

London Borough of Havering

Pay Policy Statement 2014/15

1. Introduction

2. This pay policy statement is produced in accordance with Chapter 8 of the Localism Act 2011 which requires the Council to prepare a pay policy statement by the 31 March each year before it comes into force.
3. This pay policy statement was approved by a meeting of full Council on 26 March 2013. It is made available on the Council's website which also includes separately published data on salary information relating to the Council's senior management team.
4. Under the Localism Act 2011, the Council's pay policy statement must set out:
 1. the remuneration of its chief officers
 2. the remuneration of its lowest-paid employees
 3. the relationship between:
 - i. the remuneration of its chief officers and
 - ii. the remuneration of its employees who are not chief officers
5. Under the Localism Act 2011, Chief Officers in Havering are defined as those remunerated on the following grades:
 1. HG1 (Chief Executive)
 2. HG2/HG2S (Group Director)
 3. HG3 (Assistant Chief Executive/Director)
 4. HS1/2/3 (Head of Service/Assistant Director)
 5. NHS Consultant (Director of Public Health)
6. This pay policy statement excludes staff in schools.
7. The Council's next pay policy statement will be for the year 2015/16 and will be submitted to a meeting of full Council for approval by 31 March 2015.

8. Remuneration of Chief Officers

9. Chief Executive

10. The Chief Executive role is the Council's Head of Paid Service.
11. The Chief Executive role is paid on the HG1 grade on a spot salary. As at 31 March 2014, the annual Full Time Equivalent spot salary is £163,920pa. The value of the spot salary is increased in accordance with the Joint Negotiating

Committee for Chief Executives of Local Authorities with effect from 1st April each year (any increase for effect from 1st April 2014 has not yet been determined).

12. The Chief Executive role is entitled to receive a separate Returning Officer fee in respect of elections. The approach to the setting of these fees is set out in Appendix 1.
13. The Chief Executive role receives no other bonuses, overtime or any other additional salary payments.
14. Group Director
15. Group Director roles are paid on one of the following 2 grades comprising the following spinal points and annual Full Time Equivalent salary, as at 31 March 2014:

HG2

1. £113,750
2. £117,000
3. £120,250
4. £123,500
5. £126,750
6. £130,000

HG2S

1. £126,875
2. £130,500
3. £134,125
4. £137,750
5. £141,375
6. £145,000

16. The values of the spinal points are increased in accordance with the Joint Negotiating Committee for Chief Officers of Local Authorities with effect from 1st April each year (any increase for effect from 1st April 2014 has not yet been determined).
17. Progression through the spinal points is subject to annual incremental progression.
18. The Council's statutory chief officer roles currently undertaken by Group Directors are detailed below. No additional payments are made in respect of these roles:

- Section 151 (Finance) - Group Director: Resources
 - Children's Services and Adults Social Services - Group Director: Children, Adults & Housing Services
19. The Group Director: Children, Adults & Housing role receives an additional Market Supplement payment equivalent to £5,000pa.
 20. Group Director roles are entitled if appointed for an election to receive a separate Deputy Returning Officer fee in respect of elections. The approach to the setting of these fees is set out in Appendix 1.
 21. Group Director roles receive no other bonuses, overtime or any other additional salary payments.
 22. Assistant Chief Executive/Director
 23. Assistant Chief Executive/Director roles are paid on the following grade comprising the following spinal points and annual Full Time Equivalent salaries, as at 31 March 2014:

<u>HG3</u>	
1.	£91,875
2.	£94,500
3.	£97,125
4.	£99,750
5.	£102,375
6.	£105,000
 24. The values of the spinal points are increased in accordance with the Joint Negotiating Committee for Chief Officers of Local Authorities with effect from 1 April each year (any increase for effect from 1st April 2014 has not yet been determined).
 25. Progression through the spinal points of the grade is subject to annual incremental progression.
 26. The Assistant Chief Executive: Legal & Democratic Services role is the Council's Statutory Monitoring Officer. No additional payments are made in respect of this role.
 27. The Assistant Chief Executive: Legal & Democratic Services role is entitled if appointed for an election to receive a separate Deputy Returning Officer fee in respect of elections. The approach to the setting of these fees is set out in Appendix 1.

28. Assistant Chief Executive/Director roles receive no other bonuses, overtime or any other additional salary payments.

29. Head of Service/Assistant Director

30. Head of Service/Assistant Director roles are paid on one of the following 3 grades comprising the following spinal points and annual Full Time Equivalent salaries, as at 31 March 2014:

HS3

1. £70,125
2. £72,720
3. £75,318
4. £77,919

HS2

1. £75,354
2. £78,147
3. £80,934
4. £83,724

HS1

1. £82,947
2. £86,022
3. £89,085
4. £92,160

31. The values of the spinal points are increased in accordance with the Joint Negotiating Committee for Chief Officers of Local Authorities with effect from 1 April each year (any increase for effect from 1st April 2014 has not yet been determined).

32. Progression through the spinal points is subject to annual incremental progression.

33. The Head of Finance & Procurement role receives an additional annual allowance of £5,000 in respect of Deputy Statutory Section 151 (Finance) responsibilities.

34. The Head of Legal Services role receives an additional annual allowance of £5,000 in respect of Deputy Statutory Monitoring Officer responsibilities.

35. Heads of Service roles are entitled if appointed for an election to receive a separate Deputy Returning Officer fee in respect of elections. The approach to the setting of these fees is set out in Appendix 1.

36. The Head of Economic Development role receives an additional Market Supplement payment equivalent to £8,000pa
37. Head of Service/Assistant Director roles receive no other bonuses, overtime or any other additional salary payments.
38. Director of Public Health
39. The Director of Public Health role is paid on the NHS Consultant Contract Terms with an annual Full Time Equivalent salary, as at 31 March 2014, of between £84,667 and £101,451. London Weighting is paid in addition of £2,162. Other pay supplements include Recruitment & Retention premia (up to a maximum of 30% of basic salary) and an allowance based on the population size in the zone covered.
40. The values of the spinal points are increased in accordance with the NHS Pay and Conditions of Service for hospital medical and dental staff, doctors and dentists in public health, the community health service and salaried primary dental care with effect from 1st April each year (a rise of 1% under NHS terms and conditions will take effect from 1st April 2014).
41. The Director of Public Health role is eligible to be considered for a range of professional allowances and premiums including an award for Clinical Excellence, and call-out allowances under the national NHS Consultant pay scheme.
42. The Director of Public Health post is currently filled with an employee that transferred into the Council on NHS Terms & Conditions under TUPE in April 2013. This post will become vacant in May 2014. Following this, the Director of Public Health post (or its equivalent) will be remunerated under one of the relevant Chief Officer grade bands shown in paragraph 5 of this document.
43. **Other Remuneration for Chief Officers**
44. On appointment, Chief Officers will be placed on the appropriate spinal point within the appropriate grade and paid any other allowance/payment as set out in this pay policy statement, having regard to the knowledge, skills and competencies of the individual as well as their current and previous salary levels.
45. Where it is proposed, on appointment, to place a Chief Officer on a spinal point/grade or pay an allowance/payment outside of those set out in this pay policy statement, full Council will be given the opportunity to vote on the application of any salary package that exceeds £100,000pa.

46. The Council does not operate a performance related pay scheme or other bonus schemes for Chief Officers.
47. Chief Officers are not entitled to payment for any other charges, fees or allowances.
48. Chief Officers are not entitled to any benefits in kind as a result of their office or employment.
49. **Other Remuneration for Chief Officers and the Council's Other Employees**
50. All employees who are within 3 years of retirement and have completed 25 years service within Local Government by the date of their retirement and have been continuously employed by the Council since 24 September 1997 are entitled to receive a salary plusage payment during their final 3 years employment with the Council. The payment is based on 0.2% and 0.3% of substantive salary for each year of Local Government service and each year of continuous service with the Council respectively.
51. The Council's policies regarding how the Council exercises the various employer discretions provided by the Local Government Pension Scheme (LGPS) are set out at Appendix 2. These discretions are applied equally to all employees. All employees are not entitled to any other increase in or enhancement of pension entitlement as a result of a resolution of the authority. As a result of the introduction of the new LGPS 2014 scheme all employer and Administering Authority discretions are under review. It is proposed to bring the new draft employer discretions to the Pensions Committee for noting in March 2014 and will then bring the final discretion policies to Cabinet thereafter.
52. On ceasing to be employed by the Council, all employees will only receive compensation:
- in circumstances that are relevant (eg redundancy) and
 - that is in accordance with the Council's published policies regarding the various employer discretions provided by the LGPS and/or
 - that complies with the specific terms of any compromise agreement
53. Any severance package in excess of £100,000 (excluding annual pension/pension lump sum payments) will be subject of a vote by full Council.
54. All directly employed staff, whether permanent or fixed term, will be paid via the Council's payroll system and subject to deduction of tax and national insurance in accordance with PAYE regulations.

55. Remuneration of the Council's Other Employees and the Council's Lowest Paid Employees

56. The Council uses the following grading structures to pay its other employees:

- NJC for Local Government Employees
- Soulbury Committee
- JNC for Youth & Community Workers
- School Teachers Pay & Conditions
- NHS Terms & Conditions of Service

57. The grades, incremental points and annual Full Time Equivalent salaries, as at 31 March 2014, associated with these grading structures are detailed at Appendix 3 (any increases due with effect between 1st April 2014 – 31st March 2015 have not yet been determined).

58. The remuneration of the Council's other employees also includes the payments/allowances detailed at Appendix 4.

59. For the purpose of this pay policy statement the Council's lowest paid employees are defined as those paid at Youth Support Worker 11, spinal point 2 of the JNC for Youth & Community Workers for which the annual Full Time Equivalent salary, as at 31 March 2014 is £14,880. The Council currently has 1 employee at this level.

60. For the purposes of this pay policy statement the Council's median paid employee is paid at Scale 6, spinal column point 26 of the NJC for Local Government Employees for which the annual Full Time Equivalent salary, as at 31 March 2014 is £24,210.

61. Relationship between the remuneration of the Council's top earner, its lowest paid employees and other employees

62. Although the Council does not have a policy regarding the ratio between the remuneration of its top earner, its lowest paid employees and other employees, the current ratios (based upon the part-year to February 2014) are detailed below.

Top earner : Lowest Paid Employee 1 : 11.0
Top earner: Median Paid Employee 1 : 6.8

Approach to the Setting of Returning Officer/Deputy Returning Officer Fees

Local Elections

Returning Officer fees are paid in accordance with the scale of fees agreed by the Leaders Committee of London Councils. The fees are funded by the Council which provides a budget every fourth year for running local elections. Fees for Deputy Returning Officer roles are paid by the Returning Officer from a budget allocated for clerical assistance and vary in accordance with duties and responsibilities undertaken.

Greater London Authority Elections

Returning Officer fees are set by the Greater London Returning Officer. The fees are funded by the Greater London Authority. Fees for Deputy Returning Officer roles are paid by the Returning Officer from a budget allocated for clerical assistance and vary in accordance with duties and responsibilities undertaken.

European Parliamentary and Parliamentary Elections and National Referenda

Returning Officer fees are set by the Central Government usually through the publication of a Statutory Instrument. The fees are funded by Central Government. Fees for Deputy Returning Officer roles are paid by the Returning Officer from a budget allocated for clerical assistance and vary in accordance with duties and responsibilities undertaken.



LOCAL GOVERNMENT PENSION SCHEME

DISCRETIONS POLICY

(April 2010)

(as amended)

Note: As a result of the introduction of the new LGPS 2014 scheme all employer and Administering Authority discretions are under review. It is proposed to bring the new draft employer discretions to the Pensions Committee for noting in March 2014 and will then bring the final discretion policies to Cabinet thereafter.

Statement of Policy

This statement outlines the Council's policies in relation to a number of discretions that may be exercised relating to pension and compensation matters. The Council's policies as detailed here will be operated in normal circumstances. However, each case will be considered on its own merits and exceptional circumstances may merit a move from the policies as outlined in this statement.

Regulation 31

Consent to the immediate payment of pension benefits between the ages of 55 and 60

Consent to the early payment of deferred pension benefits on compassionate grounds on or after the age of 55 and the waiving of an actuarial reduction to pension benefits on compassionate grounds.

The Local Government Pension Scheme allows a scheme member to retire voluntarily (or to receive payment of deferred benefits in the case of employees who have already left) at any point from age 60. Depending on their accrued scheme membership service at that point, they may suffer a reduction in the value of their pension and lump sum. The Pension Regulations provide that employers may permit scheme members to retire (or receive payment of deferred benefits) before age 60 (as long as they have attained age 55). As with retirement after age 60, they may suffer a reduction to the value of their accrued pension and lump sum.

The Council's current policy, as determined at Investment Committee 2001, is to exercise its discretion under this Regulation after careful consideration of the merits of each individual election taking into account the Council's financial position at the time of the election.

Regulation 35

Power of the Employing Authority to enable an employee who reduces their hours or grade either by their request or action by the employer, and is over 55 and under 65 to take their pension benefits with employer consent and remain in employment.

Changes have been made to the rules of the local Government Pension Scheme allowing scheme members (and employers) to consider the option of flexible retirement. This regulation allows employees over 55 who have reduced their grade or hours to receive immediate pension benefits whilst still working.

The Council has decided to allow flexible retirement in cases where there is no or minimal cost to the Council subject to careful consideration of the detailed merits of each individual case taking into account the Council's financial position at the time.

Regulation 52

Power of the Employing Authority to award an additional period of scheme membership to a scheme member.

This provision permits an employing authority to award an additional period of scheme membership to a scheme member (commonly referred to as "augmentation"). Subject to some other statutory limitations, the maximum that can be awarded is 10 years. The period can be awarded at any time as long as the employee who is to receive the award is still an active member of the Local Government Pension Scheme. The cost of granting the additional period of scheme membership falls entirely on the employing authority. It is also possible to use the augmentation provision within the Local Government Pension Scheme to provide a scheme member with the alternative of augmentation rather than receiving lump sum compensation upon redundancy or grounds of efficiency under the regulations.

The Council has decided not to exercise its power of discretion under this regulation.

Regulation 53

Power of the Employing Authority to increase total membership of new employees.

This Regulation allows the Council to resolve to increase a new employee's pension membership within 6 months of them joining the Local Government Pension Scheme. The Council has decided that in general this discretion will not be exercised, having regard to the likely cost.

The Council has resolved, as determined at Investment Committee 2001, only to exercise its discretion under this Regulation after careful consideration of the merits of each individual case taking into account the Council's financial position.

Regulations 67 and 71

Power of the Employing Authority to establish shared cost AVC schemes and Transfer of former assignable rights from a scheme as a result of re-employment.

This Regulation allows the Council to resolve to establish a SCAVC scheme whereby the Council contributes as well as the member. The Council has

decided not to exercise this discretion on cost grounds.

The Council has resolved, as determined at Investment Committee 2001, at this time not to establish a shared cost AVC scheme under Regulation 67 and transfers of former assignable rights (Regulation 71) will not be accepted.

Regulation 109

Power of the Employing Authority to reduce or suspend a pension payment where a scheme member who is in receipt of a pension from the Council's Fund enters a local government employment where they are again eligible to join the scheme.

This Regulation requires the Council to formulate and keep under review their policy concerning abatement (that is, the extent, if any, to which the amount of retirement pension payable to a member should be reduced (or whether it should be extinguished) where the member has entered a new employment with a Scheme employer, other than one in which he is eligible to belong to a teachers scheme).

The Council has decided that where this Regulation applies the retirement pension will be abated or reduced.



Havering
LONDON BOROUGH

**The Local Government (Early Termination Of Employment)
(Discretionary Compensation) (England And Wales)
Regulations 2006**

Note: As a result of the introduction of the new LGPS 2014 scheme all employer and Administering Authority discretions are under review. It is proposed to bring the new draft employer discretions to the Pensions Committee for noting in March 2014 and will then bring the final discretion policies to Cabinet thereafter.

Statement of Policy

(as amended)

(Published March 2010, effective from 1st April 2010)

*The Council has made decisions under the above Regulations, which have resulted in the following policies being adopted. (Please note the above Regulations only apply to employees of the Council who are eligible to be members of the Local Government Pension Scheme (LGPS) and who have been employed for 2 years or more – **they do not apply to teachers**). All awards are subject to the Pension Scheme Regulations.*

Increase of Statutory Redundancy Payments

All redundancy payments will be based on an employee's actual weekly rate of pay.

Compensation for Redundancy: General

Employees whose employment is terminated by reason of redundancy will be paid according to the statutory redundancy table based on actual pay. Those who receive immediate pension benefits will have their redundancy payment capped at a maximum of £40,946.40 (current figure, this increases annually in line with JNC pay awards).

Added Pension Years Award for those aged 55 and over

Employees aged 55 or over who are members of the LGPS and whose employment is terminated by reason of redundancy or in the interests of the efficient exercise of the authority's functions will be eligible for immediate payment of pension benefits. The Local Government (Early Termination Of Employment) (Discretionary Compensation) (England And Wales) Regulations 2006 do not provide for the award of compensatory added years.

Grading Structures for the Council's Other Employees

NJC for Local Government Employees

Spinal Point Pay			
£			
Administrative, Professional, Technical & Clerical Staff			
		Grade	Spinal Point Range
5	14961		
6	15090	APTC 1	4 -11
7	15369	APTC 2	11-13
8	15771	APTC 3	14-17
9	16164	APTC 4	18-21
10	16452	APTC 5	22-25
11	16647	APTC 6	26-28
12	16962	SO1	29-31
13	17367	SO2	32-34
14	17658		
15	17985	Principal Officers	
		Grade	Spinal Point Range
16	18378		
17	18768	PO1	33-36
18	19104	PO2	35-38
19	19758	PO3	38-41
20	20406	PO4	41-44
21	21087	PO5	44-47
22	21588	PO6	46-49
23	22170	LP07(a)	49-52
24	22833	LP07(b)	50-53
25	23511	LP07(c)	51-54
26	24210	LP08(a)	55-58
27	24957	LP08(b)	56-59

28	25710	LP08(c)	57-60
29	26664	LP08(d)	58-61
30	27498	LP08(e)	59-62
31	28311	LP08(f)	60-63
32	29088	LP08(g)	61-64
33	29898	LP08(h)	62-65
34	30693	LP08(i)	66-70

35 31296

36 32079 **Residential Workers ** - see below**

37	32934	Grade	Spinal Point Range
----	-------	--------------	---------------------------

38	33846	Grade 1/2	5-19
39	34887	Grade 3	18-23
40	35772	Grade 4	22-27
41	36669	Grade 5	25-30
42	37551	Grade 6	28-31
43	38451	Grade 7	31-34
44	39351	Grade 8	34-37
45	40188	Grade 9	37-40

46 41124

47 42027 **Residential Home Workers**

48	42924	Grade	Spinal Point Range
----	-------	--------------	---------------------------

49	43803	1	6 & 8
50	44706	2	10-12
51	45606	3	13-15
52	46512	NRHW 4	16-17
53	47433	Cook's Grade	11-13

54 48387

55 49,365

**Day Centre Officers
(for people with learning disabilities)**

56 50334

Grade **Spinal Point Range**

57 51297

Level 1 16-24

58 52257

Level 2 20-26

59 53232

60 54192

Social Workers Spinal Point Range

61 55155

22-36

62 56127

Minimum entry point for social worker (unqualified) is scp 22

63 57093

Minimum entry point for social worker (qualified) is scp 24

64 58053

Review point for social worker (unqualified) is scp 27

65 59025

Review point for social worker (qualified) is scp 29

66 60264

Maximum point for social worker (unqualified) is scp 35

67 61524

68 62808

69 64134

70 65475

** Residential Workers (W)

(inc weekend enhancement)

1/2 (W) SP 6-19 / BAR / 21

3 (W) SP 20-23 / BAR / 25

4 (W) SP 24-27 / BAR / 29

5 (W) SP 27-30 / BAR / 32

6 (W) SP 30-33

7 (W) SP 33-36

8 (W) SP 36-39

9 (W) 39-42

Residential Benchmark: Grade SP22-26 / BAR / 28

Soulbury Committee

Educational Improvement Professionals

<u>Spine Point</u>	<u>£</u>	<u>Spine Point</u>	<u>£</u>	<u>Spine Point</u>	<u>£</u>
1	32,677	18	52,355	35	69,920
2	33,847	19	53,499	36	71,040
3	34,952	20	54,090	37	72,141
4	36,071	21	55,226	38	73,254
5	37,185	22	56,215	39	74,352
6	38,299	23	57,305	40	75,449
7	39,470	24	58,282	41	76,553
8	40,594	25	59,328	42	77,654
9	41,906	26	60,346	43	78,755
10	43,075	27	61,389	44	79,862
11	44,230	28	62,445	45	80,966
12	45,348	29	63,505	46	82,070
13	46,614	30	64,563	47	83,180
14	47,742	31	65,611	48	84,280
15	48,988	32	66,676	49	85,384
16	50,116	33	67,742	50	86,488
17	51,246	34	68,833		

Educational Psychologists – Scale A

<u>Spine Point</u>	<u>£</u>	<u>Spine Point</u>	<u>£</u>
1	34,273	7	44,607
2	36,013	8	46,244
3	37,752	9	47,778
4	39,491	10	49,313
5	41,230	11	50,745
6	42,969		

Senior & Principal Educational Psychologists

<u>Spine Point</u>	<u>£</u>	<u>Spine Point</u>	<u>£</u>
1	42,969	10	54,626
2	44,607	11	55,711
3	46,244	12	56,818
4	47,778	13	57,944
5	49,313	14	59,031
6	50,745	15	60,171
7	51,333	16	61,300
8	52,431	17	62,436
9	53,519	18	63,571

Trainee Educational Psychologists

Spine Point £

1	22,019
2	23,631
3	25,241
4	26,853
5	28,464
6	30,075

Assistant Educational Psychologists

Spine Point £

1	27,067
2	28,172
3	29,278
4	30,377

Young People's Community Service Managers

<u>Spine Point</u>	<u>£</u>	<u>Spine Point</u>	<u>£</u>
1	33,891	13	47,099
2	35,000	14	48,208
3	36,109	15	49,319
4	37,240	16	50,432
5	38,389	17	51,552
6	39,511	18	52,663
7	40,659	19	53,769
8	41,962	20	54,899
9	42,681	21	56,051
10	43,791	22	57,228
11	44,895	23	58,430
12	46,001	24	59,657

JNC for Youth & Community Workers

Support Worker Level

<u>Spine Point</u>	<u>£</u>	<u>Spine Point</u>	<u>£</u>
--------------------	----------	--------------------	----------

1	14,283	10	19,833
2	14,880	11	20,796
3	15,477	12	21,741
4	16,077	13	22,713
5	16,674	14	23,721
6	17,271	15	24,408
7	17,874	16	25,125
8	18,474	17	25,830
9	19,236		

<u>Grade</u>	<u>Spine Points</u>	<u>Grade</u>	<u>Spine Points</u>	<u>Grade</u>	<u>Spine Points</u>
--------------	---------------------	--------------	---------------------	--------------	---------------------

First Level		Second Level		Second Level (Contd.)	
YSW 11	1-4	YSW 21	7-10	YSW 25	11-14
YSW 12	2-5	YSW 22	8-11	YSW 26	12-15
YSW 13	3-6	YSW 23	9-12	YSW 27	13-16
		YSW 24	10-13	YSW 28	14-17

Professional Level

<u>Spine Point</u>	<u>£</u>	<u>Spine Point</u>	<u>£</u>
--------------------	----------	--------------------	----------

11	20,796	21	28,746
12	21,741	22	29,646
13	22,713	23	30,522
14	23,721	24	31,401
15	24,408	25	32,289
16	25,125	26	33,174
17	25,830	27	34,062
18	26,541	28	34,959
19	27,246	29	35,850
20	27,951	30	36,741

<u>Grade</u>	<u>Spine Points</u>	<u>Grade</u>	<u>Spine Points</u>
--------------	---------------------	--------------	---------------------

YPR 1	11-14	YPR 10	20-23
YPR 2	12-15	YPR 11	21-24
YPR 3	13-16	YPR 12	22-25
YPR 4	14-17	YPR 13	23-26
YPR 5	15-18	YPR 14	24-27
YPR 6	16-19	YPR 15	25-28
YPR 7	17-20	YPR 16	26-29
YPR 8	18-21	YPR 17	27-30
YPR 9	19-22		

School Teachers Pay & Conditions

Main Pay Scale £

M1	25,369
M2	26,941
M3	28,609
M4	30,381
M5	32,957
M6	35,468

Upper Pay Scale £

U1	37,975
U2	39,381
U3	40,838

Additional Payments for Class Teachers £

TLR 2 min	2,561
TLR 2 max	6,259
TLR 1 min	7,397
TLR 1 max	12,517
SEN min	2,022
SEN max	3,994

Unqualified Teachers £

1	18,977
2	20,836
3	22,695
4	24,555
5	26,412
6	28,272

Excellent Teachers £

Min	43,668
Max	56,061

Leadership Scale £

L1	40,838
L2	41,787
L3	42,752
L4	43,748
L5	44,762
L6	45,805
L7	46,961
L8	47,974
L9	49,096
L10	50,282
L11	51,503
L12	52,628
L13	53,869
L14	55,129
L15	56,428

Leadership Scale £

L16	57,850
L17	59,112
L18	60,525
L19	61,952
L20	63,412
L21	64,907
L22	66,440
L23	68,012
L24	69,624
L25	71,281
L26	72,970
L27	74,702
L28	76,483
L29	78,301
L30	80,175

Leadership Scale £

L31	82,087
L32	84,048
L33	86,066
L34	88,119
L35	90,231
L36	92,388
L37	94,616
L38	96,881
L39	99,167
L40	101,571
L41	104,034
L42	106,558
L43	109,151

NHS (re Public Health)

Point	£	Point	£	Point	£	Point	£
1	14294	15	21265	29	34530	43	59016
2	14653	16	21388	30	35536	44	61779
3	15013	17	22016	31	36666	45	65922
4	15432	18	22903	32	37921	46	67805
5	15851	19	23825	33	39239	47	70631
6	16271	20	24799	34	40558	48	74084
7	16811	21	25783	35	42190	49	77850
8	17425	22	26822	36	43822	50	81618
9	17794	23	27901	37	45707	51	85535
10	18285	24	28755	38	47088	52	89640
11	18838	25	29759	39	49473	53	93944
12	19268	26	30764	40	52235	54	98453
13	19947	27	31768	41	54998		
14	20638	28	32898	42	56504		

Band 1 : Points 1-3

Band 2 : Points 1-8

Band 3 : Points 6-12

Band 4 : Points 11-17

Band 5 : Points 16-23

Band 6 : Points 21-29

Band 7 : Points 26-34

Band 8A : Points 33-38

Band 8B : Points 37-42

Band 8C : Points 41-46

Band 8D : Points 45-50

Band 9 : Points 49-54

Appendix 4

Additional Payments/Allowances for Other Employees

The following additional payments/allowances are paid to employees other than Chief Officers.

Accelerated Increments
Additional Allowance
Additional Hours
Additional Pension
Additional Programmed Activity
Additional Statutory Paternity Pay Birth
Advance of Pay
Agreed Programme Activity (NHS)
Bank Holiday Enhanced
Callout Allowance
Casual Pay
Change of work base (NHS)
Childcare Allowance
Civil Weddings
Contractual overtime
Dog money
Electoral registration
Enhanced payments
Essential Car Lump Sum
Excess Leave
FE Lecturer Pay
Fee
First Aid
GTC Payment
Gritting Allowance
High Cost Area Supplement (NHS)
Holiday Pay
Honorarium
Invigilation
Keep In Touch Days Payment
Laundry Allowance
Leave Not Taken
Lettings
London Allowance
Market Supplement
New Starter Arrears
Night rates
Noise abatement
Occupational Adoption Pay

Occupational Maternity Pay
Occupational Sick Pay
Oncall allowance
Out of school activity
Overtime
Pay adjustment
Pay In Lieu Of Notice
Protected rate
Recruitment & Retention Allowance (NHS)
Redeployment payment
Relocation expenses
Session payment
Shift payment
Sleep in allowance
Special Needs Allowance
Split duty
Standby allowance
Statutory Adoption Pay
Statutory. Maternity Pay
Statutory. Paternity Pay
Statutory. Sick Pay
Sperannuation Compensation
Supply
Three year plusage
TLR2
TLR7
Tool allowance
Unsocial hours