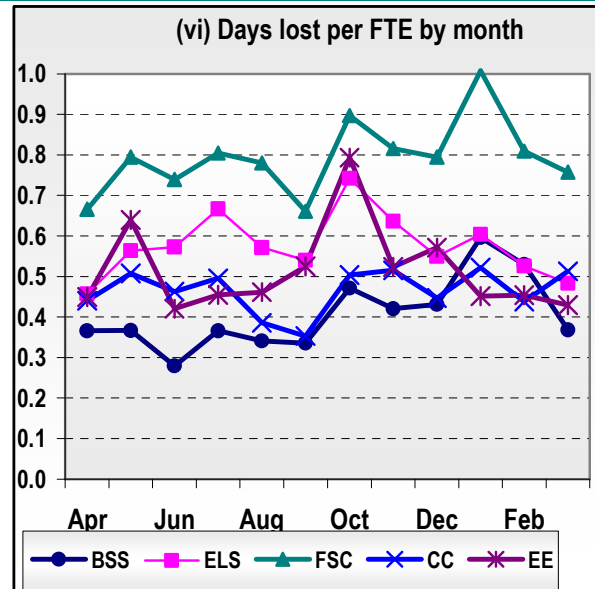
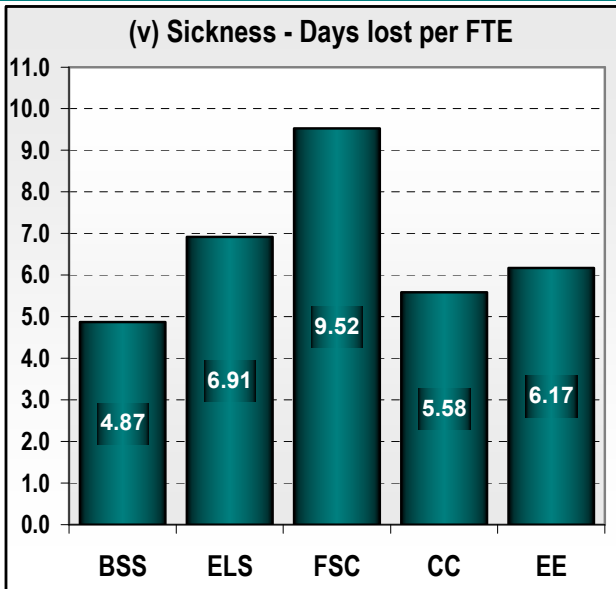
KEY	
	Temporary
	Fixed term
	Permanent
	CRSS



Agency staff (31 March 2013)	
BSS	136
ELS	59
FSC	484
CC	59
EE	48
Total	786



Appendix C - Directorate details



(ix) Equalities Performance Indicators 2012-13

Non-School based staff (Exclusions: CRSS and Schools)	BSS		ELS		FSC		CC		EE	
	Directorate	LG ⁽¹⁾	Directorate	LG ⁽¹⁾	Directorate	LG ⁽¹⁾	Directorate	LG ⁽¹⁾	Directorate	LG ⁽¹⁾
% Females	64.2%	47.2%	79.0%	55.9%	87.5%	75.3%	69.4%	40.0%	39.8%	25.6%
% BME	5.0%	5.0%	2.6%	0.0%	6.6%	4.2%	5.2%	6.1%	3.7%	12.9%
% Disabled	4.3%	7.6%	3.8%	3.8%	3.6%	2.7%	4.0%	3.0%	3.7%	0.0%
% LGB	1.4%	1.5%	1.0%	0.0%	2.7%	2.1%	2.2%	0.0%	1.6%	0.0%
% Religious Belief (Non-Christian)	5.0%	7.2%	5.9%	0.0%	6.7%	2.0%	5.5%	3.8%	4.5%	9.1%
% aged 25 and under	9.6%		3.9%		5.4%		10.2%		7.3%	
% aged 30 and under	22.6%	3.1%	9.0%	0.0%	13.2%	0.0%	18.4%	2.9%	16.7%	0.0%
% aged 50 and over	29.9%	44.9%	49.1%	70.6%	42.4%	59.3%	37.6%	57.1%	39.3%	48.7%

(1) LG = Leadership Group (staff on KR13 or above and £48,635 minimum salary)

4. Schools

4.1 Introduction

This section of the paper contains information about school based staff. Schools may opt to purchase HR services from providers other than KCC, so the information included in this report relates primarily to schools who buy our HR service. There are exceptions, where information has been obtained from other sources and in these cases the details of alternative data sources are provided.

33 Schools have left KCC in 2012-13 to adopt Academy status. Since September 2010, around 109 schools left the Authority, forming 106 academies, which has resulted in a dramatic reduction in recorded staffing levels for schools.

Appendix D shows the changes in staffing levels over the year.

4.2 Current staffing levels (Oracle HR)

4.2.1 Full-time equivalents

At March 2013, the FTE for school-based staff was 13,973.57

4.2.2 Headcount

The headcount figure at Mar 2013 was 22,966 or 20,688 if CRSS staff were excluded.

4.2.3 Assignment (or contract) count

28,029 at March 13.

4.3 Changes in staffing levels since March 2007

The FTE of school based staff has fallen from 18,061.7 in March 2007, to its current level of 13,973.57. Please note that these are indicative figures only, as the number of schools opting to purchase HR services from KCC varies year by year and this does impact on the number of staff reported upon each time.

4.4 Age profile

Around 34% of staff in schools are aged 41-50, around 7% are aged 25 or under and 1.4% are aged over 65.

(Source: Schools Workforce Census (SWC))

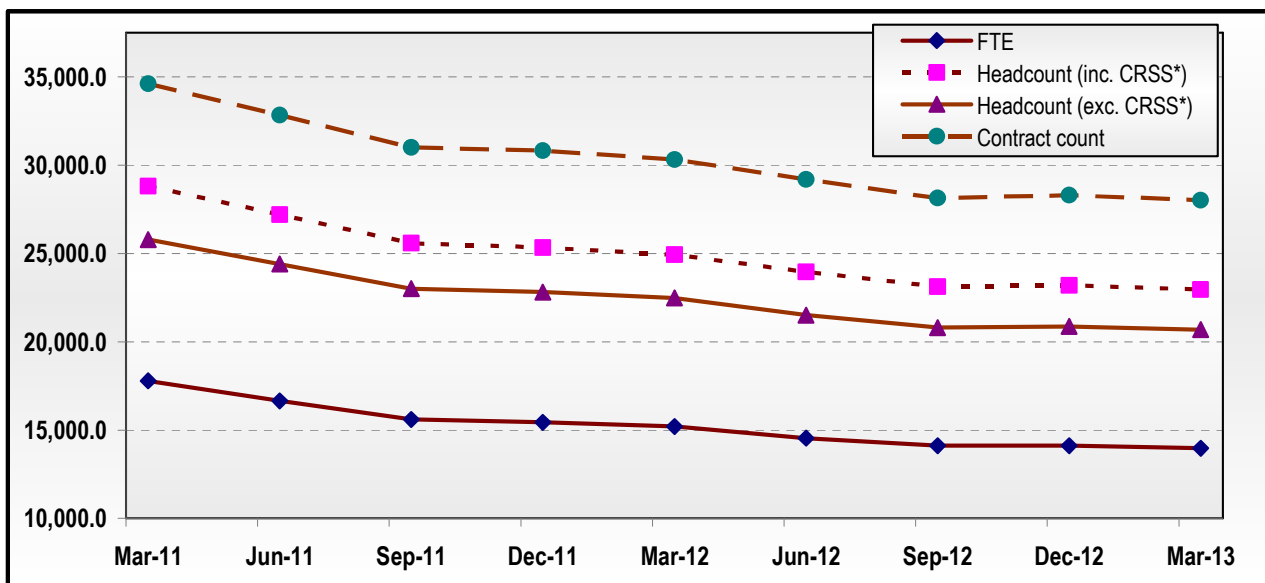
4.5 Sickness

Schools are required to provide information about sickness levels in the Schools Workforce Census (SWC), a return that schools are required to complete for Central Government. The latest SWC indicates that during the period September 2011 to August 2012, teaching staff took off a total of around 90,000 days sick. (The number of teachers employed by schools was reported in the SWC as 23,911 at 6 November 2012).

Appendix D - Schools

Staffing levels									
	31-Mar-11	30-Jun-11	30-Sep-11	31-Dec-11	31-Mar-12	30-Jun-12	30-Sep-12	31-Dec-12	31-Mar-13
Contract count	34,630	32,829	31,011	30,834	30,325	29,204	28,146	28,303	28,029
Headcount (inc. CRSS*)	28,816	27,206	25,593	25,342	24,932	23,960	23,125	23,198	22,966
Headcount (exc. CRSS*)	25,799	24,407	23,011	22,817	22,487	21,517	20,815	20,870	20,688
FTE	17,784.3	16,653.0	15,608.4	15,446.3	15,203.0	14,543.3	14,114.9	14,118.3	13,973.6
Changes in staffing levels (31 March 2011 to 31 March 2013)									
	Change Mar 2011 to Mar 2013				Change Mar 2011 to Mar 2013 (%)				
Contract count	-6,601.0				-19.1%				
Headcount (inc. CRSS*)	-5,850.0				-20.3%				
Headcount (exc. CRSS*)	-5,111.0				-19.8%				
FTE	-3,810.7				-21.4%				

*CRSS = Casual Relief, Seasonal and Supply staff



5. Recommendations

Personnel Committee is asked to note KCC's staffing profile and the trends presented in this report.

Background Documents – none

Teresa McCarthy
Strategic Business Information Manager
Ext 4537

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By: Gary Cooke – Cabinet Member for Corporate & Democratic Services
Amanda Beer - Corporate Director Human Resources

To: Personnel Committee

Date: 6 June 2013

Subject: Employment Value Proposition

Classification: **Unrestricted**

SUMMARY: For information. This paper presents a summary of the findings of the 2013 Employment Value Proposition survey outlining key improvements in the levels of employee engagement.

1. INTRODUCTION

1.1 In May 2012 the Personnel Committee was presented with the Council's Employee Engagement Strategy. A key element of the strategy requires an understanding of how the Employment Value Proposition (EVP) informs levels of employee engagement. A survey of a sample of the Council's staff was conducted in 2012 to measure this with a follow up survey conducted in 2013. This paper presents a summary of the 2013 survey's findings and highlights comparisons with the results from the 2012 survey.

2. EMPLOYEE ENGAGEMENT

2.1 There are a range of definitions of employee engagement but one that increasingly resonates is that engagement is about the trust that exists between managers and staff. Governmental commissioned and academic studies have shown that high trust organisations, that engender high levels of engagement, experience improvements in performance, find it significantly easier to embrace change, more effectively innovate and deliver a quality customer experience.

2.2 Ultimately employee engagement is about effective performance management. The Authority's Engagement Strategy sets out its approach to achieving levels of engagement and staff motivation that will make significant differences to the performance of the Council.

2.3 The Strategy cannot be delivered in isolation from other initiatives and strategies within the Authority. It very clearly corresponds to elements of the Organisation Development & People Plan and also links to Kent County Council's Customers Services Strategy, Internal Communications Strategy, Equality and Diversity and the Kent Values, Competencies and Behaviours.

3. EMPLOYMENT VALUE PROPOSITION

- 3.1 The Authority has previously surveyed staff to see how they feel about working in Kent County Council. This information has been used to inform approaches to employee relations and the management of staff. In line with a refreshed Employee Engagement Strategy the Council looked to find approach to surveying staff that gave more texture to the data it provided to better help management in developing approaches to employee engagement.
- 3.2 In response Kent County Council is participating in a LGA sponsored national pilot and research programme run by the Edinburgh Institute. This study uses a survey to measure the EVP in an organisation.
- 3.3 EVP introduces a means of presenting and understanding how the 'deal' offered by an employer is set against what is expected from employees in return. This deal should be viewed in the context of the overall employee relations climate in the Authority as it reflects how the organisation and managers engage with and support employees, as much as it is about terms and conditions of service. The value and perception the employees place on that employment experience, and the contributions expected by the employees, inform how staff engage and perform.
- 3.4 The Authority conducted a survey in 2012 with the results reported to the Committee on 6 May 2012. The survey has been repeated in 2013 in order to measure how levels of employee engagement and the component elements that affect it have changed from the initial survey's results and to extend the survey to a wider group of staff.
- 3.5 The survey was sent out to approximately 4,200 staff in Kent County Council (over double the number surveyed in 2012). Each of the Directorates had groups of staff surveyed from specific targeted services or divisions, rather than the sample being spread across the whole directorate. The only exception to this was the Customer & Communities Directorate which sent a survey to all of its substantive employees. The services that were involved in 2012 were included, where possible, in the 2013 survey. The response rate to the survey was c.50% (which is significantly higher than the norm for similar types of surveys) equalling the response rate the Council achieved last year. The management teams received service and directorate specific feedback on their results in April.
- 3.6 The key findings of the 2013 survey are:
 - a) There has been a small but significant improvement in levels of employee engagement in the Council, compared to 2012.
 - b) Kent County Council has a committed workforce which invests time, energies and concentration in their job and feel a sense of pride in doing so.

- c) Results for organisational level engagement have improved but still show weaker levels of loyalty, affinity and advocacy toward the Council than employees show towards the services they work in.
 - d) Employees perceive their contribution to the 'deal' as outweighing that provided by KCC (ideally this should be a balance between the employee and employer) although how the balance is perceived by the employee has improved from 2012.
 - e) The imbalance in (d) above manifests itself in a low trust environment where employees see the 'value of the deal' being eroded whilst being asked to do more with less. However, this has improved since 2012 and the Authority is starting to address this imbalance
- 3.7 The most positive feedback from the survey is that staff continue to feel an affinity with the service they work for and are engaged enough to deliver public services they feel responsible for and proud of. This has increased in 2013 despite starting from a high base in 2012. The relationship with the direct line manager is critical in terms of determining trust in the employment relationship and it would seem that this is working effectively at service and team level.
- 3.8 The disconnect in levels of engagement seems to be more with the Council as a whole. However, this has improved from 2012 despite some of the factors that can affect the employee relations climate in the authority and the engagement of its employees, such as levels of change, not changing significantly.
- 3.9 As part of the response to the levels of employee engagement the 2013 survey highlighted the Council has continued to develop some interesting and successful initiatives at organisational level (Talk to the Top, Because of You, KMail, KMag, Challenger Group etc.) to work with employees in their understanding of the Council's approach, what it is trying to achieve and to try to engender greater employee affinity with the Authority.
- 3.10 At service and team level the organisation has a robust performance management process which engages staff in setting their objectives and rewarding them accordingly for achieving or surpassing them. The Council also supports managers, through Kent Manager and other initiatives such as the Kent Public Sector Engaging Manager event, to develop and reinforce key skills, behaviours and values so they are equipped to work with and engage their staff accordingly.
- 3.11 The EVP survey has demonstrated that the level of employee engagement in Kent County Council is moving in the right direction. It is important, however, that the Council continues to develop and build on the initiatives it has introduced but also to explore other ways to determine how levels of engagement can be improved. Managers play a significant role in building trust relationships with the rest of the organisation and it is critical that they continue to be supported to ensure that employees are engaged at all levels of the organisation.

4. RECOMMENDATIONS

- 4.1 Personnel Committee is invited to note the EVP survey results and the improvements in levels of employee engagement.

Background documents: Engagement Strategy

<http://knet/ourcouncil/Documents/Our%20KCC%20-%20Working%20Together,%20Shaping%20Our%20Future%20-%20engagement%20strategy.pdf>

Ian Allwright
Employment Policy Manager
Ext 4418

By: Gary Cooke – Cabinet Member for Corporate & Democratic Services
Amanda Beer – Corporate Director Human Resources

To: Personnel Committee

Date: 6 June 2013

Subject: Discretionary Payments

Classification: **Unrestricted**

Summary: For information. Personnel Committee has previously agreed the introduction of policies which allow the Authority discretion over the level of payments made. This annual report, which was requested by the Personnel Committee, indicates how the payments have been applied in practice.

1. Market Premium Payments

- 1.1 The Market Premium Policy gives more flexibility where there are areas of particular difficulty to attract and retain staff. For recruitment purposes, payments made under this policy apply to posts which have been previously advertised without successful appointment, and for retention, payments will only be made in exceptional circumstances where difficulties in retaining staff will cause skills shortages that will prevent effective business operations.
- 1.2 Specifically, the Market Premium Policy was introduced to enable KCC to make payments in 3 areas:
 - Secure acceptance by an applicant to conclude a recruitment process
 - Provide a mechanism to pay a supplement where the particular grade for a job does not compete with the wider market remuneration
 - Give managers the ability to retain staff when a period of business continuity or critical delivery is paramount by way of a deferred lump sum
- 1.3 These payments will be in addition to the individual's normal salary and will be subject to the normal income deductions and the Market Pay Premium is pensionable. The agreement of the relevant Director in consultation with the appropriate HR Manager is needed.
- 1.4 The policy is intended to be used only in exceptional circumstances and indeed the summary of requests since its introduction shows this has been the case:-

Directorate	Roles	Amount (£)
BSS	Audit Manager Head of Financial Services Head of Procurement ICT	7,000 3,151 20,000 Special Skills supplement
CC	Sports and Physical Activity Service Manager Director of Communication & Engagement	5,862 7,300
EE	Director Highways and Transportation Head of Highway Operations	6,000 6,554
ELS	Director of Education Quality and Standards Corporate Director - Education, Learning and Skills	7,009 7,070
FSC	Specialist Children's Services (SCS) staff Recruitment/Retention payments. Senior Practitioners/Social Workers Newly Qualified Social Workers SCS staff Travel Allowance Market Premium SCS staff for use of Extended Lease Car scheme Assistant Director - Specialist Children's Services (SCS) Director SCS Assistant Director – SCS Assistant Director - SCS	2,000/3,000 per annum 2,000 one-off payment 410 1,460 4,860 14,100 21,860 36,860

- 1.5 Initially there was concern that the policy could be used in a way which allowed too many payments to be made or would be used in an inappropriate manner, however this has not proven to be the case in practice. Opinions from directorate representatives who have used the policy, indicate that it gives a valued and flexible provision which can resolve specific issues effectively. This is particularly evidenced by the use made by FSC.
- 1.6 The Terms and Conditions Review considered by the Personnel Committee on 18 January 2013 recommended taking a broader market premium based approach to give even greater consistency to the payment of enhancements.

2. Enhancement to pension payments

- 2.1 The Local Government Pension Scheme (LGPS) requires the Authority to have a written policy for the discretionary enhancement of pension provisions. In the past this has been significant in terms of added years and early release of benefits. There has been no 'added years' in LGPS regulations since 2008, rather 'additional pension' or 'additional pension scheme membership' may be awarded. This provision has not been used in recent years. Although KCC maintains its discretionary ability within LGPS regulations to award early release of pension benefits, there are only two cases, one in 2011 and one in 2012. Both were granted on compassionate grounds.
- 2.2 Given the size of the organisation, these figures indicate that KCC is not currently spending a significant amount of money through the use of the enhancement discretions available and demonstrates that the principle of only making payments on an exceptional basis is being adhered to.

3. Recommendation

- 3.1 Personnel Committee is invited to comment on the figures and suggest any improvements for subsequent reporting.

Background Documents: none

Colin Miller
Reward Manager
Ext 6056

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By: Gary Cooke – Cabinet Member for Corporate & Democratic Services
 Amanda Beer – Corporate Director Human Resources

To: Personnel Committee

Date: 6 June 2013

Subject: Childcare Voucher Scheme – Deductions during Occupational Maternity Pay

Classification: Unrestricted

Summary: For decision. This paper sets out options for revising KCC's current approach to making deductions for childcare vouchers when an employee is on maternity leave.

1. BACKGROUND

- 1.1 Under the KCC childcare voucher scheme employees are able to take a portion of their salary as childcare vouchers. This converted part of the employee's salary is not subject to tax and National Insurance deductions.
- 1.2 Currently, during the course of the Maternity Leave Period KCC does not make deductions for childcare vouchers and fully funds the cost of these (i.e. for up to 52 weeks). KCC's current approach on this matter is in line with the guidance provided by the Local Government Employers (LGE).
- 1.3 Whilst we regularly review all our reward provisions, it was a query raised by a KCC school that triggered this review of arrangements for childcare vouchers. Specifically and contrary to the LGE guidance, Her Majesty's Revenue and Customs (HMRC) have provided advice which identified that it is permissible for KCC to make deductions for childcare vouchers when an employee is in receipt of Occupational Maternity Pay (OMP) which, if applicable, is paid during weeks 7 to 18 of maternity leave.

2. MATERNITY PAY PROVISIONS AND CHILDCARE VOUCHERS

- 2.1 The chart attached as Appendix 1 identifies the maternity pay provisions available to those Kent Scheme employees who, before the commencement of their maternity leave, identify that it is their intention to return to work. The provisions for teachers are similar, however, the first 4 week period is paid at 100% rather than 90%.

- 2.2 The paid maternity leave period (39 weeks) is made up of three elements:
- Earnings related Statutory Maternity Pay (SMP) - paid at 90% of normal earnings. This is paid for the first six weeks of the maternity leave
 - Standard rate SMP (currently £136.78) – paid for remaining 33 weeks of the paid maternity leave period.
 - Occupational Maternity Pay (OMP) - paid for 12 weeks at half normal contractual pay. Payment is made concurrently with the standard rate SMP.
- 2.3 Employers are not legally permitted to make deductions for childcare vouchers whilst an employee is in receipt of SMP. As a consequence of this, employers are responsible for paying for the full costs of the childcare vouchers during the period when the employee is in receipt of SMP. The SMP period of maternity leave is highlighted detailed on the chart in Appendix 1.
- 2.4 KCC also has responsibility for meeting the full cost of the provision of the childcare vouchers whilst the employee is in the unpaid element of maternity leave (i.e. from week 40 onwards).

3. CURRENT ARRANGEMENTS IN KCC

- 3.1 Following the provision of advice from HMRC, a KCC school has raised particular concerns regarding the additional financial costs presented to them from KCC's current approach to not making deductions from OMP. This view is shared by members of the Kent Association of Head Teachers.
- 3.2 A small scale benchmarking exercise was undertaken with other Local Authorities to identify their approach to making deductions for childcare vouchers from maternity pay. The 9 respondents identified that they all make deductions for childcare vouchers from OMP. Furthermore, KCC's childcare voucher provider, Fideliti, identified that, with one exception, all of their public sector clients make deductions from OMP.

4. OPTIONS FOR CONSIDERATION

4.1 Option 1

KCC maintains its existing approach and no deductions for childcare vouchers are made during the entire paid maternity leave period.

4.2 Option 2

Deductions for childcare vouchers are taken from OMP. This will mean the following:

Period of Maternity Leave & Payment	Childcare Voucher Deductions from Employee's Maternity Pay
Weeks 1 to 6 SMP (90% of normal earnings)	None – KCC is required to fund the vouchers
Weeks 7 to 18 OMP (half pay) + SMP (standard rate)	Deductions from OMP will be at 100% cost of the vouchers* * where the cost of the vouchers exceeds the amount of the OMP, KCC will have to fund the difference as deductions cannot be made from SMP
Weeks 19 to 39 SMP (standard rate)	None – KCC is required to fund the vouchers
Week 40 onwards Unpaid maternity leave	None – KCC is required to fund the vouchers

4.3 Option 3

The deduction for childcare vouchers from OMP is made in proportion to half pay that the employee is receiving. This will mean the following:

Period of Maternity Leave & Payment	Childcare Voucher Deductions from Employee's Maternity Pay
Weeks 1 to 6 SMP (90% of normal earnings)	None – KCC is required to fund the vouchers
Weeks 7 to 18 OMP (half pay) + SMP (standard rate)	Deductions from OMP will be at 50% of the cost of the vouchers. KCC funds the additional 50% cost of the vouchers.
Weeks 19 to 39 SMP (standard rate)	None – KCC is required to fund the vouchers
Week 40 onwards Unpaid maternity leave	None – KCC is required to fund the vouchers

- 4.4 The table below provides information on the take up of Childcare vouchers in the non schools workforce in a typical month (May 2013), together with the value of the vouchers.

Month	No. of staff receiving Childcare Vouchers	Value	No. on maternity leave	Value
May-13	352	£68,386.38	14	£2,661.72

The annual cost of providing Childcare Vouchers to those on maternity leave is therefore as follows:

a) No deductions taken during maternity leave (£2,661,72 x 12)
- £31,940

b) Deductions taken during OMP only (12 weeks period) if sufficient funds - £23,955.48.

This represents an annual saving of £7,985.16.

- 4.5 The maximum cost of providing childcare vouchers to an individual on maternity leave for 52 weeks is £2,916 (£243 per week). If deductions are taken during OMP (12 weeks), the cost reduces to £2,187, making a saving of £729 to KCC.

5. OTHER CONSIDERATIONS

- 5.1 There are a number of payroll providers used by schools. Schools would therefore need to instruct their payroll provider to ensure that any revised KCC policy applies in practice.
- 5.2 In view of our practice to date and the impact on staff of such a change it is critical that this is suitably published and communicated to those who may be affected.

6 CONCLUSION

- 6.1 In view of the consideration by HR, feedback from the Kent Association of Head Teachers and the information from the benchmarking exercise, it will be beneficial from a budgetary perspective to revise KCC's approach to making deductions for childcare vouchers from occupational maternity pay.

7. RECOMMENDATION

- 7.1 Personnel Committee is invited to review the above options and decide if they wish to make any changes to current arrangements regarding deductions for childcare vouchers during OMP.
- 7.2 In order to ensure appropriate communication it is recommended that implementation is from 1st September 2013.

Background Documents - none

Colin Miller
Reward Manager
Ext 6056

By: Gary Cooke – Cabinet Member for Corporate and Democratic Services
Amanda Beer - Corporate Director Human Resources

To: Personnel Committee

Date: 6 June 2013

Subject: Salary bands for Public Health Consultants

Classification: Unrestricted

SUMMARY: For information. This paper provides information to Personnel Committee on the NHS salary bands for Public Health Consultant posts in comparison to Kent Scheme pay bands for senior KCC staff.

1. BACKGROUND

- 1.1 In March 2013, Personnel Committee considered a report on terms and conditions for Public Health Specialist and Professional posts.
- 1.2 Whilst the recommendations of the report were approved, Personnel Committee determined that further information on Pay would be provided for the next meeting.

2. SALARIES FOR PUBLIC HEALTH MEDICAL STAFF

- 2.1 Public Health Consultants who have qualified through a medical graduate route are paid on the NHS Public Health Doctors scale. The range for this starts at £75,249 and increases to £101,451. Salary is determined in relation to the number of years in post as per the table below.

Years completed as a consultant	Pay threshold	Basic salary (2013/14 rates)
0	1	£75,249
1	2	£77,605
2	3	£79,961
3	4	£82,318
4	5	£84,667
9	6	£90,263
14	7	£95,860
19	8	£101,451

- 2.2 In addition to basic pay, Consultants on Medical Pay scales can apply, and be assessed for, Clinical Excellence Awards. Local Committees can award Levels 1 to 9 which range from £2,957 to £35,484 per annum. There are also national awards from Level 9 up to Level 12 which is £75,796 per annum. National awards are made very exceptionally and most local awards would be at Levels 1 and 2.

3. AGENDA FOR CHANGE PAY BANDS

- 3.1 Public Health Consultants who are qualified through a portfolio route will be on Agenda for Change (AfC) pay scale 8d. This runs from £65,922 up to £81,618.
- 3.2 For further information, both the medical graduate and portfolio routes to qualification as a Public Health Consultant are shown at Appendix A.

4. SALARIES FOR SENIOR KENT SCHEME STAFF

- 4.1 Most senior staff within KCC are paid on Kent Scheme pay bands. There are some exceptions to this, most notably Soulbury national pay rates for Senior Educational Improvement Advisors who are generally recruited from School Senior Leadership team posts, including former Headteachers.
- 4.2 Appendix B shows a comparison of the basic pay for Public Health Consultants and pay bands for Heads of Service and Directors within KCC on Kent Scheme pay.

5. PUBLICATION OF SENIOR SALARIES

- 5.1 Personnel Committee will be aware that a list of job titles is published online of those KCC staff earning in excess of £58,200. These are listed with salaries shown in £5,000 bands. The list for May 2013 will be published in July and will include the six current Public Health Consultants. They will be shown within the bands from £63,200 to £88,200 which includes allowances.

6. PAY PROGRESSION

- 6.1 Consultants on Doctors pay scales are eligible for progression on the anniversary of their appointment but beyond four years in post, eligibility for the next pay threshold is every five years. Progression is subject to an annual job plan review and meeting their personal objectives.
- 6.2 Progression on Agenda for change pay scales is through annual increments. Appraisal objectives are underpinned by a new national set of agreed principles and criteria introduced in April 2013. Incremental progression from April 2014 will be subject to employee performance against appraisal objectives. The top two points on the Consultant Pay band are annually earned.

7. RECOMMENDATIONS

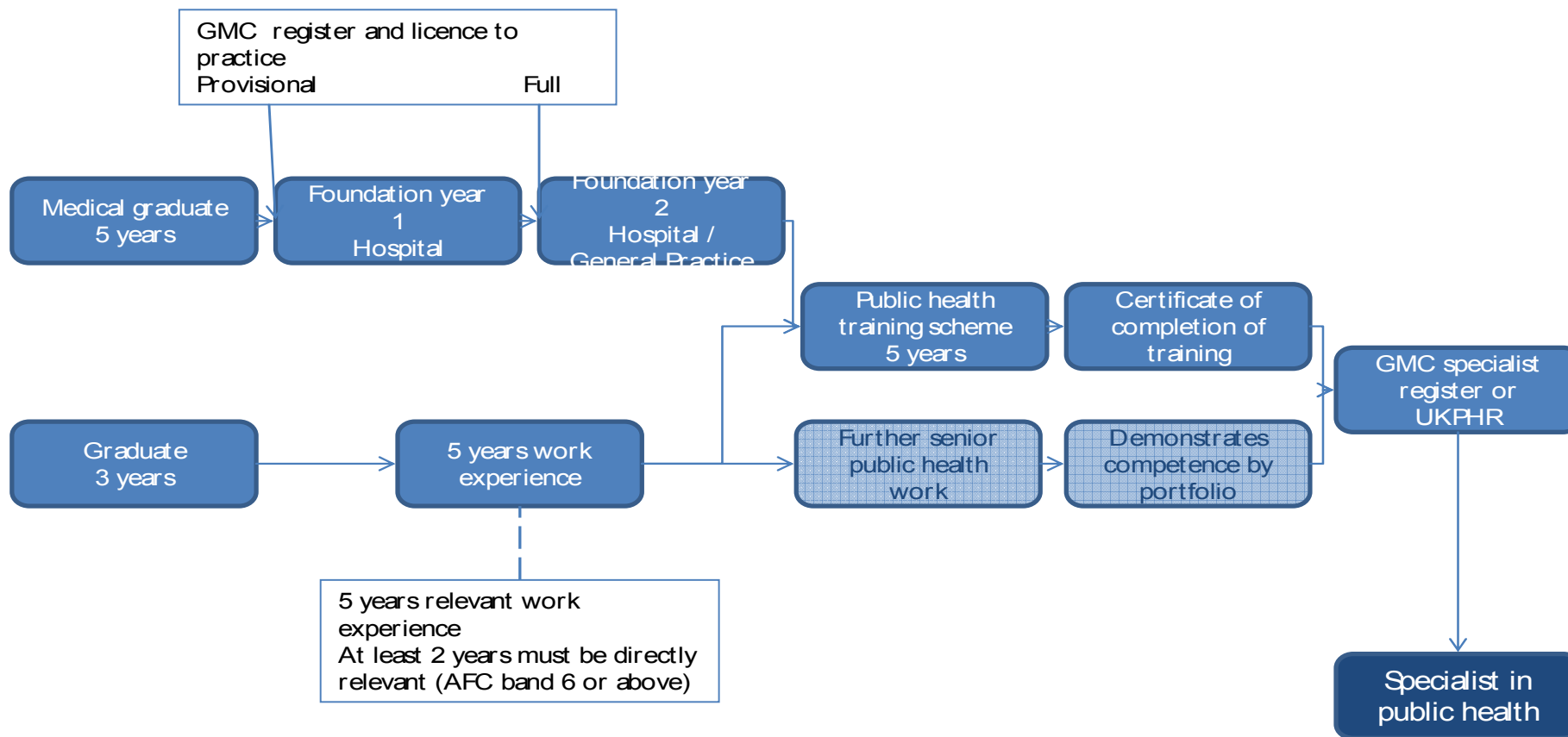
- 7.1 Personnel Committee is invited to note the information provided on pay bands and progression for Public Health Consultant posts.

Background papers: Personnel Committee Report, March 2013, agenda item 4.

<https://democracy.kent.gov.uk/documents/g5169/Public%20reports%20pack%2019th-Mar-2013%2014.30%20Personnel%20Committee.pdf?T=10>

Karen Watson
HR Business Partner – ELS & Public Health
Ext 1890

Professional groups and career pathways in public health



Kent Scheme - April 2013			NHS Pay scales April 2013			
Kent Range			Agenda for Change Pay band 8d		Doctors in Public Health Pay scale	
DIRECTOR	KR17	£108,028			£101,451	8
		£89,463			£95,860	7
DIRECTOR or HEAD OF SERVICE	KR16	£89,462			£90,263	6
					£84,667	5
			*50	£81,618	£82,318	4
			*49	£77,850	£79,961	3
					£77,605	2
HEAD OF SERVICE	KR15	£70,842			£75,249	1
		£70,841				
			48	£74,084		
			47	£70,631		
			46	£67,805		
			45	£65,922		
		£62,311				

*Pay spine points 49 and 50 at the top of pay band 8D are annually earned.

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