

Proposed Migration to NJC Pay Scheme for Support Staff (Kent Schools)

Dear Member

We have now entered into a formal consultation with TKAT around the proposals to migrate Kent schools onto the NJC Pay Scheme, this is to align with other schools in the trust.

Prior to this consultation we asked TKAT to create a comparison of the Kent pay scheme against the NJC offer. This information has been shared with you by TKAT.

Members of the 3 recognised trade unions for support staff – UNISON, GMB and Unite will have the opportunity to vote on their preferred choice. The options on the ballot will be:

- Accept the move to NJC
- Or
- Accept the move to the new Kent scheme

To help we have highlighted below the pros and cons to both schemes

Kent pay

Pros	Cons
Pay is currently higher for 2026-27	Performance based pay increments with a 'yes' or 'no' outcome
Move to a standard 30 days holiday per year – pro rata from 2027-28	A 'No' means no increase (this includes living wage increase)
	Multiple and consecutive 'yes' is required to increase banding.
	No fringe payments

NJC pay

Pros	Cons
Annual negotiated pay increase	Local variances in holidays apply with a minimum of 23 days (increasing to 26 days after 5 years' service) plus 2 extra-statutory days.
Automatic increases up the pay ladders	Pay award for 2026-27 is currently lower than Kent.*
London fringe payments for schools in the inner and outer fringe areas.	*The NJC offer of 3.3% has been rejected and is subject to further discussion
Job evaluation scheme agreed with trade unions.	

We **do not** support performance-based increments as shown in the Kent pay scheme and therefore recommend a move to the NJC pay award.

We have asked for individual comparisons to be shared as part of the consultation process – these are currently being prepared and will be issued shortly. The ballot will take place after you have received these statements so our members can make an informed decision.

We will also be carrying out face to face visits and have received reassurances that all support staff wishing to attend the meetings will be released from their duties to do so – dates to be confirmed by your trade unions.

If you have any questions, please contact

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