

# Pay Policy Statement

## 2026/27

Version Control	Changes Made	Author
Version 1 –	Update to salaries and moved to appendices. Added pay scales in appendices. Update to lower paid staff remuneration. Removal of expenses as contained in expense policy. Minor wording changes	HR/OD

### Purpose of the Pay Policy Statement

Under Section 112 of the Local Government Act 1972, Cumberland Council has the authority to appoint officers on such reasonable terms and conditions as it sees fit. In accordance with Sections 38–43 of the Localism Act 2011 (Pay Accountability), this Pay Policy Statement aims to:

- Maintain a transparent approach to setting all employees pay;
- Comply with statutory requirements regarding pay accountability;
- Detail the methods by which salaries of all employees are determined;
- Outline the remuneration of senior employees (Chief Officers);
- Include the remuneration of the lowest paid employee;
- Explain the Council's approach to recruitment, retention, and motivation of Senior Leaders.

### Background

The Localism Act 2011 requires all local authorities to publish a Pay Policy Statement annually, setting out their approach to employee remuneration. This policy reflects relevant aspects of existing personnel policies, including:

- Agreements on pay for employees under the National Joint Council (NJC) and Joint Negotiating Committee (JNC) terms and conditions.
- Job evaluation schemes used to determine pay grades.

The Statement must be approved by Full Council by 31st March each year and published on the Council's website. Once approved, it comes into immediate effect and is subject to annual review.

## Recruitment and Appointment

The Council's [Recruitment Appointment and Induction Policy](#) ensures fair and transparent processes.

The Council may use executive search agencies to support the recruitment and appointment of Senior Leaders.. Appointments are typically made at the bottom of the pay scale, with progression based on performance.

### Recruitment of Senior Leaders ('Chief & Deputy Chief Officers')

The Council's policy regarding the recruitment of all employees including Senior Leaders is set out within the [Recruitment Appointment and Induction Policy](#). The Council aims to set appropriate pay levels, balancing costs with the need to attract and retain employees who contribute the appropriate skills, behaviours and experience needed to deliver its function.

The Council may procure the services of an executive search agency to manage some or all of the recruitment/ assessment process. The assessment process will consist of a structured interview and may also include a technical assessment, presentation's, service user panels interviews and psychometric testing.

The Council will aim to retain employees through the appropriate levels of remuneration, benefits and motivation however from time to time, it is necessary to make additional payments within the Council's remuneration framework to secure or retain employees with the appropriate skills, notably where there is a national or regional shortage of such skills. Payments will be made in line with the [Council's Market Supplement Scheme](#).

The Market Supplement Scheme is a scheme where the council can pay an additional supplement to an employee to meet the external market demands and attract and retain employees.

Statutory posts including Chief Executive and Directors and Statutory Officers can only be appointed to by the Staffing Committee.

Non-statutory posts may be appointed to by Officers of the Council, but consultation with the relevant portfolio member is necessary.

When an individual is appointed to a role remunerated at a higher grade with multiple scale points, whether through internal or external recruitment, the individual will be appointed to the bottom of the relevant grade. In exceptional circumstances, appointment at a higher scale point can be considered and agreed by the relevant Senior Leader.

Salary levels for the Chief Executive, Assistant Chief Executive, Directors, Assistant Directors and Statutory Officers are determined using the Hay Job Evaluation methodology using

external support from Korn Ferry (formerly Hay Group), at the point of recruitment to the position and takes into consideration salary survey data provided by Korn Ferry. These officers are appointed on the minimum point of the pay scale. Progression to the mid-point after 12 months in post and the top of the scale after a further 12 months in post is dependent upon performance and achieving targets set in the annual appraisal process.

## Market Supplements

In exceptional circumstances where Cumberland Council faces significant challenges in attracting or retaining employees with the requisite experience, skills, and capacity, a review of external pay markets may be undertaken. This review aims to determine whether there is objective justification for applying a Market Supplement to support recruitment and retention efforts.

Any proposal to apply a Market Supplement must be:

- Approved by the relevant Director, following consultation with HR/Organisational Development.
- Aligned with the Council's Market Supplement Policy, ensuring consistency and transparency in application.

Before considering pay as the primary lever, it is essential to investigate the root causes of retention difficulties. Pay may not be the sole factor; other influences such as role design, career progression, working conditions, management quality, and access to training and development must be evaluated.

When benchmarking against external markets:

- The comparison market must be clearly defined and relevant to the role in question.
- If comparing with the private sector, the entire employment offer should be assessed—not just salary. This includes working hours, pension schemes, leave entitlements, and development opportunities.
- Reliable salary data should be sourced from reputable surveys, with preference given to national and regional employer organisations. Supplementary data may be used to build a comprehensive picture.
- Where data is limited, HR Business Partner colleagues will advise on appropriate methods for assembling comparative evidence.

This approach ensures that any Market Supplement is evidence-based, strategically justified, and aligned with Cumberland Council's commitment to fair and competitive employment practices.

## Agency / Externally Provided Workers (EPW's)

On occasions it may be necessary to engage the services of externally provided workers on a temporary basis within key posts.

Such appointments exist where there is a specific skill shortage either within the Council, or difficulty to recruit from within the local area.

Any such appointment requires the prior approval of the Director or for equivalent permanent 'Chief Officer' posts where delegated authority is required by the Staffing Committee.

Any remaining employees are employed under nationally negotiated terms and conditions of service for their related groups.

## Interim Support

Where the Council is unable to recruit Chief Officers, or there is a need for interim support to provide cover for a substantive Chief Officer post, the Council will, where necessary, consider engaging individuals under a 'contract for service'.

These will be sourced through a relevant procurement process and in such circumstances the Council is not required to make either pension or national insurance contributions for such individuals. Where authority for appointment to the equivalent permanent role is delegated to the Staffing Committee, that Committee will approve all proposed interim appointments.

## Decisions on Pay

Cumberland Council participates in national pay bargaining arrangements and uses national pay frameworks as the basis for its local pay structure. Annual pay increases are determined through the national pay review process.

Most Council employees are employed under National Joint Council (NJC) arrangements for Local Government Services (Green Book). The Green Book sets out nationally agreed terms such as:

- Pay Structure and Spinal Column Points (SCPs);
- Working Hours;
- Overtime and Additional Payments;
- Annual Leave and Public Holidays;
- Maternity, Paternity, Adoption and Parental Leave;
- Sickness Pay;
- Notice Periods.

It generally applies to Local Authority Staff, some Schools Support Staff and other Local Government related bodies. It does not usually apply to Teachers, Chief Officers and very Senior Managers.

The Cumberland Council Pay Structure includes some local variations, such as Grade 19.

Where national frameworks are not adopted or specified—such as for Chief Officers under JNC arrangements—remuneration levels are determined locally in accordance with the Council’s Constitution. These decisions balance:

- The need for value for money in public expenditure;
- The need to recruit and retain skilled employees who can deliver high-quality services to the people of Cumberland.

All other pay-related allowances are subject to nationally or locally negotiated rates, determined through collective bargaining mechanisms.

## Legislative Compliance

In determining the pay and remuneration of its employees, the Council complies with all relevant employment legislation. This includes the Equality Act 2010, the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000, and the Localism Act 2011.

The Council ensures there is no pay discrimination within its pay structures and that pay differentials are justified through job evaluation schemes.

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, the Council publishes information to demonstrate the gender pay gap.

## Pay Structure

The Council adopts national pay bargaining arrangements and complies with nationally negotiated spinal column points for all posts, except senior-level posts.

The Council’s lowest pay point is either the Foundation Living Wage or the lowest point on the pay scale, whichever is higher. The pay and grading structure at Appendix C is the Cumberland Council pay scale which is based on the NJC pay rates.

## Chief Officer Pay

The pay structure for Chief Officers includes three tiers with a minimum, median, and maximum pay point in each band. Salaries are determined using the Hay Job Evaluation Scheme and benchmarked against relevant local authority data.

Independent advice is sought from the Local Government Association. The Council currently uses the Korn Ferry Hay Job Evaluation methodology for senior leadership roles.

## Additional Responsibilities and Honoraria

To meet specific operational requirements, it may be necessary for an employee to temporarily take on additional duties to their identified role.

Where these duties form either part or the whole of the duties of another job a Responsibility Allowance or Acting Up Allowance is payable respectively, reflecting the job evaluated rate for those additional duties.

Where it is intended to recognise exceptional effort or contribution a one-off lump sum payment, or Honoraria may be paid.

Honoraria are paid in arrears and depending upon their value are subject to the approval of either the Director for the service area, or the Director – Business Transformation and Change, in accordance with the delegations from the Council's Constitution.

For Chief officer all Acting up allowances, Responsibility Pay Allowances and Honorariums must be approved by the Staffing Committee.

## Severance Payments

Severance payments follow the agreed Council's Redundancy and Early Release Policy.

Special Severance Packages exceeding £20,000 require Chief Executive and Leader approval; those over £100,000 require full Council approval.

## TUPE

Colleagues who have transferred under TUPE retain their existing contractual terms and conditions. There is no automatic entitlement to a pay award unless this has been explicitly preserved within their contractual arrangements at the point of transfer.

As such, any consideration of a pay award in these circumstances is discretionary and does not constitute a contractual right. It is important that this distinction is clearly communicated to all relevant stakeholders to ensure transparency and manage expectations appropriately.

The proposed approach aims to establish a fair and consistent framework for reviewing discretionary pay awards for TUPE-transferred colleagues, particularly in contexts where they work alongside peers who are subject to NJC terms and conditions. This is intended to support organisational equity while recognising the legal and contractual boundaries that apply.

TUPE legislation safeguards the terms and conditions in place at the time of transfer but does not require the receiving employer to apply future collective agreements unless they are a direct signatory to those agreements. Legal precedent, including rulings from the European Court of Justice and UK courts, supports a "static" interpretation of TUPE.

This means that collective pay awards agreed post-transfer—such as those negotiated under NJC—do not automatically apply to transferred staff unless explicitly incorporated into their contracts.

To support decision-making in this area, it is proposed that a formal governance group (Pay Governance Panel) be established. This group would be responsible for reviewing cases for discretionary pay awards for TUPE-transferred colleagues, applying agreed criteria and ensuring consistency across the organisation.

## Performance-Related Pay

The Localism Act 2011 requires Councils to provide details of any performance related pay for its Chief Officers however Cumberland Council does not have any such arrangements.

## Definitions

**Chief Officer** has been determined by Cumberland Council to refer to the posts set out below.

**Tiers** refer to the reporting line for the role and **Levels** refers to the different size and level of the roles within Tiers 2 and 3 for the senior leadership pay and grading structure.

Definition under the Localism Act 2011	Post Held at Cumberland Council	Post Tier and Level
The Head of Paid Service	Chief Executive Officer	Chief Executive
The Monitoring Officer	Chief Legal and Monitoring Officer	Tier 3, Level 2
Section 151 Officer	Chief Finance Officer (s151 Officer)	Tier 3, Level 1
Statutory Chief Officers	Director of Public Health, Customer & Community Wellbeing (DPH)	Tier 2, Level 1
	Director of Adult Social Care and Housing (DASS)	Tier 2, Level 1
	Director of Children and Family Wellbeing (DCS)	Tier 2, Level 1
Non-Statutory Officers	Assistant Chief Executive	Tier 2, Level 2
	Chief Innovation and Commercial Officer	Tier 2, Level 2
	Director of Corporate and Transformation Services	Tier 2, Level 1

	Director of Place, Sustainable Growth and Transport	Tier 2, Level 1
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**Other senior leadership posts** are also treated as Chief Officers for the purposes of this Pay Policy Statement and include all senior leadership roles at Tier 2 and 3 in the Council that are not Chief Officer posts. The following table lists these roles:

Post Level	Cumberland Council
Tier 3, Level 2	Assistant Director – Strategy and Commissioning Assistant Director – Programme Management Office Assistant Director – HR and OD Assistant Director – Digital Innovation and ICT Assistant Director – Corporate Assets, Fleet and H&S Assistant Director – Customer Solutions Assistant Director – Public Health Assistant Director - Communities and Public Protection Assistant Director – Highways and Transport Assistant Director – Thriving Places Assistant Director – Waste Management and Public Spaces Assistant Director – Care Operations (Adult Social care and Housing) Assistant Director – Service provision (Adult Social Care and Housing) Assistant Director – Housing, Quality and Resources (Adult Social Care and Housing) Assistant Director – Education, SEND and Inclusion Assistant Director – Social Care (Children and Family Wellbeing) Assistant Director – Family Help, Partnerships and Youth Justice Assistant Director – Quality and Safeguarding (Children and Family Wellbeing)
Tier 3, Level 3	Assistant Director – Communications

## Grading and Pay Ranges

Grades and salary levels for the Chief Executive, Chief Officer and other Senior Leadership Posts are determined using the Korn Ferry Hay Job Evaluation methodology using external support from Korn Ferry (formerly Hay Group). Job evaluation is a consistent process used for determining relative size of jobs. It is based on a systematic analysis of the different factors found within all jobs.

At the point of recruitment to the position, pay will be set individually, based on the following components:

- The size of the job as determined by job evaluation.

- The benchmark data for the market and sector rate for the post
- The assessed quality of the applicant, including skills and experience balanced against candidate expectations.
- Scarcity of the required skills

## Senior Leader ('Chief Officer') Remuneration

For the purposes of this statement, Senior Leader means 'Chief Officers' as defined within the Localism Act 2011. The posts which the Council treats as falling within the statutory definition are its Chief Officers and other senior leadership posts defined in tables 1 and 2 (pages 7 and 8) above.

The salary paid to senior leaders is in accordance with the pay structure in Appendix A which is the pay and grading structure for Senior Leaders 2025/26 and Appendix B which is the actual salaries for Senior Leaders as at 31<sup>st</sup> March 2025.

The Council will review market alignment every two years against the national public sector market to support future pay decisions and minimise market supplements and pay drift. The last review took place in February 2025.

## Other terms and conditions paid to Senior Leaders ('Chief Officers')

For the purposes of this statement policies relating to other terms and conditions paid, including the amounts applying to each member of the Senior Leadership team, are set out below.

Designation	Value	Rationale for payment
Supplementary pay is awarded to chief officers for undertaking the duties of Returning Officer/Section 151 Officer and Monitoring Officer	National supplementary payment	The Council does not provide any supplementary payments, in addition to the salary as shown above for the posts of Returning Officer, Section 151 Officer and Monitoring Officer. There is a national supplementary payment for Parliamentary and National Elections.
Pension	Please see Appendix D for Pension contribution rates	All employees are entitled to join the Local Government Pension Scheme which is an occupational pension scheme open to all Local Government Employers.
An increase in or enhancement to the	N/A	N/A

Leadership Team pension entitlement		
Other benefits in kind	N/A	N/A
Private Health Care	N/A	N/A
Market Forces Supplements	N/A	N/A
Performance Related pay for Chief Officers	N/A	The Council does not provide performance related pay for Chief Officers
Bonuses for Chief Officers	N/A	The Council does not provide bonuses for chief officers
Final payments to Chief Officers when they leave the authority	In accordance with the Council's Redundancy and Early Release Policy	Please see the section below on 'Payments for Termination'.

## Lower paid staff remuneration – UK Real Living Wage Employer

The National Living Wage is a lowest legal limit that employers must pay where the real living wage is an optional rate that is recommended by the Living Wage Foundation based on realistic cost of living.

The Council defines low paid workers as those on the lowest pay grade used by the Council for substantive roles. There are 3 generic job family profiles which fall into this category: BS1, CE2 and OP1.

The Council's lowest rate of pay of £12.60 is lower than the UK Government 'National Living Wage' of £12.71 per hour.

The Council chooses to pay a 'supplement' to the lowest rates of pay of £366, £764, £1,153 and £1,536 to the respective annual salaries of £25,583, £25,185, £24,796 and £24,413. This brings the lowest paid worker in line with the UK Real Living Wage which is £13.45, enabling the Council to be a Real Living Wage Employer.

The job family profiles at the lowest grade (Grade 1 and 2) of the Council's pay structure, have a minimum pay of £24,413 per annum which is a ratio of 1:7.7 in comparison with the salary of the Chief Executive.

The Councils minimum pay of £24,413 per annum is a ratio of 1:7.7 in comparison with the salary of the Chief Executive.

The Council employs Apprentices who are not considered within the definition of 'lowest paid employees.'

Below are further comparisons to illustrate the relationship of pay between the Chief Executive and other staff within the Council: -

- The median average full time equivalent salary of the whole workforce is £33,699 per annum, which in comparison with the salary of the Chief Executive is a ratio of 1:5.9.
- The mean average full time equivalent salary of the whole workforce is £35,789 per annum, which in comparison with the salary of the Chief Executive is a ratio of 1:5.6.

We continue to review these ratios where possible while recognising that this will be balanced by our obligations under the Equality Act of the need to maintain pay equity through an objective job evaluation scheme.

## Pension Contributions

Employees are entitled to join the Local Government Pension Scheme (LGPS) which is run for Cumberland Council by the Local Pension Partnership (LLP). The LGPS is open to all employees, apart from teaching staff who have their own pension schemes.

Employees who are members of the Local Government Pension Scheme (LGPS) pay contributions from their salary dependent on earnings which is set out in Appendix D. The Council contributes 18.3% in accordance with the LGPS Regulations.

Following a change to the pension regulations in 2012 employers are required to auto-enrol employees into a pension scheme. The LGPS is therefore based on auto enrolment were employees are enrolled every 3 years.

Employees in Public Health who have transferred to the Council under a specific staff transfer arrangement has allowed them to continue membership of the NHS pension scheme. Employees and the Council both make contributions in accordance with the regulations of the NHS scheme.

## Payments on Termination

Any compensation payments made to Chief Officers and Deputy Chief Officers on ceasing to hold office or to be employed by the authority will be made on the same basis as any other employee in line with the **Council's Redundancy and Early Release Policy**. Compulsory

redundancy is paid at the statutory redundancy rate and voluntary redundancy is paid at 1.5 times the statutory rate.

Where a Special Severance Package for an individual employee exceeds £20,000 it must be approved by the Chief Executive and Leader. A severance package that exceeds £100,000 must be approved by full Council.

The Council does not normally re-employ employees who have received either a statutory or discretionary payment upon termination of employment.

This is monitored during the recruitment process by validating previous employment records. Any re-employment must be approved in accordance with the Redundancy and Early Release procedure. The Council will not normally engage such an individual under a contract for services.

## Publication

Upon approval by the Full Council, this Pay Policy Statement will be published on the Council's website.

The Council is also required to include information in the Annual Statement of Accounts in relation to the remuneration of higher paid officers of the Council. The information to be published is determined by Local Authority Accounting requirements, revised every year, underpinned by statutory regulations. The information required to be included in the audited Statement of Annual Accounts 2025-26 relates to three disclosures, which are termed 'Notes' as follows:-

- Figures for the number of officers whose remuneration was £50,000 or more, grouped in £5,000 bands (Banding Note).
- The individual remuneration of senior employees, which includes salary, fees, and allowances receivable. (Senior Employees Note).
- Exit packages agreed during the year, which includes termination benefits and all redundancy costs from both compulsory and voluntary redundancy costs (Exit Packages Note).

Date: 3 March 2026

## Appendix A – Pay Scales

Cumberland	Posts at this level (from structures provided for AD recruitment 07/02/23)	Pay Range from 1 April 2025		
		Minimum	Mid	Maximum
Tier 1	Chief Executive Officer	£188,227	£188,228	£188,228
Tier 2 - Level 1	Director of Corporate and Transformation Services Director of Public Health, Customer & Community Wellbeing Director of Place and Economy Director of Adult Social Care and Housing (DASS) Director of Children and Family Wellbeing (DCS)	£138,960	£147,172	£155,383
Tier 2 - Level 2	Assistant Chief Executive Chief Innovation and Commercial Officer	£117,064	£124,180	£131,297
Tier 3 - Level 1	Chief Finance Officer (s151 Officer)	£117,064	£124,180	£131,297
Tier 3 - Level 2	Assistant Director – Strategy and Commissioning Assistant Director – Programme Management Office Assistant Director – HR/OD Assistant Director – Digital Innovation and ICT Chief Legal and Monitoring Officer Assistant Director – Corporate Assets, Fleet and H&S Assistant Director – Customer Solutions Assistant Director – Public Health Assistant Director – Highways and Transport Assistant Director – Thriving Places Assistant Director – Waste Management and Public Space Assistant Director – Care Operations (Adult Social Care and Housing) Assistant Director – Service Provision (Adult Social Care and Housing) Assistant Director – Education, SEND and Inclusion Assistant Director – Social Care (Children and Family Wellbeing) Assistant Director - Communities and Public Protection Assistant Director – Housing, Quality and Resources (Adult Social Care and Housing) Assistant Director – Quality and Resources (Children and Family Wellbeing) Assistant Director – Family Help, Partnerships and Youth Justice	£98,452	£103,926	£109,400
Tier 3 - Level 3	Assistant Director - Communications	£82,030	£86,409	£90,788

## Appendix B – Current Salaries

Position	Full Time Equivalent	Salary As of 31 March 2026
<b>Chief Executive Salary</b>		
Chief Executive	1	£188,227
<b>Director and Senior Leadership Team Salaries</b>		
Chief Finance Officer (s151 Officer)	1	£131,297
Assistant Chief Executive	1	£131,297
Chief Innovation and Commercial Officer	1	£117,064
Director Corporate & Transformation Services	1	£155,383
Director of Place and Economy	1	£155,383
Director of Public Health, Customer and Community Wellbeing (DPH)	1	£155,383
Director of Adults Social Care and Housing	1	£155,383
Director of Children and Family Wellbeing	1	£155,383
Chief Legal Officer (Monitoring Officer)	1	£109,400
<b>Assistant Director Salaries</b>		
<b>Adults Social Care and Housing</b>		
Assistant Director – Care Operations	1	£109,400
Assistant Director – Service Provision	1	£109,400
Assistant Director – Housing, Quality and Resources	1	£109,400
<b>Children and Family Wellbeing</b>		
Assistant Director – Education, SEND and Inclusion	1	£109,400
Assistant Director – Social Care	1	£109,400
Assistant Director – Family Help, Partnerships and Youth Justice	1	£103,926
Assistant Director – Quality and Safeguarding	1	£109,400
<b>Place, Sustainable Growth and Transport</b>		
Assistant Director - Highways and Transport	1	£109,400
Assistant Director – Waste Management and	1	£98,452

Public Space		
Assistant Director – Thriving Places	1	£109,400
<b>Public Health and Communities</b>		
Assistant Director – Communities and Public Protection	1	£109,400
Assistant Director – Public Health	1	£98,452
Assistant Director – Customer Solutions	1	£109,400
<b>Innovation and Commercial</b>		
Assistant Director – Corporate Assets, Fleet and H&S	1	£103,926
Assistant Director – Digital Innovation and ICT	1	£109,400
<b>Corporate and Transformation Services</b>		
Assistant Director – Strategy and Commissioning	1	£98,452
Assistant Director – Programme Management Office	1	£109,400
Assistant Director – HR and OD	1	£103,926
<b>Assistant Chief Executives</b>		
Assistant Director – Communications	1	£82,030
<b>Deputy Statutory Chief Officers</b>		
Senior Manager – Legal & Democratic Services (Deputy Monitoring Officer)	1	£83,932
Senior Manager - Finance (Deputy s151 Officer)	1	£83,932

## Appendix C – Job Families Pay Scales

### Cumberland Council

#### Job Families Pay and Grading Structure - Applicable from 1 April 2025 (update October 2025 to add living wage rates)

Leadership (Executive Directors / Assistant Directors)										
Grade	Grade Level A or B	SCP	Annual Full Time Salary £	Hourly Rate £	Job Family					
					Business Support	Customer Engagement	Operations	Organisational Support	People Care and Development	Regulation and Technical
19	B	63	£83,932	£43.5073			OP19	OS19	PCD19	RT19
	A	61	£81,049	£42.0052						
18	B	54	£68,775	£35.6479				OS18i / OS18ii	PCD18	RT18i / RT18ii
	A	52	£65,872	£34.1458						
17	B	47	£59,198	£30.6868		CE17	OP17	OS17		RT17
	A	45	£56,883	£29.4809						
16	B	41	£52,413	£27.1686			OP16	OS16	PCD16	RT16
	A	40	£51,356	£26.6209						
15	B	37	£48,226	£24.9984			OP15	OS15	PCD15	RT15
	A	36	£47,181	£24.4565						
14	B	35	£46,142	£23.9178		CE14		OS14	PCD14	RT14
	A	34	£45,091	£23.3732						
13	B	33	£44,075	£22.8463			OP13		PCD13	RT13
	A	32	£42,839	£22.2060						
12	B	31	£41,771	£21.6523	BS12	CE12		OS12	PCD12i / PCD12ii	RT12
	A	30	£40,777	£21.1372						
11	B	28	£39,152	£20.2946	BS11	CE11	OP11	OS11		RT11
	A	27	£38,220	£19.8116						
10	B	26	£37,280	£19.3243	BS10	CE10	OP10		PCD10i / PCD10ii	RT10
	A	25	£36,363	£18.8487						
9	B	24	£35,412	£18.3560	BS9		OP9i / OP9ii	OS9		RT9
	A	23	£34,434	£17.8489						
8	B	20	£32,597	£16.8967	BS8	CE8i / CE8ii			PCD8i / PCD8ii	
	A	19	£32,061	£16.6191						
7	B	14	£29,540	£15.3122	BS7		OP7i / OP7ii	OS7	PCD7	RT7
	A	12	£28,598	£14.8238						
6	B	8	£26,824	£13.9042	BS6	CE6				RT6
	A	7	£26,403	£13.6860						
5	B	6	£25,989	£13.4715	BS5	CE5	OP5	OS5	PCD5	
	A	6	£25,989	£13.4715						
4	B	5	£25,583	£13.2612	BS4		OP4		PCD4	RT4
	A	5	£25,583	£13.2612						
3	B	4	£25,185	£13.0547	BS3		OP3		PCD3	
	A	3	£24,796	£12.8531						
2	B	2	£24,413	£12.6546		CE2				
	A	2	£24,413	£12.6546						

1	B	2	£24,413	£12.6546	BS1		OP1		
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**\* Living Wage Foundation**

**Living Wage Rate**

The Grades below include a non-contractual pay supplement to increase these rates to the Living Wage Foundation

'UK Living Wage' rate of £13.45

per hour, as outlined below.

				Supplement		UK Living Wage Rate		
				Annual Full Time Salary £	Hourly Rate £	Annual Full Time Salary £	Hourly Rate £	
4	B	5	£25,583	£13.2612	£366	£0.1888	£25,949	£13.45
	A	5	£25,583	£13.2612	£366	£0.1888	£25,949	£13.45
3	B	4	£25,185	£13.0547	£764	£0.3953	£25,949	£13.45
	A	3	£24,796	£12.8531	£1,153	£0.5969	£25,949	£13.45
2	B	2	£24,413	£12.6546	£1,536	£0.7954	£25,949	£13.45
	A	2	£24,413	£12.6546	£1,536	£0.7954	£25,949	£13.45
1	B	2	£24,413	£12.6546	£1,536	£0.7954	£25,949	£13.45

## Appendix D – Pension Contribution Rates

### Pension Scheme Contribution Rates 2024

#### LGPS

Pensionable Pay	Main Scheme % of pay	50/50 Scheme % of pay
Up to £17 600	5.5	2.75
£17 601 to £27 600	5.8	2.9
£27 601 to £44 900	6.5	3.25
£44 901 to £56 800	6.8	3.4
£56 801 to £79 700	8.5	4.25
£79 701 to £112 900	9.9	4.95
£112 901 to £133 100	10.5	5.25
£133 101 to £199 700	11.4	5.7
£199 700 and above	12.5	6.25

Cumberland employer rate is set at 8.7% . (inc schools)

#### FIRE 2015 CARE Scheme

Pensionable Pay (FTE)	% Contribution Rate
Up to £27 818	11
£27 819 to £51 515	12.9
£51 516 to £142 500	13.5
£142 501 and above	14.5

Employer Rate is set at 37.6%

#### Teachers Pensions CARE Scheme 2015

Pensionable Pay	% Contribution Rate
Up to £34 289.99	7.4
£34 290.00 to £46 158.99	8.6
£46 159.00 to £54 729.99	9.6
£54 730.00 to £72 534.99	10.2
£72 535.00 to £98 908.99	11.3
£98 909.00 and above	11.7

Employers Rate is set at  
28.68%

The tiered rate of contributions is determined with reference to the member's pensionable earnings for a particular employment, rather than the full-time equivalent rate for it. Where a teacher is a member of the Teachers' Pension Scheme in respect of more than one employment (i.e. has two or more part-time jobs, or, in the CARE scheme only, a full-time and a part-time job in the TPS) the earnings in each employment will separately determine the contribution rate paid for each particular employment. Where an employee is paid in the month they work (e.g. a "normal" contract hours employee), the contribution rate is based on the actual earnings in the pay period.

NHS CARE Scheme 2015 - **May be revised following AfC Pay Award if greater than CPI Increase.**

Pensionable Pay	% Contribution Rate based on FTE
Up to £13 259.99	5.2
£13 260 to £26 831.99	6.5
£26 832 to £32 691.99	8.3
£32 692 to £ 49 078.99	9.8
£49 079 to £62 924.99	10.7
£62 925.00 and above	12.5

Employers Rate is set at 14.38%.