

Appendix 2 - Pay Protection Benchmarking – February 2023

Organisation	Value of pay protection	Duration
Hartlepool Borough Council	100%	3 years
North Somerset Council	100%	3 years
Northumberland County Council	Band 13 and below – 100% protection if earnings in new role no more than 15% different from old role	3 years
Brighton and Hove City Council	100% first year, 75% second year	2 years
South Tyneside Council	100% first year, 50% second year	2 years
Maidstone Borough Council	100% first year, 50% second year	2 years
South Cambridgeshire District Council	One grade	2 years
Derbyshire County Council	100%	2 years
Southampton City Council	5 scps	2 years
Lincolnshire County Council	£3k	2 years
Nottingham City Council	Two grades	1 year
Durham County Council	Up to scp49 – 8 scps Craft workers - £4k Scp50 up to HoS - £8k HoS+ - £10k	1 year
Newcastle City Council	100%	1 year
Cumbria County Council	100%	1 year
Oxfordshire County Council	One grade	1 year
North Yorkshire County Council	£6k	1 year
North Tyneside Council	£6k	1 year
Northumberland County Council	Band 14 and above – 100%	6 months