

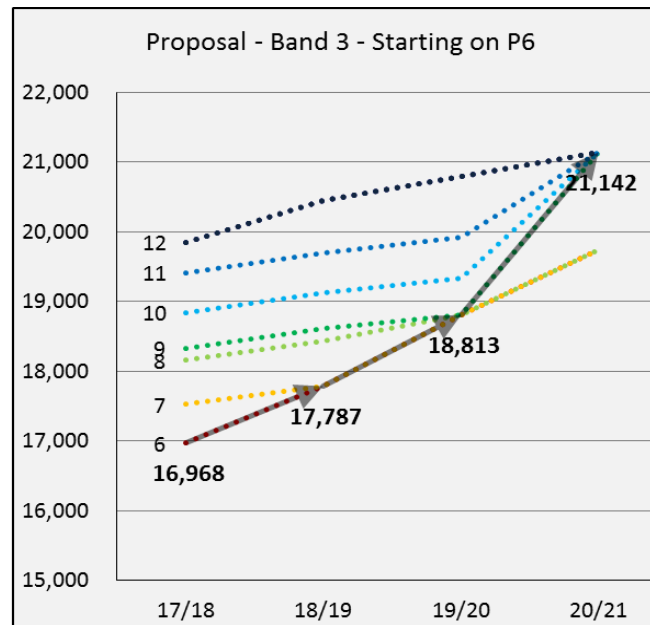
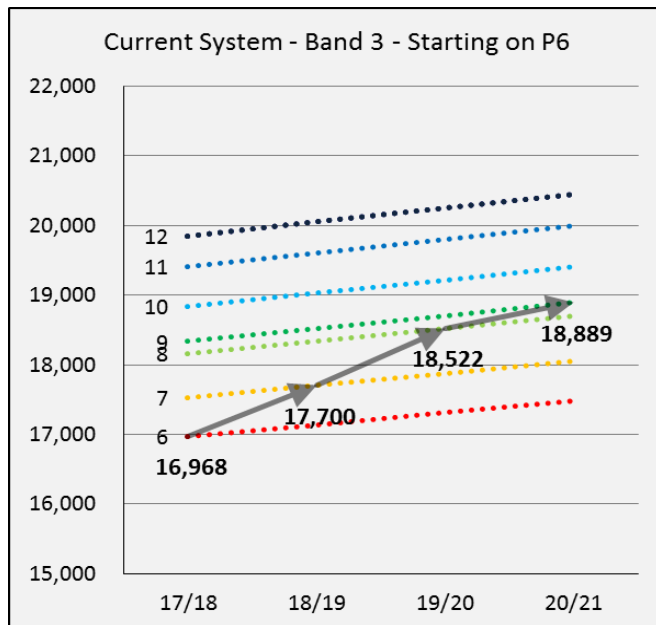
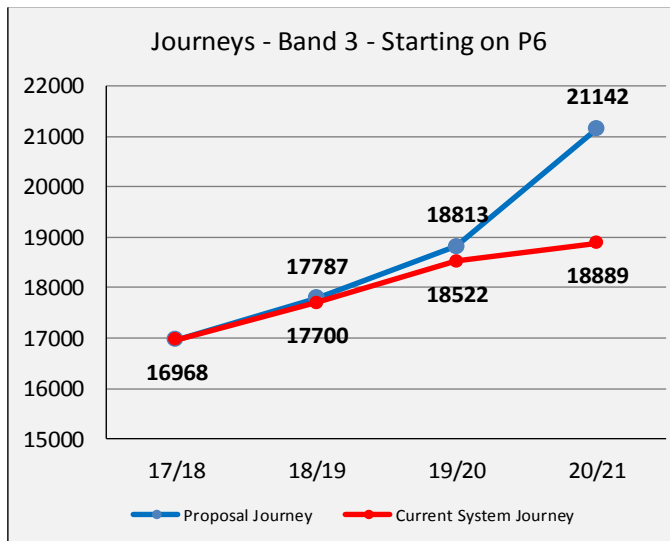
# Band 3: Journey Tracker Pack

Outcomes - Band 3 Point 6	17/18	18/19	19/20	20/21
Current System Expected Pay Values	16968	17700	18522	18889
Proposed Pay Values	16968	17787	18813	21142
Uplift under Proposal (%)		4.83%	5.77%	12.38%
Uplift under Proposal (£)		£819	£1,026	£2,329

Difference between Proposal and Expectations (%)		0.49%	1.57%	11.93%
Difference between Proposal and Expectations (£)		£87	£291	£2,253
Proposal - Cumulative increase (%)		4.83%	10.87%	24.60%
Cumulative Gain from Proposal		£819	£1,845	£4,174

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.

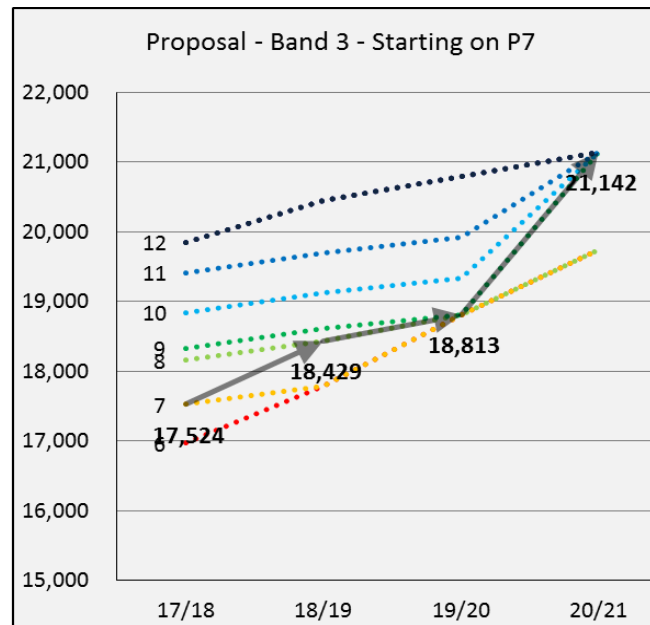
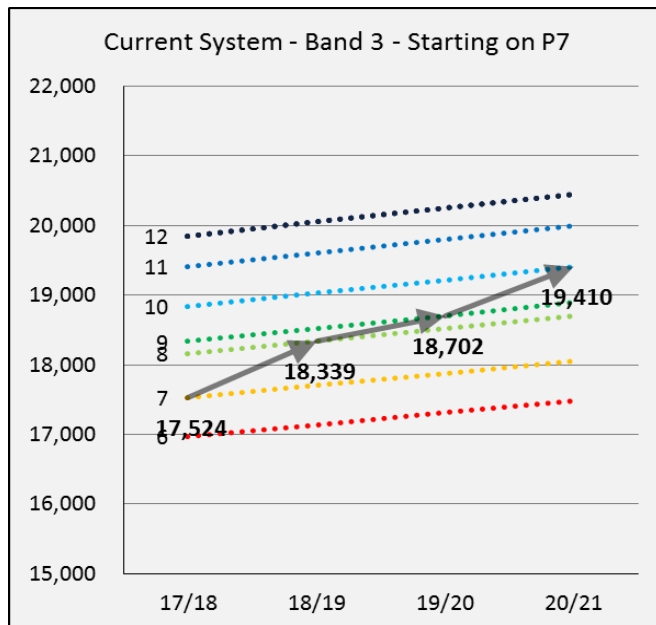
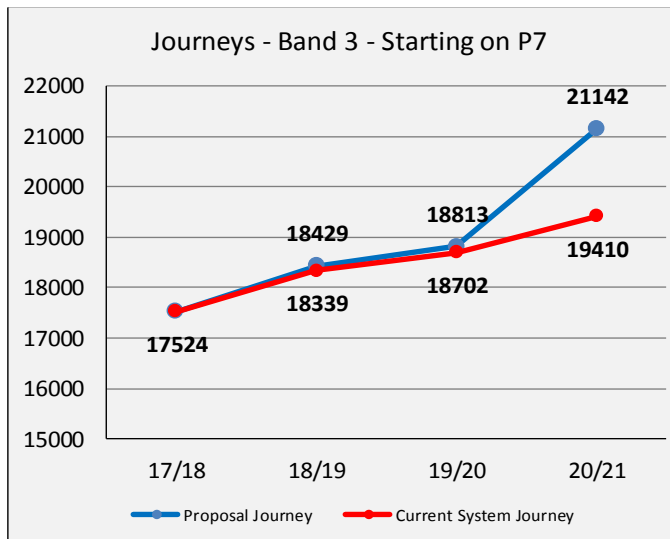


Outcomes - Band 3 Point 7	17/18	18/19	19/20	20/21
Current System Expected Pay Values	17524	18339	18702	19410
Proposed Pay Values	17524	18429	18813	21142
Uplift under Proposal (%)		5.16%	2.08%	12.38%
Uplift under Proposal (£)		£905	£384	£2,329

Difference between Proposal and Expectations (%)		0.49%	0.59%	8.92%
Difference between Proposal and Expectations (£)		£90	£111	£1,732
Proposal - Cumulative increase (%)		5.16%	7.36%	20.65%
Cumulative Gain from Proposal		£905	£1,289	£3,618

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The graph on the left shows the current system and the right hand graph shows the proposed system.

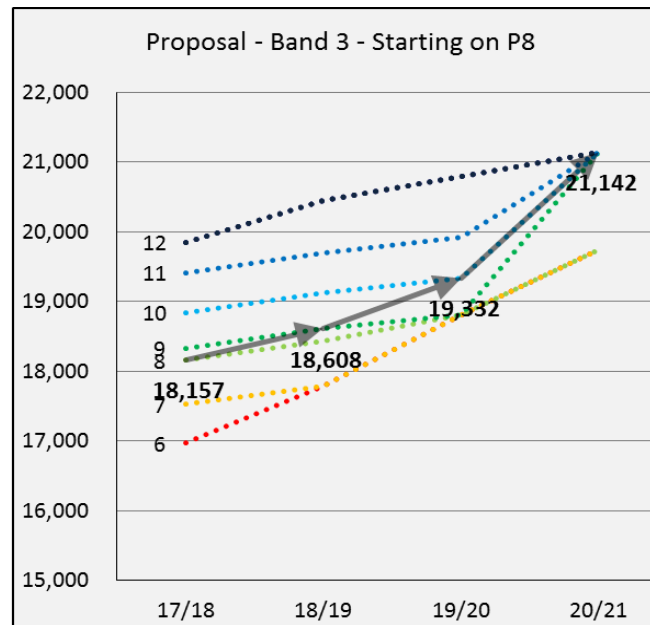
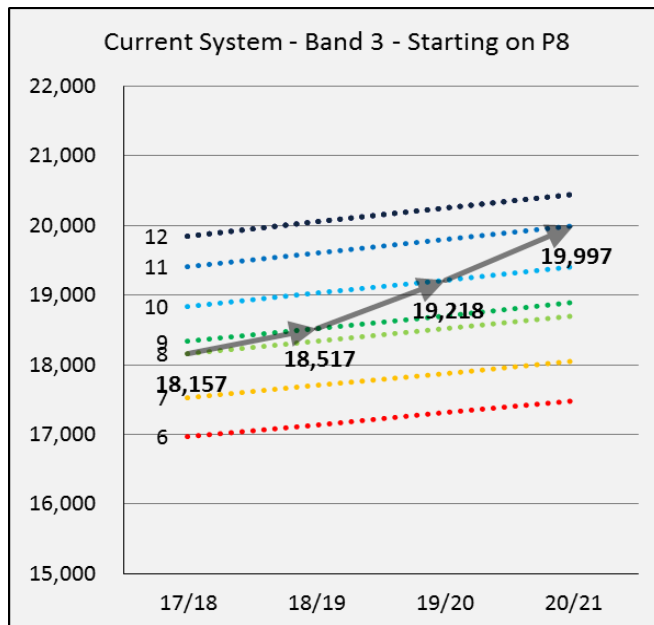
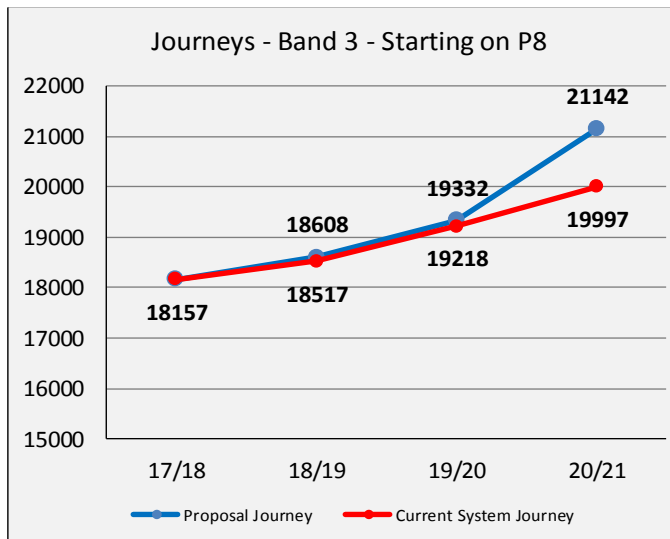


Outcomes - Band 3 Point 8	17/18	18/19	19/20	20/21
Current System Expected Pay Values	18157	18517	19218	19997
Proposed Pay Values	18157	18608	19332	21142
Uplift under Proposal (%)		2.48%	3.89%	9.36%
Uplift under Proposal (£)		£451	£724	£1,810

Difference between Proposal and Expectations (%)		0.49%	0.59%	5.73%
Difference between Proposal and Expectations (£)		£91	£114	£1,145
Proposal - Cumulative increase (%)		2.48%	6.47%	16.44%
Cumulative Gain from Proposal		£451	£1,175	£2,985

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The graph on the left shows the current system and the right hand graph shows the proposed system.

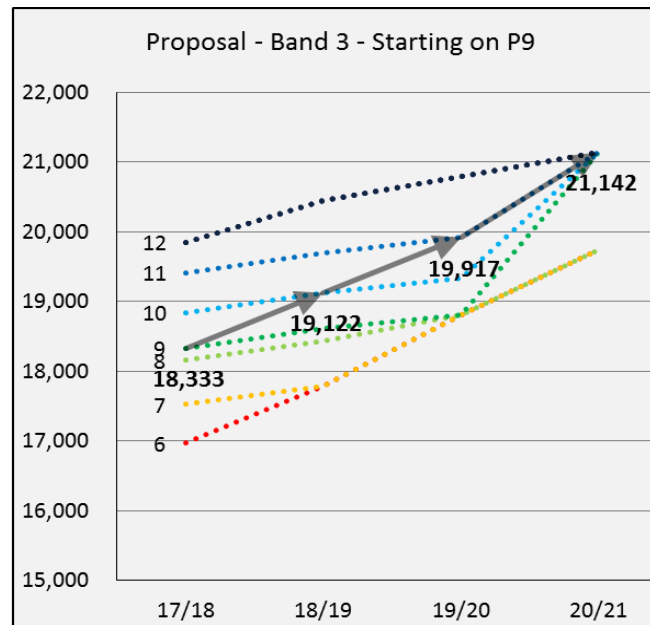
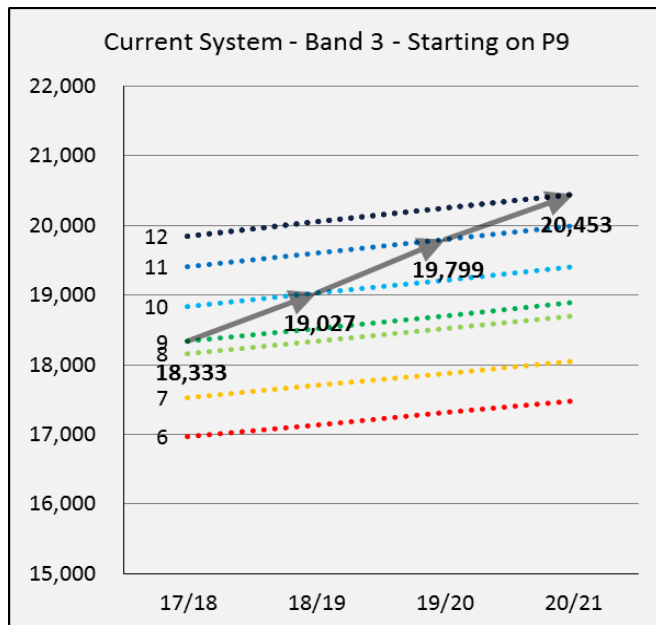
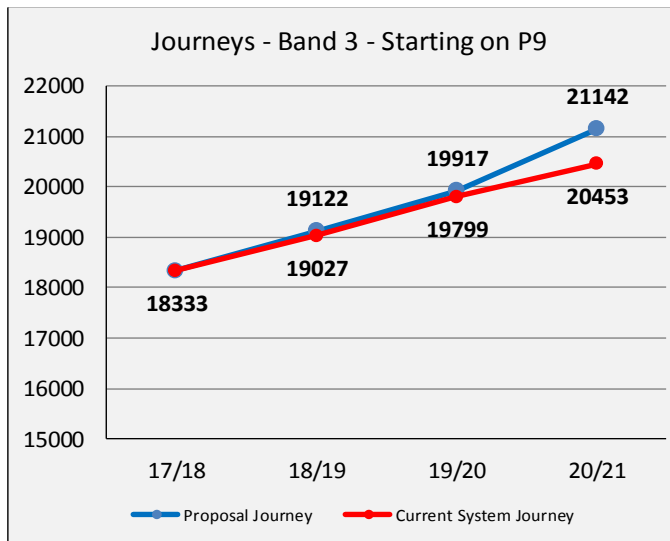


Outcomes - Band 3 Point 9	17/18	18/19	19/20	20/21
Current System Expected Pay Values	18333	19027	19799	20453
Proposed Pay Values	18333	19122	19917	21142
Uplift under Proposal (%)		4.30%	4.16%	6.15%
Uplift under Proposal (£)		£789	£795	£1,225

Difference between Proposal and Expectations (%)		0.50%	0.60%	3.37%
Difference between Proposal and Expectations (£)		£95	£118	£689
Proposal - Cumulative increase (%)		4.30%	8.64%	15.32%
Cumulative Gain from Proposal		£789	£1,584	£2,809

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.

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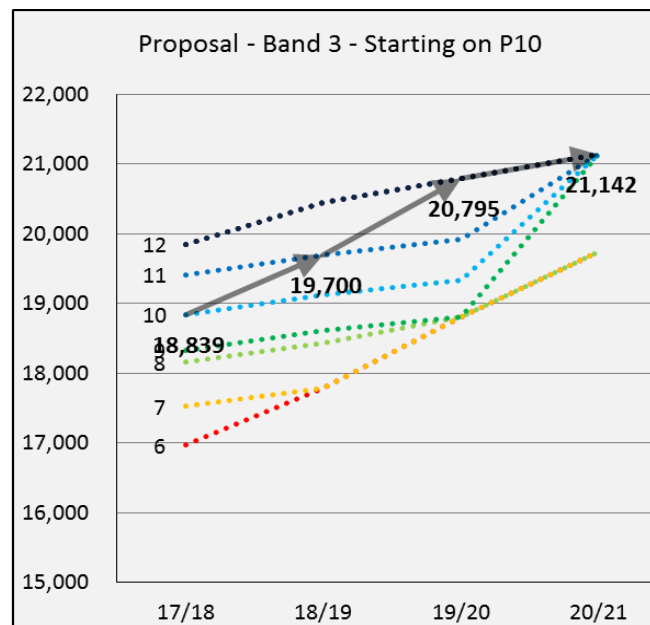
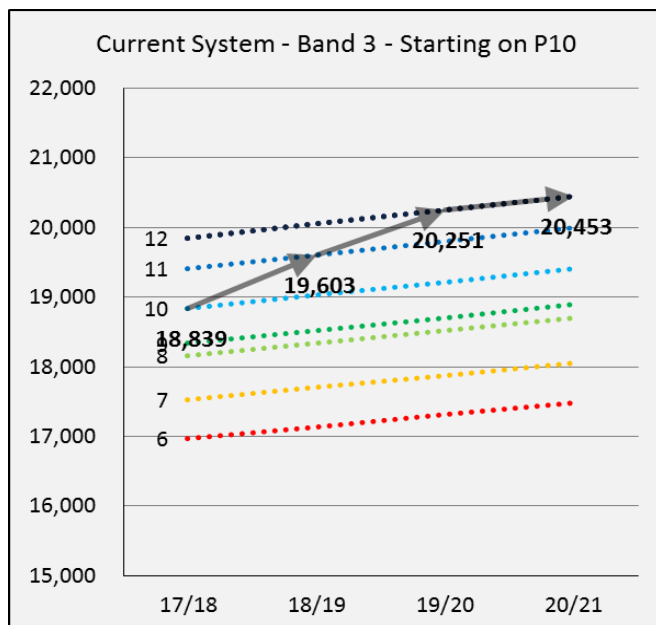
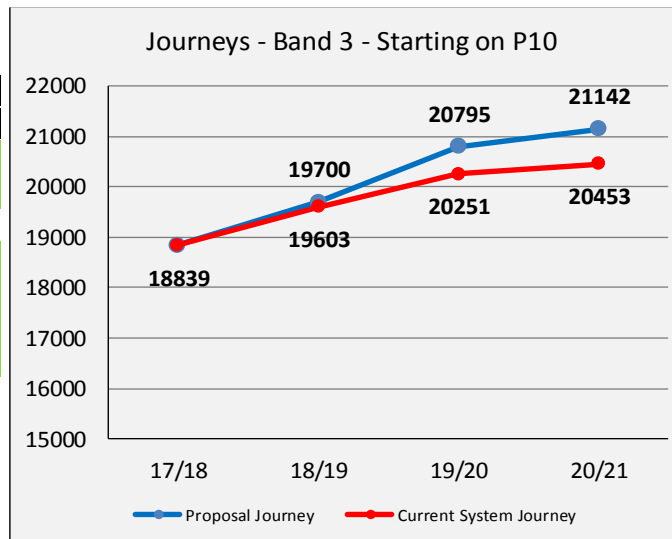


Outcomes - Band 3 Point 10	17/18	18/19	19/20	20/21
Current System Expected Pay Values	18839	19603	20251	20453
Proposed Pay Values	18839	19700	20795	21142
Uplift under Proposal (%)		4.57%	5.56%	1.67%
Uplift under Proposal (£)		£861	£1,095	£347

Difference between Proposal and Expectations (%)		0.49%	2.69%	3.37%
Difference between Proposal and Expectations (£)		£97	£544	£689
Proposal - Cumulative increase (%)		4.57%	10.38%	12.22%
Cumulative Gain from Proposal		£861	£1,956	£2,303

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.

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Outcomes - Band 3 Point 12	17/18	18/19	19/20	20/21
Current System Expected Pay Values	19852	20050	20251	20453
Proposed Pay Values	19852	20448	20795	21142
Uplift under Proposal (%)		3.00%	1.70%	1.67%
Uplift under Proposal (£)		£596	£347	£347

Difference between Proposal and Expectations (%)		1.99%	2.69%	3.37%
Difference between Proposal and Expectations (£)		£398	£544	£689
Proposal - Cumulative increase (%)		3.00%	4.75%	6.50%
Cumulative Gain from Proposal		£596	£943	£1,290

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.

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