

Transparency Code 2017/2018

Cambridge Education working with Barnet open data set for senior salaries

1.0 Introduction

- 1.1 This data set is published in order to bring Barnet with Cambridge Education in line with the Local Government Transparency Code in relation to the disclosure of remuneration to senior staff. It includes the following; the number of employees whose remuneration in that year was at least £50,000, in brackets of £5,000, details of remuneration and job title of certain senior employees whose salary is at least £50,000. It does not include any employees whose salaries are £150,000 or more, as there are none. It includes details of bonuses and 'benefits in kind', for all employees whose salary exceeds £50,000.
- 1.2 In drawing up this statement, Cambridge Education has taken into account the guidance issued by the Department of Communities and Local Government in February 2012 and the supplementary guidance issued in February 2013.
- 1.3 Cambridge Education is committed to complying with the statutory obligation to pay the National Living Wage and pays as a minimum the London Living Wage.
- 1.4 Cambridge Education is also committed to paying nationally negotiated pay awards and this document will be updated as and when any such pay awards are agreed.

2.0 Pay & Grading / Job Evaluation

- 2.1 The pay of most senior employees, including Directors and Assistant Directors and some Heads of Service is based on job evaluations undertaken through the Barnet Hay Job Evaluation Scheme.
- 2.2 All other employees are employed on NJC terms and conditions of employment or Soulbury terms and conditions of employment or Teachers Pay and Conditions. Pay awards for these officers are negotiated nationally, and Cambridge Education applies any/all nationally negotiated pay awards to these employees or the locally agreed rates made by Barnet Council.

3.0 Additional Payments

3.1 Travel and Subsistence Expenses

There are occasions when employees incur additional expenditure that is beyond what is normal in the course of undertaking their official duties on behalf of Cambridge Education away from their normal place of work.

Cambridge Education has adopted Barnet Taped Council's comprehensive Travel and Subsistence Expenses Scheme, which applies to all our staff, including the Director and Assistant Directors, in such circumstances.

3.2 Payment of Professional Fees

Cambridge Education will pay the cost of one professional subscription per annum, per employee, which is relevant and necessary for the role.

3.3 Honoraria / Acting Up / Secondments

Honoraria

An honoraria payment may be made to an employee, in recognition of undertaking temporarily additional or outstanding extra work, which is:

- outside the normal scope of the duties and responsibilities of the employee over an extended period undertaking part of the duties of a higher graded post
- or where the additional duties and responsibilities are exceptionally onerous
- or in situations which merit the employee being rewarded for specific work.

The Honoraria Scheme applies in these circumstances and the amount of payment is based on the duties undertaken.

There were no employees whose remuneration in that year was at least £50,000 was in receipt of an honorarium payment.

Acting Up

Acting up arises when an employee temporarily undertakes full or part duties of a higher graded post for a consecutive period of at least four weeks.

All employees are entitled to an acting up payment in recognition of the additional responsibilities. Decisions on payment take into account the following:

- The nature and complexity of the responsibilities, undertaken by the employee

- and their current spinal column point.
- Whether the employee is undertaking full or part responsibilities
- If the employee is placed into post as a development opportunity

There were no employees whose remuneration in that year was at least £50,000 was in receipt of an Acting Up Payment.

Secondments

Secondments are intended to provide developmental opportunities to gain skills and experience rather than for financial gain. Therefore, secondees will normally transfer from their current position into the secondment on their existing salary. Terms and conditions of the secondee may change depending on the local variations within the department, i.e. flexi-time. However, if there is a significant difference between the secondment and the individual's salary this must be brought to the attention of HR and the Director of Education and Skills and a decision will be taken on whether to review salary arrangements in line with complexities of the job.

There were no employees on secondment in that year whose remuneration was at least £50,000

3.4 Market Supplements

A Market Supplement is payable, in exceptional circumstances, for posts (including Director posts), which are critical to the delivery of essential/statutory services, and to which Cambridge Education has been unable to recruit.

There were no employees whose remuneration in that year was at least £50,000 was in receipt of a market supplement.

3.5 Pay Protection

An employee, who is redeployed to a suitable post which is a maximum of 4 SCP's lower, will receive protection of earnings (basic pay plus local weighting allowance) for a period of up to one year dependent on length of service. The salary will be frozen at its current level and the employee will not receive annual pay awards. At the end of the protection period the employee will be placed on the salary grade relevant to the redeployed post.

Where an employee accepts redeployment to a post which is more than 4 SCP's lower, there is no entitlement to protection of earnings. In exceptional circumstances, in order to minimise financial hardship and avoid redundancies the Director may, subject to budgetary considerations, exercise discretion to grant some element of protection. This would apply for no longer than one year.

There were no employees whose remuneration in that year was at least £50,000 was

in receipt of pay protection.

3.6 Termination Payments

In the event of a redundancy situation, all employees are entitled to redundancy payments based on the statutory redundancy pay multiplier, but payments will be used on actual weekly pay.

The terms, and any payment relating to the termination of employment of any officer of Barnet with Cambridge Education in any contentious circumstances which do not result from an award made by an Employment Tribunal or Court will be settled by Cambridge Education on the basis of the legal merits of the case, the time and disruption which protracted litigation would involve, any limit of statutory entitlement on monetary claim available to an employee, and what is considered prudent in all circumstances.

3.7 Pension Payments

All employees who are members of the Local Government Pension Scheme are entitled to a retirement pension calculated in accordance with the Local Government Pension Scheme Regulations. All employees who are member of the Teachers Pension Scheme are entitled to a retirement pension calculated in accordance with the Teachers Pension Scheme Regulations. All new employees are offered the option to join the Cambridge Education Group Pension Plan (GPP) and retirement pension is calculated in accordance with this scheme.

4.0 Remuneration of Our Lowest Paid Employees

4.1 All Cambridge Education employees are paid in accordance with a locally determined salary scales dependent on the job role they are in; these pay scales are listed in appendix A.

4.2 “Lowest Paid Employee” means the employee on the lowest grade, assuming that the posts are full-time, excluding apprentices. The lowest grade paid within Barnet with Cambridge Education is SCP 19, £20,598.

5.0 Relationship between the Remuneration of Our Senior Managers and our lowest paid employees

5.1 The pay of the Director of Education & Skills in 2017-18 was £122,000. This is 5.92 times the pay of our lowest paid employees. ($122000 / 20,598 = 5.92$)

5.2 The median earnings of all employees as of 31 March 2018 for the financial year 2017/2018 was £28,668. The median earnings figure complies with the specific requirements within the Local Government Transparency Code 2015 and includes all elements of remuneration that can be valued.

5.3 The pay of the Director of Education & Skills was 4.25 times the pay of median

earnings of our employees.

6.0 Senior Salaries Financial Year 2017-18

Number of Employees whose remuneration in that year was at least £50,000 in brackets of £5,000.

Number of Employees	Salary Bracket	Job Title
8	£50-£55K	1) Educational Psychologist 2) Senior Educational Psychologist x 2 3) Governor Services Manager 4) Lead Advisory Teacher for Visual Impairment 5) Lead Specialist Advisory Teacher for Physical Disabilities 6) Science Advisory Teacher 7) Head of Transport Brokerage / Contract Management
9	£55-£60K	1) Educational Psychologist 2) Interim Specialist Advisory Teacher 3) Post 16 Education and Skills Manager 4) NTG Advisor - Secondary
3	£60-£65K	1) Barnet Partnership Operations Director 2) Head of SEN Assessment & Placements
3	£65-£70k	
1	£70-£75K	1) AD Schools Access & Corporate Services 2) Learning Network Inspector x 2 3) Head Specialist Inclusion.Service & Principal Educational Psychologist
1	£75-£80K	
0	£80-£85K	
1	£85-£90K	1) AD Barnet Partnership & Head Schools Improvement 2) AD SEND & Inclusion
0	£90K-£95K	
1	£95-£100K	
0	£100-£105K	
0	£105-£110K	
1	£110-£115K	
0	£115 – £120K	
0	£120 - £125K	1) Director of Education & Skills
0	£125- £130K	
0	£130 - £135K	
0	£135 - £140K	
0	£140 - £145k	
0	£145 - £150k	
1	£150 - £155k	

APPENDIX A

GREATER LONDON PROVINCIAL PAYSCALES - Outer London Pay Spines 2017/2018 (these are inclusive if London Weighting)

SCP	2017/18	42	£ 39,147
6	£ 17,961	43	£ 40,080
7	£ 17,985	44	£ 41,025
8	£ 18,051	45	£ 41,898
9	£ 18,105	46	£ 42,876
10	£ 18,330	47	£ 43,815
11	£ 18,357	48	£ 44,751
12	£ 18,375	49	£ 45,666
13	£ 18,396	50	£ 46,608
14	£ 18,657	51	£ 47,544
15	£ 18,936	52	£ 48,489
16	£ 19,281	53	£ 49,452
17	£ 19,623	54	£ 50,445
18	£ 19,917	55	£ 51,465
19	£ 20,598	56	£ 52,476
20	£ 21,276	57	£ 53,478
21	£ 21,984	58	£ 54,480
22	£ 22,506	59	£ 55,494
23	£ 23,115	60	£ 56,496
24	£ 23,802	61	£ 57,501
25	£ 24,510	62	£ 58,515
26	£ 25,242	63	£ 59,523
27	£ 26,019	64	£ 60,525
28	£ 26,805	65	£ 61,536
29	£ 27,801	66	£ 62,829
30	£ 28,668	67	£ 64,140
31	£ 29,517	68	£ 65,481
32	£ 30,324	69	£ 66,861
33	£ 31,170	70	£ 68,259
34	£ 31,998		
35	£ 32,628		
36	£ 33,444		
37	£ 34,338		
38	£ 35,286		
39	£ 36,372		
40	£ 37,293		
41	£ 38,229		

HAY SENIOR MANAGERS GRADES 2017/2018 (no London weighting applicable for these grades)

Senior Management Levels	Entry	Developing	Fully Competent
LBB 1	£177,613	£182,613	£187,613
LBB 2	£148,464	£153,464	£158,464
LBB 3	£124,870	£129,870	£134,870
LBB 4	£103,846	£108,846	£113,846
LBB 5	£85,139	£89,869	£94,599
LBB 6	£71,511	£75,484	£79,457
LBB 7	£57,950	£61,170	£64,389

SOULBURY PAYSCALES – 01/09/2017 to 31/08/2018, plus £1996 (f.t.e) London weighting paid

Trainee Educational Psychologist

1	£22,955
2	£24,636
3	£26,314
4	£27,996
5	£29,675
6	£31,355

Educational Improvement Professionals

1	£34,067	18	£54,582	35	£72,895
2	£35,287	19	£55,775	36	£74,062
3	£36,439	20	£56,391***	37	£75,210
4	£37,606	21	£57,575	38	£76,371
5	£38,767	22	£58,607	39	£77,515
6	£39,928	23	£59,774	40	£78,659
7	£41,148	24	£60,762	41	£79,809
8	£42,321*	25	£61,851	42	£80,958
9	£43,689	26	£62,914	43	£82,106
10	£44,908	27	£64,001	44	£83,259
11	£46,112	28	£65,102	45	£84,410
12	£47,277	29	£66,207	46	£85,562
13	£48,597**	30	£67,309	47	£86,719
14	£49,773	31	£68,402	48	£87,865****
15	£51,073	32	£69,512	49	£89,016****
16	£52,248	33	£70,623	50	£90,168****
17	£53,426	34	£71,761		

Educational Psychologists Scale A

The 11-point scale A provides for up to 3 additional SPA points to be added to the postholder's entitlement on the appropriate 6-point range.

1	£35,731
2	£37,545
3	£39,359
4	£41,171
5	£42,984
6	£44,797
7	£46,504
8	£48,211
9	£49,810*
10	£51,411*
11	£52,903*

Senior Educational Psychologists Scale B

*Normal minimum point for principal educational psychologist undertaking the full range of duties at this level.

** Extension to range to accommodate discretionary scale points and structured professional assessments.

1	£44,797
2	£46,504
3	£48,221*
4	£49,810
5	£51,411
6	£52,903
7	£53,516
8	£54,661
9	£55,795
10	£56,950
11	£58,081
12	£59,235
13	£60,409
14	£61,543**
15	£62,731*
16	£63,908**
17	£65,093**
18	£66,2776**