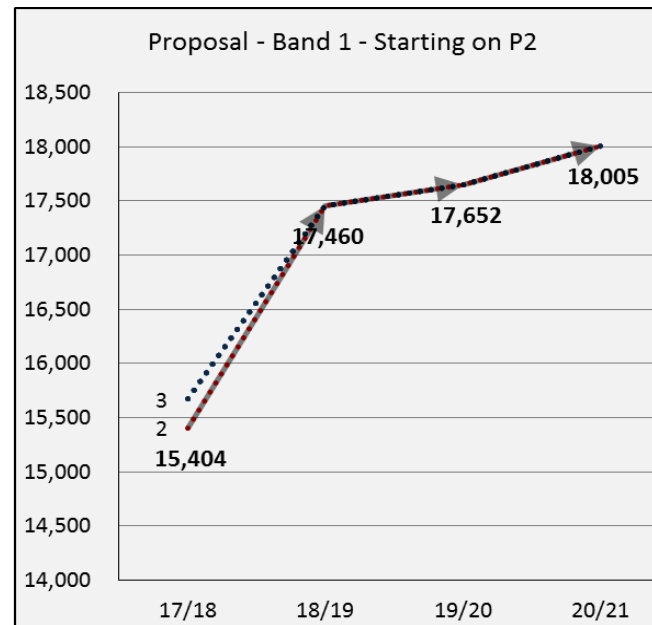
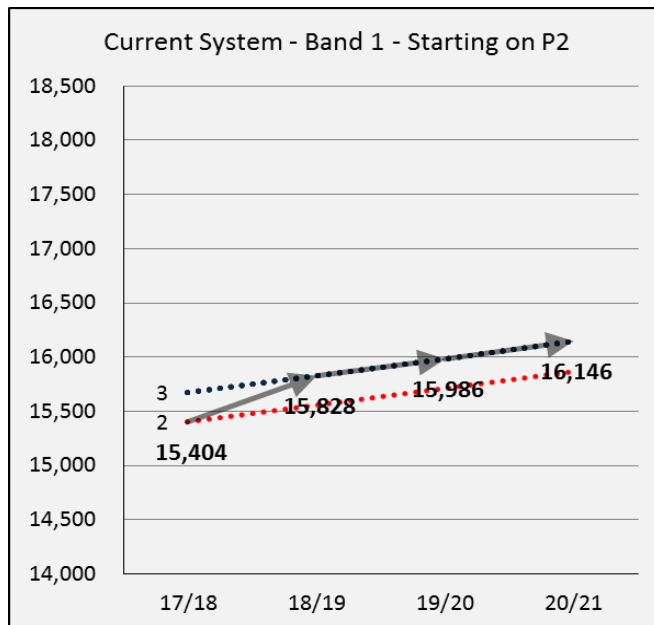
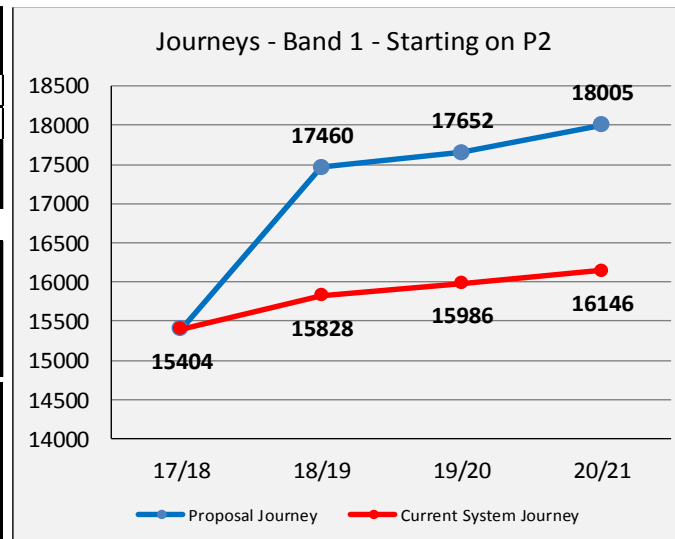


# Band 1: Journey Tracker Pack

Outcomes - Band 1 Point 2	17/18	18/19	19/20	20/21
Current System Expected Pay Values	15404	15828	15986	16146
Proposed Pay Values	15404	17460	17652	18005
Uplift under Proposal (%)		13.35%	1.10%	2.00%
Uplift under Proposal (£)		£2,056	£192	£353

Difference between Proposal and Expectations (%)		10.31%	10.42%	11.51%
Difference between Proposal and Expectations (£)		£1,632	£1,666	£1,859
Proposal - Cumulative increase (%)		13.35%	14.59%	16.89%
Cumulative Gain from Proposal		£2,056	£2,248	£2,601

The graphs below show paypoints (dotted lines) and how one could expect their pay to change over the three years of the deal. The gray arrowed line shows the journey an individual would take under each system. The graph on the left shows the current system and the right hand graph shows the proposed system. Note: Band 1 staff would have required an additional uplift to meet minimum wage requirements. Those in Band 1 can expect to move to top of Band 2 by 21/22 at the latest, to £19337 plus any pay award made in 21/22.



Outcomes - Band 1 Point 3	17/18	18/19	19/20	20/21
Current System Expected Pay Values	15671	15828	15986	16146
Proposed Pay Values	15671	17460	17652	18005
Uplift under Proposal (%)		11.42%	1.10%	2.00%
Uplift under Proposal (£)		£1,789	£192	£353

Difference between Proposal and Expectations (%)		10.31%	10.42%	11.51%
Difference between Proposal and Expectations (£)		£1,632	£1,666	£1,859
Proposal - Cumulative increase (%)		11.42%	12.64%	14.89%
Cumulative Gain from Proposal		£1,789	£1,981	£2,334

The graphs below show paypoints (dotted lines) and how one could expect their pay to change over the three years of the deal. The gray arrowed line shows the journey an individual would take under each system. The graph on the left shows the current system and the right hand graph shows the proposed system. Note: Band 1 staff would have required an additional uplift to meet minimum wage requirements. Those in Band 1 can expect to move to top of Band 2 by 21/22 at the latest, to £19337 plus any pay award made in 21/22.

