

**London Borough of Havering****Pay Policy Statement 2012/13****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 Havering Council on 28 March 2012. 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:
  - a. the remuneration of its chief officers
  - b. the remuneration of its lowest-paid employees
  - c. 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 the following roles:
  - a. Chief Executive
  - b. Group Directors (currently x 4)
  - c. Assistant Chief Executive/Assistant Director (x2)
  - d. Heads of Service (x 16)
  - e. Joint Director for Public Health
6. This pay policy statement excludes staff in schools.
7. The Council's next pay policy statement will be for the year 2013/14 and will be submitted to a meeting of Havering Council for approval by 31 March 2013.
- 8. Remuneration of Chief Officers**
9. Chief Executive
10. The Chief Executive is the Council's Head of Paid Service.

**Council, 28 March 2011**

11. The Chief Executive is paid on a spot salary. As at 31 March 2012, the annual Full Time Equivalent spot salary is £163,920pa. The spot salary is increased in accordance with the Joint Negotiating Committee for Chief Executives of Local Authorities with effect from 1<sup>st</sup> April each year. Although not yet determined, the award for 1<sup>st</sup> April 2012 is likely to be 0%.
12. The Chief Executive 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 receives no bonuses, overtime or any other additional salary payments.
14. Group Directors
15. The Council is currently operating on interim management arrangements for Group Directors. The substantive role of the Group Director Social Care & Learning was temporarily split following the departure of the previous postholder. This is because the Council has an extremely high level of transformation work on hand to deliver budget savings and because of the additional work required due to the imminent changes in the health system which will include the Council taking on additional responsibilities.
16. The current 4 Group Directors are:
  - Group Director: Finance & Commerce
  - Group Director: Adults and Health
  - Group Directors: Children's Services
  - Group Director: Culture & Community
17. The current 4 Group Directors are paid on a grade comprising the following 6 incremental points and annual Full Time Equivalent salaries, as at 31 March 2012:
  - a. £113,750
  - b. £117,000
  - c. £120,250
  - d. £123,500
  - e. £126,750
  - f. £130,000

**Council, 28 March 2011**

18. The substantive vacant role of Group Director: Social Care & Learning is paid on a grade comprising the following 6 incremental points and annual Full Time Equivalent salary, as at 31 March 2012:
- a. £126,875
  - b. £130,500
  - c. £134,125
  - d. £137,750
  - e. £141,375
  - f. £145,000
19. The value of the incremental points for the 2 Group Director grades are increased in accordance with the Joint Negotiating Committee for Chief Officers of Local Authorities with effect from 1<sup>st</sup> April each year. Although not yet determined, the award for 1<sup>st</sup> April 2012 is likely to be 0%.
20. Progression through the incremental points of the grade is subject to annual incremental progression.
21. 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: Finance & Commerce  |
| Children's Services:    | Group Director: Children's Services |
| Adults Social Services: | Group Director: Adults & Health     |
22. Group Directors are entitled 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.
23. Group Directors receive no bonuses, overtime or any other additional salary payments.
24. Assistant Chief Executive: Legal & Democratic Services/Assistant Director: Commissioning
25. The Assistant Chief Executive: Legal & Democratic Services and Assistant Director: Commissioning are paid on a grade comprising the following 6 incremental points and annual Full Time Equivalent salaries, as at 31 March 2012:
- a. £91,875
  - b. £94,500
  - c. £97,125
  - d. £99,750

**Council, 28 March 2011**

- e. £102,375
  - f. £105,000
26. The value of the incremental points is increased in accordance with the Joint Negotiating Committee for Chief Officers of Local Authorities with effect from 1 April each year. Although not yet determined, the award for 1 April 2012 is likely to be 0%.
27. Progression through the incremental points of the grade is subject to annual incremental progression.
28. The Assistant Chief Executive: Legal & Democratic Services is the Council's Statutory Monitoring Officer. No additional payments are made in respect of this role.
29. The Assistant Chief Executive: Legal & Democratic Services is entitled 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.
30. Heads of Service
31. The 16 Heads of Service are:  
Head of Asset Management  
Head of Business Systems  
Head of Development & Building Control  
Head of Internal Shared Services  
Head of Finance & Procurement  
Head of People & Change  
Head of Adult Social care  
Head of Children & Young People  
Head of Learning & Achievement  
Head of Communications  
Head of Customer Services  
Head of Culture & Leisure  
Head of Housing & Public Protection  
Head of Regeneration, Policy & Planning  
Head of Streetcare  
Head of Legal Services
32. The 16 Heads of Service are paid on one of the following 3 grades comprising the following incremental points and annual Full Time Equivalent salaries, as at 31 March 2012:

**Council, 28 March 2011**HoS3

- a. £70,125
- b. £72,720
- c. £75,318
- d. £77,919

HoS2

- a. £75,354
- b. £78,147
- c. £80,934
- d. £83,724

HoS1

- a. £82,947
- b. £86,022
- c. £89,085
- d. £92,160

- 33. The value of the incremental points for the 3 Head of Service grades are increased in accordance with the Joint Negotiating Committee for Chief Officers of Local Authorities with effect from 1 April each year. Although not yet determined, the award for 1 April 2012 is likely to be 0%.
- 34. Progression through the incremental points of the grades is subject to annual incremental progression.
- 35. The Head of Finance & Procurement receives an additional annual allowance of £5,000 in respect of Deputy Statutory Section 151 (Finance) responsibilities.
- 36. The Head of Legal Services receives an additional annual allowance of £5,000 in respect of Deputy Statutory Monitoring Officer responsibilities.
- 37. The Head of Children & Young People receives an additional Market Supplement payment equivalent to £10,000pa.
- 38. The Head of Internal Shared Services receives an additional Honorarium payment equivalent to £12,840pa.
- 39. The Head of Legal Services is entitled 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.

**Council, 28 March 2011**

40. Two Heads of Service roles are shared with other authorities. The Head of Business Systems role is currently shared with the London Borough of Newham (the London Borough of Havering meets 50% of the costs). The Head of People & Change role is currently shared with Southend Borough Council (this partnership is due to end on 31 March 2012 – the London Borough of Havering meets 20% of the costs). Further details can be found on the London Borough of Newham and Southend Borough Council's websites.
41. Joint Director for Public Health
42. The appointment of the Acting Joint Director for Public Health is part of the collaborative work between the National Health Service and the Council. This is a transitional arrangement in preparation for the transfer of public health responsibilities from the National Health Service to the Council in April 2013. The post is paid on the VSM (Very Senior Manager) NHS scale with an annual Full Time Equivalent salary, as at 31 March 2012, of between £85,000 and £95,000. The Council funds 50% of the costs of this appointment.
43. Other Remuneration for Chief Officers
44. On appointment, Chief Officers will be placed on the appropriate incremental point within the appropriate grade having regard to the knowledge, skills and competencies of the individual as well as their current and previous salary levels.
45. The Council does not operate a performance related pay scheme or other bonus schemes for Chief Officers.
46. Chief Officers are not entitled to payment for any other charges, fees or allowances.
47. Chief Officers are not entitled to any benefits in kind as a result of their office or employment.
48. All officers (including Chief Officers) 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.
49. The Council's policies regarding how the Council exercises the various employer discretions provided by the Local Government Pension Scheme

**Council, 28 March 2011**

(LGPS) are set out at Appendix 2. These discretions are applied equally to Chief Officers and the Council's other employees. Chief Officers are not entitled to any other increase in or enhancement of pension entitlement as a result of a resolution of the authority.

50. On ceasing to be employed by the Council, Chief Officers (and the Council's other employees) will only receive compensation:
  - a. in circumstances that are relevant (eg redundancy) and
  - b. that is in accordance with our published policies regarding the various employer discretions provided by the LGPS and/or
  - c. that complies with the specific terms of any compromise agreement
  
51. 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.
  
52. Remuneration of the Council's Other Employees and the Council's Lowest Paid Employees
  
53. 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
  
54. The grades, incremental points and annual Full Time Equivalent salaries, as at 31 March 2012, associated with these grading structures are detailed at Appendix 3.
  
55. The remuneration of the Council's other employees also includes the payments/allowances detailed at Appendix 4.
  
56. For the purpose of this pay policy statement the Council's lowest paid employees are defined as those paid at Scale 1, spinal point 4 of the NJC for Local Government Employees for which the annual Full Time Equivalent salary, as at 31 March 2012 is £14,697. The Council currently has 2 employees at this level.
  
57. 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 2012 is £23,970.

**Council, 28 March 2011**

58. Relationship between the remuneration of the Council's top earner, its lowest paid employees and other employees
59. 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 are (based upon the part-year to January 2012) detailed below.

|                                   |          |
|-----------------------------------|----------|
| Top Earner : Lowest Paid Employee | 1 : 11.1 |
| Top earner: Median Paid Employee  | 1 : 6.8  |



**Appendix 1****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****The Local Government Pension Scheme Regulations****(as amended)****Statement of Policy (July 2009)**

*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) **they do not apply to teachers**).*

**Flexible Retirement**

Changes have recently 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 50 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.

**Elections for early retirement (with or without a reduction).**

Elections made under this Regulation by members aged less than 60 are ineffective without the consent of the employing authority or former employing authority. The Council has decided to consider consent to such elections where cost savings apply which are at least equal to the compensatory lump sum payment required to be paid into the Pension Fund to cover the cost of the early retirement.

**Increase of total membership of members leaving employment at or after age 50**

This Regulation allows the Council to resolve to increase an employee's pension membership as an alternative to awarding compensatory added years under the Compensation Regulations. The Council has decided not to exercise this discretion.

**Increase of total membership for new members**

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.

**Establishment of shared cost AVC scheme (SCAVCs)**

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.

**Abatement of retirement pensions in new employment**

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.

**Grading Structures for the Council's Other Employees****NJC for Local Government Employees**

| <b>Spinal Point</b> | <b>Pay<br/>£</b> |   |                           |
|---------------------|------------------|---|---------------------------|
| 4                   | 14,697           | <b>Administrative, Professional, Technical &amp; Clerical Staff</b> |                           |
| 5                   | 14,814           | <b>Grade</b>  | <b>Spinal Point Range</b> |
| 6                   | 14,940           | APTC 1  | 4-11                      |
| 7                   | 15,216           | APTC 2  | 11-13                     |
| 8                   | 15,615           | APTC 3  | 14-17                     |
| 9                   | 16,005           | APTC 4  | 18-21                     |
| 10                  | 16,290           | APTC 5  | 22-25                     |
| 11                  | 16,482           | APTC 6  | 26-28                     |
| 12                  | 16,794           | SO1   | 29-31                     |
| 13                  | 17,196           | SO2   | 32-34                     |
| 14                  | 17,484           |   |                           |
| 15                  | 17,808           | <b>Principal Officers</b>   |                           |
| 16                  | 18,195           | <b>Grade</b>  | <b>Spinal Point Range</b> |
| 17                  | 18,582           | PO1   | 33-36                     |
| 18                  | 18,915           | PO2   | 35-38                     |
| 19                  | 19,563           | PO3   | 38-41                     |
| 20                  | 20,205           | PO4   | 41-44                     |
| 21                  | 20,877           | PO5   | 44-47                     |
| 22                  | 21,375           | PO6   | 46-49                     |
| 23                  | 21,951           | LP07(a)   | 49-52                     |
| 24                  | 22,608           | LP07(b)   | 50-53                     |
| 25                  | 23,277           | LP07(c)   | 51-54                     |
| 26                  | 23,970           | LP08(a)   | 55-58                     |

**Council, 28 March 2011**

|    |        |         |       |
|----|--------|---------|-------|
| 27 | 24,711 | LP08(b) | 56-59 |
| 28 | 25,455 | LP08(c) | 57-60 |
| 29 | 26,400 | LP08(d) | 58-61 |
| 30 | 27,225 | LP08(e) | 59-62 |
| 31 | 28,032 | LP08(f) | 60-63 |
| 32 | 28,800 | LP08(g) | 61-64 |
| 33 | 29,601 | LP08(h) | 62-65 |
| 34 | 30,390 | LP08(i) | 66-70 |

35 30,987

36 31,761

**Residential Workers \*\* - see below**

37 32,607

**Grade Spinal Point Range**

38 33,510

Grade 1/2 4-19

39 34,542

Grade 3 18-23

40 35,418

Grade 4 22-27

41 36,306

Grade 5 25-30

42 37,179

Grade 6 28-31

43 38,070

Grade 7 31-34

44 38,961

Grade 8 34-37

45 39,789

Grade 9 37-40

46 40,716

47 41,610

**Residential Home Workers**

48 42,498

**Grade Spinal Point Range**

49 43,368

1 6 &amp; 8

50 44,262

2 10-12

51 45,153

3 13-15

52 46,050

NRHW 4 16-17

53 46,962

Cook's Grade 11-13

54 47,907

**Council, 28 March 2011**

|    |        |   |                           |
|----|--------|---|---------------------------|
| 55 | 48,876 | <b>Day Centre Officers</b>                                    |                           |
|    |        | <b>(for people with learning disabilities)</b>                |                           |
| 56 | 49,836 | <b>Grade</b>  | <b>Spinal Point Range</b> |
| 57 | 50,790 | Level 1   | 16-24                     |
| 58 | 51,741 | Level 2   | 20-26                     |
| 59 | 52,704 |   |                           |
| 60 | 53,655 | <b>Social Workers Spinal Point Range</b>                      |                           |
| 61 | 54,609 | 22-36   |                           |
| 62 | 55,572 | Minimum entry point for social worker (unqualified) is scp 22 |                           |
| 63 | 56,529 | Minimum entry point for social worker (qualified) is scp 24   |                           |
| 64 | 57,477 | Review point for social worker (unqualified) is scp 27        |                           |
| 65 | 58,440 | Review point for social worker (qualified) is scp 29          |                           |
| 66 | 59,667 | Maximum point for social worker (unqualified) is scp 35       |                           |
| 67 | 60,915 |   |                           |
| 68 | 62,187 |   |                           |
| 69 | 63,498 |   |                           |
| 70 | 64,827 |   |                           |

**\*\* 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

**Council, 28 March 2011****Soulbury Committee**Educational Improvement Professionals

| <u>Spine Point</u> | <u>£</u> |    | <u>Spine Point</u> | <u>£</u> |        | <u>Spine Point</u> | <u>£</u> |
|--------------------|----------|----|--------------------|----------|--------|--------------------|----------|
| 1                  | 32,353   | 18 | 51,837             | 35       | 69,228 |                    |          |
| 2                  | 33,512   | 19 | 52,969             | 36       | 70,337 |                    |          |
| 3                  | 34,606   | 20 | 53,554             | 37       | 71,427 |                    |          |
| 4                  | 35,714   | 21 | 54,679             | 38       | 72,529 |                    |          |
| 5                  | 36,817   | 22 | 55,658             | 39       | 73,616 |                    |          |
| 6                  | 37,920   | 23 | 56,738             | 40       | 74,702 |                    |          |
| 7                  | 39,079   | 24 | 57,705             | 41       | 75,795 |                    |          |
| 8                  | 40,192   | 25 | 58,741             | 42       | 76,885 |                    |          |
| 9                  | 41,491   | 26 | 59,749             | 43       | 77,975 |                    |          |
| 10                 | 42,649   | 27 | 60,781             | 44       | 79,071 |                    |          |
| 11                 | 43,792   | 28 | 61,827             | 45       | 80,164 |                    |          |
| 12                 | 44,899   | 29 | 62,876             | 46       | 81,257 |                    |          |
| 13                 | 46,152   | 30 | 63,924             | 47       | 82,356 |                    |          |
| 14                 | 47,269   | 31 | 64,961             | 48       | 83,446 |                    |          |
| 15                 | 48,503   | 32 | 66,016             | 49       | 84,539 |                    |          |
| 16                 | 49,620   | 33 | 67,071             | 50       | 85,632 |                    |          |
| 17                 | 50,739   | 34 | 68,151             |          |        |                    |          |

Trainee Educational Psychologists

| <u>Spine Point</u> | <u>£</u> |
|--------------------|----------|
| 1                  | 21,801   |
| 2                  | 23,397   |
| 3                  | 24,991   |
| 4                  | 26,587   |
| 5                  | 28,182   |
| 6                  | 29,777   |

Assistant Educational Psychologists

| <u>Spine Point</u> | <u>£</u> |
|--------------------|----------|
| 1                  | 26,799   |
| 2                  | 27,893   |
| 3                  | 28,988   |
| 4                  | 30,076   |

Educational Psychologists – Scale A

| <u>Spine Point</u> | <u>£</u> |    | <u>Spine Point</u> | <u>£</u> |
|--------------------|----------|----|--------------------|----------|
| 1                  | 33,934   | 7  | 44,165             |          |
| 2                  | 35,656   | 8  | 45,786             |          |
| 3                  | 37,378   | 9  | 47,305             |          |
| 4                  | 39,100   | 10 | 48,825             |          |
| 5                  | 40,822   | 11 | 50,243             |          |
| 6                  | 42,544   |    |                    |          |

**Council, 28 March 2011****Senior & Principal Educational Psychologists**

| <u>Spine Point</u> | <u>£</u> |    | <u>Spine Point</u> | <u>£</u> |
|--------------------|----------|----|--------------------|----------|
| 1                  | 42,544   | 10 | 54,085             |          |
| 2                  | 44,165   | 11 | 55,159             |          |
| 3                  | 45,786   | 12 | 56,255             |          |
| 4                  | 47,305   | 13 | 57,370             |          |
| 5                  | 48,825   | 14 | 58,447             |          |
| 6                  | 50,243   | 15 | 59,575             |          |
| 7                  | 50,825   | 16 | 60,693             |          |
| 8                  | 51,912   | 17 | 61,818             |          |
| 9                  | 52,989   | 18 | 62,942             |          |

**Young People's Community Service Managers**

| <u>Spine Point</u> | <u>£</u> |    | <u>Spine Point</u> | <u>£</u> |
|--------------------|----------|----|--------------------|----------|
| 1                  | 33,555   | 13 | 46,633             |          |
| 2                  | 34,653   | 14 | 47,731             |          |
| 3                  | 35,751   | 15 | 48,831             |          |
| 4                  | 36,871   | 16 | 49,933             |          |
| 5                  | 38,009   | 17 | 51,042             |          |
| 6                  | 39,120   | 18 | 52,142             |          |
| 7                  | 40,256   | 19 | 53,237             |          |
| 8                  | 41,547   | 20 | 54,355             |          |
| 9                  | 42,258   | 21 | 55,496             |          |
| 10                 | 43,357   | 22 | 56,661             |          |
| 11                 | 44,450   | 23 | 57,851             |          |
| 12                 | 45,546   | 24 | 59,066             |          |

**JNC for Youth & Community Workers****Support Worker Level**

| <u>Spine Point</u> | <u>£</u> | <u>Spine Point</u> | <u>£</u> |
|--------------------|----------|--------------------|----------|
| 1                  | 14,143   | 10                 | 19,636   |
| 2                  | 14,733   | 11                 | 20,591   |
| 3                  | 15,324   | 12                 | 21,525   |
| 4                  | 15,917   | 13                 | 22,489   |
| 5                  | 16,509   | 14                 | 23,485   |
| 6                  | 17,100   | 15                 | 24,166   |
| 7                  | 17,697   | 16                 | 24,875   |
| 8                  | 18,291   | 17                 | 25,574   |
| 9                  | 19,047   |                    |          |

**Grade Spine Points**

| <u>First Level</u> |     |
|--------------------|-----|
| YSW 11             | 1-4 |
| YSW 12             | 2-5 |
| YSW 13             | 3-6 |

**Grade Spine Points**

| <u>Second Level</u> |       |
|---------------------|-------|
| YSW 21              | 7-10  |
| YSW 22              | 8-11  |
| YSW 23              | 9-12  |
| YSW 24              | 10-13 |

**Grade Spine Points**

| <u>Second Level (Contd.)</u> |       |
|------------------------------|-------|
| YSW 25                       | 11-14 |
| YSW 26                       | 12-15 |
| YSW 27                       | 13-16 |
| YSW 28                       | 14-17 |

**Council, 28 March 2011**Professional Level

| <u>Spine Point</u> | <u>£</u> | <u>Spine Point</u> | <u>£</u> |
|--------------------|----------|--------------------|----------|
| 11                 | 20,591   | 21                 | 28,461   |
| 12                 | 21,525   | 22                 | 29,352   |
| 13                 | 22,489   | 23                 | 30,219   |
| 14                 | 23,485   | 24                 | 31,091   |
| 15                 | 24,166   | 25                 | 31,968   |
| 16                 | 24,875   | 26                 | 32,847   |
| 17                 | 25,574   | 27                 | 33,726   |
| 18                 | 26,279   | 28                 | 34,613   |
| 19                 | 26,975   | 29                 | 35,496   |
| 20                 | 27,673   | 30                 | 36,377   |

| <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 | 25,117 |
| M2 | 26,674 |
| M3 | 28,325 |
| M4 | 30,080 |
| M5 | 32,630 |
| M6 | 35,116 |

Upper Pay Scale £

|    |        |
|----|--------|
| U1 | 37,599 |
| U2 | 38,991 |
| U3 | 40,433 |

Additional Payments for Class Teachers £

|           |        |
|-----------|--------|
| TLR 2 min | 2,535  |
| TLR 2 max | 6,197  |
| TLR 1 min | 7,323  |
| TLR 1 max | 12,393 |
| SEN min   | 2,001  |
| SEN max   | 3,954  |

Unqualified Teachers £

|   |        |
|---|--------|
| 1 | 18,789 |
| 2 | 20,629 |



**Council, 28 March 2011**

|   |        |
|---|--------|
| 3 | 22,470 |
| 4 | 24,311 |
| 5 | 26,150 |
| 6 | 27,992 |

**Excellent Teachers £**

|     |        |
|-----|--------|
| Min | 43,668 |
| Max | 56,061 |

**Leadership Scale £**

|     |        |
|-----|--------|
| L1  | 40,433 |
| L2  | 41,373 |
| L3  | 42,328 |
| L4  | 43,314 |
| L5  | 44,318 |
| L6  | 45,351 |
| L7  | 46,496 |
| L8  | 47,499 |
| L9  | 48,609 |
| L10 | 49,784 |
| L11 | 50,993 |
| L12 | 52,106 |
| L13 | 53,335 |
| L14 | 54,583 |
| L15 | 55,869 |

**Leadership Scale £**

|     |        |
|-----|--------|
| L16 | 57,277 |
| L17 | 58,526 |
| L18 | 59,925 |
| L19 | 61,338 |
| L20 | 62,784 |
| L21 | 64,264 |
| L22 | 65,782 |
| L23 | 67,338 |
| L24 | 68,934 |
| L25 | 70,575 |
| L26 | 72,247 |
| L27 | 73,962 |
| L28 | 75,725 |
| L29 | 77,525 |
| L30 | 79,381 |

**Leadership Scale £**

|     |         |
|-----|---------|
| L31 | 81,274  |
| L32 | 83,215  |
| L33 | 85,213  |
| L34 | 87,246  |
| L35 | 89,337  |
| L36 | 91,473  |
| L37 | 93,679  |
| L38 | 95,921  |
| L39 | 98,185  |
| L40 | 100,565 |
| L41 | 103,003 |
| L42 | 105,502 |
| L43 | 108,070 |

**Additional Payments/Allowances for Other Employees**

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

|                            |                     |
|----------------------------|---------------------|
| Accelerated Increments     | Salary Offset       |
| Additional Allowance       | Session payment     |
| Additional Hours           | Shift payment       |
| Advance of Pay             | Sleep in allowance  |
| Bank Holiday Enhanced      | Split duty          |
| Callout Allowance          | Standby allowance   |
| Casual Pay                 | Stat. adoption pay  |
| Civil Weddings             | Stat. maternity pay |
| Contractual overtime       | Stat. paternity pay |
| Dog money                  | Stat. sick pay      |
| Electoral registration     | Supply              |
| Enhanced payments          | Three year plusage  |
| Essential Car Lump Sum     | Tool allowance      |
| Excess Leave               | Unsocial hours      |
| FE Lecturer Pay            |                     |
| Fee                        |                     |
| First Aid                  |                     |
| GTC Payment                |                     |
| Gritting Allowance         |                     |
| Holiday Pay                |                     |
| Honorarium                 |                     |
| Invigilation               |                     |
| Laundry Allowance          |                     |
| Leave Not Taken            |                     |
| Lettings                   |                     |
| London Allowance           |                     |
| Market Supplement          |                     |
| New Starter Arrears        |                     |
| Night rates                |                     |
| Noise abatement            |                     |
| Occupational maternity pay |                     |
| Occupational sick pay      |                     |
| Out of school activity     |                     |
| Overtime                   |                     |
| Pay adjustment             |                     |
| Protected rate             |                     |
| Redeployment payment       |                     |
| Relocation expenses        |                     |