

Benchmarking Exercise – Pay Protection Arrangements

Organisation	Duration	Range	Conditions
Lake District NP	2 yrs	Yr 1 100% flat rate Yr 2 50% of the difference between the top of the new substantive post and protected salary level Yr 3 Nil	Does not include allowances, OT or other payments. No annual increase.
South Lakes DC	1 yr		Does not include allowances, OT or other payments. No annual increase.
Bainbridge BC	2 yrs	Yr 1 100% flat rate Yr 2 – mths 1 to 3 @ 80% SP Mths 4 to 6 @ 60% SP Mths 7 to 9 @ 40% SP Mths 10 to 12 @ 20%	Not applicable to post of >1 grade below the old grad.
Leicestershire CC	2 yrs		Does not include allowances, OT or other payments. No annual increase.
North Warks	Up to 3 yrs	Up to 3 yrs service 1yr 3 to 10 yrs service 2 yrs 4 10>3 yrs	Various conditions (see policy).
Cannock	3 yrs		Various conditions (see policy). Does not include allowances, OT or other payments. No annual increase.
Lichfield DC	2 yrs		Does not include allowances, OT or other payments. No annual increase.
Tamworth BC	3 yrs	2 yrs pay on a standstill basis for 2 yrs and 10% of the difference in yr 3.	Does not include allowances, OT or other payments. No annual increase.
South Staffs BC	6 mths		Does not include allowances, OT or other payments. No annual increase.
East Staffs BC	None		
Milton Keynes	2 yrs	Yr 1 100% flat rate Yr 2 – mths 1 to 3 @ 80% SP Mths 4 to 6 @ 60% SP Mths 7 to 9 @ 40% SP Mths 10 to 12 @ 20%	Does not include allowances, OT or other payments. No annual increase. No pay protection if ally of >1 grade lower.
Northamptonshire CC	1 yr		Various conditions (see policy). Does not include allowances, OT or other payments. No annual increase.
Bromsgrove and Redditch	1 yr	6 mths existing 6mths ½ difference between new and previous salary	
Rugby	3 yrs		
Staffs CC	3 yrs		
Warwickshire	3 yrs		
16	31.5		

31.5 = max average – NB Various conditions – not all full protection