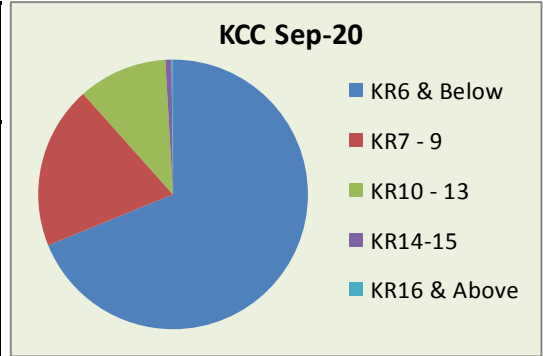
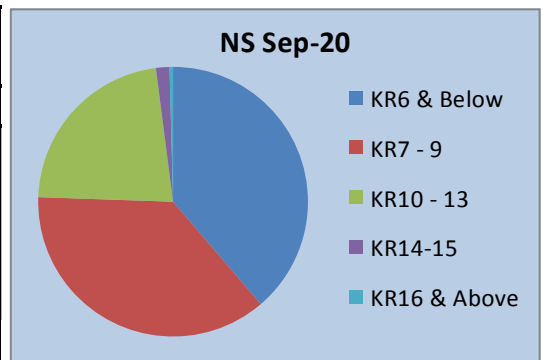


Appendix 3 – Salaries

Staff by salary band (all staff on Kent Range grades): KCC's Workforce				
	Mar-20		Sep-20	
KR6 & Below	13,462	69.3%	13,299	68.8%
KR7 - 9	3,783	19.5%	3,780	19.6%
KR10 - 13	1,997	10.3%	2,063	10.7%
KR14-15	137	0.7%	142	0.7%
KR16 & Above	34	0.2%	36	0.2%
	19,413	100.0%	19,320	100.0%



Staff by salary band (all staff on Kent Range grades): Non-Schools Workforce				
	Mar-20		Sep-20	
KR6 & Below	3,372	39.7%	3,330	38.7%
KR7 - 9	3,103	36.5%	3,163	36.8%
KR10 - 13	1,859	21.9%	1,928	22.4%
KR14-15	133	1.6%	139	1.6%
KR16 & Above	34	0.4%	36	0.4%
	8,501	100.0%	8,596	100.0%



Staffing Levels: Directorates Workforce									
	Children, Young People and Education		Growth, Environment and Transport		Adult Social Care and Health		Strategic and Corporate Services		
	Mar-20	Sep-20	Mar-20	Sep-20	Mar-20	Sep-20	Mar-20	Sep-20	
KR6 & Below	29.0%	28.4%	53.7%	53.1%	48.4%	47.7%	17.4%	16.6%	
KR7 - 9	43.5%	43.9%	29.1%	29.3%	35.7%	36.1%	29.4%	29.3%	
KR10 - 13	25.3%	25.4%	16.1%	16.6%	15.3%	15.7%	45.5%	46.1%	
KR14-15	2.2%	2.1%	0.8%	0.7%	0.5%	0.4%	5.1%	5.6%	
KR16 & Above	0.1%	0.2%	0.3%	0.3%	0.1%	0.1%	2.7%	2.5%	