

Employment Term	Kent Scheme (Blue Book) Provision	NJC Green Book Provision	Comparison Notes (Inferred)
Annual Leave (excluding bank holidays)	Standardised to 30 days for all staff by 2027/28. For 2026/27: KSA-KSE receive 29 days, increasing to 30 days after 5 years; KSF and above receive 30 days One concessionary day at Christmas remains.	Minimum of 23 days (increasing to 26 days after 5 years service) plus 2 extra-statutory days. Service-based increases typically range to 26-31 days depending on local implementation.	Kent's move to a flat 30-day standard for all staff regardless of grade is generally more favorable than the national minimum, particularly for lower-grade entry staff. - The variance after 5 years is 2 days annual leave
Pay Award	Determined locally by KCC through bargaining with UNISON, GMB, and UNITE. 2026/27 award is at least 3.8% Based on an annual performance assessment (Yes/No rating) on the role's anniversary date.	Negotiated nationally by the NJC for local application; usually effective from 1st April. Determined nationally (National Joint Council).	The Kent Scheme is more individualised and performance-contingent (ratings can withhold awards), whereas NJC increases are generally standard adjustments applied across the board.
Pay Award Timeline	Effective 1st April (or 1st September for some schools); negotiations usually conclude mid to end of March.	Typically 1st April annually, though subject to national negotiation outcomes.	Both align on the April start date, but Kent allows for a specific September cycle for schools, providing more local flexibility.
Pay Progression	Performance-linked. Staff receive a 'Yes/No' assessment on their anniversary date. Progression is by defined steps subject to positive assessment. Single salary points for KSA/KSB. <b>Pay progression also withheld if</b> the employee has a live formal warning and/or is on a capability process	Typically incremental progression based on service length (automatic annual increments up to the top of the grade) unless local performance schemes are added.	NJC is generally more favorable for guaranteed pay growth, whereas Kent Scheme requires active performance evidence to progress.
Notice Periods	KSF and below: 1 month; KSG: 2 months; KSH and above: 3 months.	Up to Scale 6: 1 month; SO grades: 2 months; PO grades: 3 months. The ordinary period from one pay period to the next for employees. Employer statutory minimums: 1 week (1 month to 2 years), 1 week per year (2-12 years), up to 12 weeks.	Provisions are broadly aligned between the two schemes based on seniority/grade level. NJC defaults to legal statutory protections for employer-side notice.
Sick Pay	Service-based: 1 month full pay (up to 4 months service) up to 6 months full and 6 months half pay (after 5 years service).	Service-based: 1 month full and 0 half (1st year) up to 6 months full and 6 months half pay (after 5 years service). 1st year specifically: 1 month full and 2 months half pay.	Provisions are identical or very similar, as Kent Scheme largely mirrors national standards for sickness benefits, providing a generous long-term safety net.
Pension (LGPS) Contribution	Employer contribution 18.5% (as of April 2026). Employee rates tiered by salary bands (5.5% to 12.5%).	Standard LGPS rates apply nationally; employer rates vary by local fund valuation but employee tiers are national.	Conditions are consistent as both participate in the Local Government Pension Scheme, though Kent's specific employer rate is set by the Kent Pension Fund.
Pension / Pay Protection	Protection (e.g., loss of earnings compensation) exists for restructure; pay awards reduce the protected element until protection is removed.	Locally agreed protection provisions are allowed but recommended to be time-limited to avoid equal pay claims.	Kent's model specifically offsets general increases against protected elements, potentially freezing take-home pay during the transition period more aggressively than the NJC's general guidance.