

Comparison Turnover/Pay settlement data

	Medway	Kent	Ashford	T & Malling	Dartford	Gravesham
Turnover	7.5% for 13/14 7.4% ytd	12 - 14% - average over previous 12 month	6% - based on headcount	No longer calculate	Still to provide	9.6% for 13/14
Pay Settlement		1% applied to ranges and 2% for performance 2014/15. Likely to be similar for 15/16.	1% 2014/15 and 1% 15/16 (agreed last year as part of two year deal)	1% 2014/15, 1% offered for 15/16 but not yet agreed (will not be higher as all budgeted for)	1% 2014/15, 1.5% likely for 15/16	2.2% wef 1 Jan 2015 to 31 Mar 2016 with a non-consolidated payment in Dec 2014 – on National Conditions

	Current Range 1 entry salary 2014/2015		
	NMW rate 2014/15	MedPay	Variance against NMW
£ per hour	6.50	6.64	0.14
£ annualised (based on a 37 hour week)	£12506	£12787	£281*

	Implications of changing Medpay Range 1 entry salary 2015/2016		
	NMW 2015/16	MedPay	Variance against NMW
£ per hour	Tba	6.85**	0.35
£ annualised (based on a 37 hour week)	£Tba	£13189	£673.4

Notes:

¹ rounded

** based on comparator against current NMW

*** previous increases have been in the range of .11p to .19p

In summary, our current lowest salary is .14p greater than the current NMW. Increasing the lowest salary to £13189 (SP8) would move the variance to .35p therefore, the NMW would need to increase to more than £6.85 per hour (5.38%)