

2018/19 Salary Scale

Local Government Scheme										
Grade	SCP	Hourly £	Salary 18/19	NI 13.8%	Supn 13.7%	Apprenticeship Levy 0.5%	Total £	Hourly rate (total employer cost) £	Pension Deficit 7.5% (approx)	Total incl pension deficit £
NCC A.	NCC_A_A1	8.5	16,394	1,136	2,246	82	19,858	10.29	1,230	21,088
NCC A.	NCC_A_A2	8.55	16,495	1,150	2,260	83	19,988	10.36	1,237	21,225
NCC B.	NCC_B_B1	8.62	16,626	1,168	2,278	84	20,156	10.45	1,247	21,403
NCC B.	NCC_B_B2	8.74	16,863	1,200	2,310	85	20,458	10.60	1,265	21,723
NCC C.	NCC_C_C1	8.90	17,173	1,243	2,353	86	20,855	10.81	1,288	22,143
NCC C.	NCC_C_C2	9.17	17,681	1,313	2,422	89	21,505	11.15	1,326	22,831
NCC D.	NCC_D_D1	9.68	18,672	1,450	2,558	94	22,774	11.80	1,400	24,174
NCC D.	NCC_D_D2	10.08	19,446	1,557	2,664	98	23,765	12.32	1,458	25,223
NCC E.	NCC_E_E1	10.92	21,074	1,782	2,887	106	25,849	13.40	1,581	27,430
NCC E.	NCC_E_E2	11.61	22,401	1,965	3,069	113	27,548	14.28	1,680	29,228
NCC F.	NCC_F_F1	12.78	24,657	2,276	3,378	124	30,435	15.78	1,849	32,284
NCC F.	NCC_F_F2	13.72	26,470	2,526	3,626	133	32,755	16.98	1,985	34,740
NCC G.	NCC_G_G1	14.63	28,221	2,768	3,866	142	34,997	18.14	2,117	37,114
NCC G.	NCC_G_G2	15.50	29,909	3,001	4,098	150	37,158	19.26	2,243	39,401
NCC H.	NCC_H_H1	16.71	32,233	3,322	4,416	162	40,133	20.80	2,417	42,550
NCC H.	NCC_H_H2	17.68	34,106	3,580	4,673	171	42,530	22.04	2,558	45,088
NCC I.	NCC_I_I1	19.23	37,107	3,994	5,084	186	46,371	24.04	2,783	49,154
NCC I.	NCC_I_I2	20.22	39,002	4,256	5,343	196	48,797	25.29	2,925	51,722
NCC J.	NCC_J_J1	21.69	41,846	4,648	5,733	210	52,437	27.18	3,138	55,575
NCC J.	NCC_J_J2	22.68	43,757	4,912	5,995	219	54,883	28.45	3,282	58,165
NCC K.	NCC_K_K1	24.16	46,608	5,305	6,385	234	58,532	30.34	3,496	62,028
NCC K.	NCC_K_K2	25.15	48,512	5,568	6,646	243	60,969	31.60	3,638	64,607
Appr 1.	APP_1617	2.04	3,936	0	539	20	4,495	2.33	295	4,790
	APP_1820	2.83	5,461	0	748	28	6,237	3.23	410	6,647
	APP_2100	3.55	6,839	0	937	35	7,811	4.05	513	8,324
	APP_2500	3.67	7,084	0	971	36	8,091	4.19	531	8,622

Benefit in Kind to employee

Career Loan	£ 10,500
No of Years	5

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Year 1						5,250						
Loan												
Repmt						- 175	- 175	- 175	- 175	- 175	- 175	- 175
Balance						5,425	5,250	5,075	4,900	4,725	4,550	4,375
Year 2												
Loan c/f	4,375					5,250						
Repmt	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175
Balance	4,200	4,025	3,850	3,675	3,500	8,575	8,400	8,225	8,050	7,875	7,700	7,525
Year 3												
Loan c/f	7,525											
Repmt	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175
Balance	7,350	7,175	7,000	6,825	6,650	6,475	6,300	6,125	5,950	5,775	5,600	5,425
Year 4												
Loan c/f	5,425					-						
Repmt	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175
Balance	5,250	5,075	4,900	4,725	4,550	4,375	4,200	4,025	3,850	3,675	3,500	3,325
Year 5												
Loan c/f	3,325					-						
Repmt	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175	- 175
Balance	3,150	2,975	2,800	2,625	2,450	2,275	2,100	1,925	1,750	1,575	1,400	1,225

NCC Career Loan for employee's to become qualified Social Worker

Assumptions

Costs of 3 Year SW Course per person:

£	27,000
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Discounted 2 year SW Programme for NCC per person:

£	13,500
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Employees Career Loan

£	10,500
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Loan Interest Rate

	1.2%
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Currently Excludes:

Employer's & Employee's Tax Implications of BIK

Interest Rate on NCC Loan: Potentially £12.5k over 4 years

Credit Check Charges

Bad Debt risks / provisions

Following costs are based on class size of:

35

Children's

12

External Partners

23

Scenario 1: £91.4k NCC subsidy	
Total Cost	Per Person
£ 162,000	£ -
£ 3,156	£ 90
£ 165,156	£ 90
£ 310,500	£ -
£ 472,500	£ 13,500

NCC

Interest on Loan

Total Cost NCC

Partner

Total Course Payment

Funded by:

TBC

£ 39,156	£ 3,263
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Partners - Full 13,500 paid in advance

£ 310,500	£ 13,500
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Employees via career loan

£ 126,000	£ 10,500
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Repayment of costs by employee	
Total Per Year	Monthly Payment
2,100	175

Employee Repayment Period Options - no of years:

5

Gross Our Own Social Worker Scheme - Cohort 2

Financial Overview

Assumptions			
Costs of 3 Year SW Course per person:	£	27,000	
Discounted 2 year SW Programme for NCC per person:	£	13,500	
Class size		35	
NCC Subsidy Funded by:			
To be confirmed	£	39,156	
Partners - Full Payment in Advance	£	310,500	
Career Loan: funded by corporate finance - repaid by employees	£	126,000	
12 days Training Leave Grade F Per Person (Gross)	£	1,508	
12 days Training Leave Grade G Per Person (Gross)	£	1,710	
Course Payment		Total Cost	Per Person
Total Course Payment	£	472,500	£ 18,900
Interest on Loan	£	3,156	£ 263.03
<i>NCC Funding</i>	-£	39,156	-£ 3,916
<i>Partner Funding - Full Payment in Advance</i>	-£	310,500	-£ 20,700
<i>Employees via career loan</i>	-£	126,000	-£ 10,500
Employee Repayment Period		Total Per Year	Monthly Payment
5 Years	£	2,100	£ 175
Risk of Non Payment due to 'Financial Hardship'		Personal Loan	NCC
Per placement	£	10,500	£ 3,000
SW Salaries (Top of 18/19 Pay Scales - inc Superann)		Per Annum	Per Month
Grade F			
Basic	£	26,470	£ 2,206
NI, Superann and Apprentice Levy	£	6,285	£ 524
Total Grade F	£	32,755	£ 2,730
Grade G			
Basic	£	29,909	£ 2,492
NI, Superann and Apprentice Levy	£	7,249	£ 604
Total Grade G	£	37,158	£ 3,097
Agency Spend - based on 17/18 Average			
Average Agency Social Workers		34.35	
Weekly Agency Wage Spend	£	38,671	
Average weekly spend per worker	£	1,126	
Average annual spend per worker	£	60,131	
Annual Budget Relief		Grade F	Grade G
Per Placement	£	27,376	£ 22,973
x10 Placements	£	273,765	£ 229,735
Notes			
The above excludes			
Employer's & Employee's Tax Implications of BIK: benefit is less than £10k			
Credit Check Charges			
Bad Debt risks / provisions			
Take Home assumes employee contributes to the Superann Scheme @ 6.5%			

Take Home Pay - Per ANNUM	Take Home Pay - Per Month
£ 19,647	£ 1,637
£ 21,796	£ 1,816