

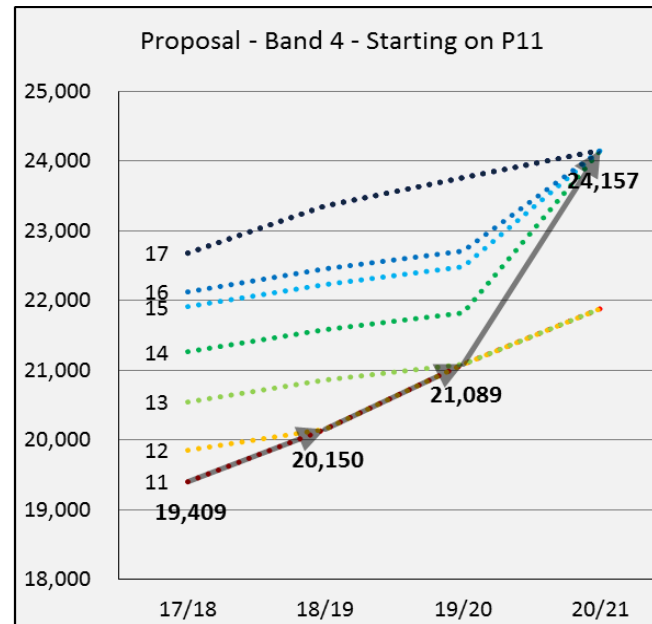
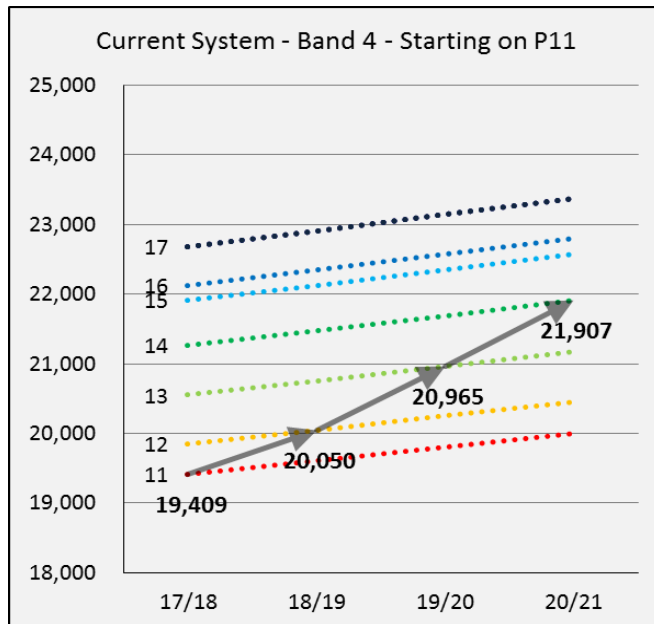
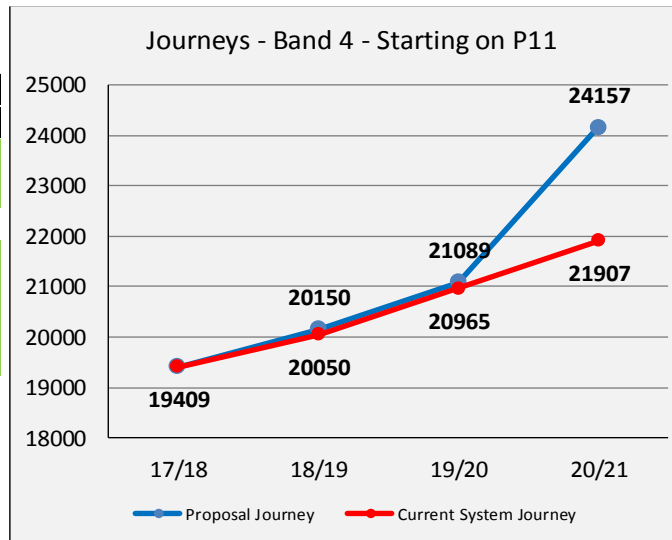
Band 4: Journey Tracker Pack

Outcomes - Band 4 Point 11	17/18	18/19	19/20	20/21
Current System Expected Pay Values	19409	20050	20965	21907
Proposed Pay Values	19409	20150	21089	24157
Uplift under Proposal (%)		3.82%	4.66%	14.55%
Uplift under Proposal (£)		£741	£939	£3,068

Difference between Proposal and Expectations (%)		0.50%	0.59%	10.27%
Difference between Proposal and Expectations (£)		£100	£124	£2,250
Proposal - Cumulative increase (%)		3.82%	8.66%	24.46%
Cumulative Gain from Proposal		£741	£1,680	£4,748

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.

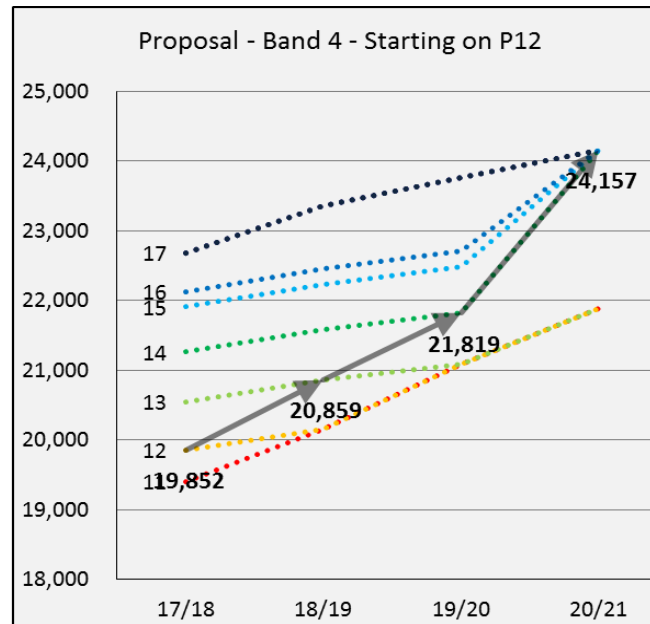
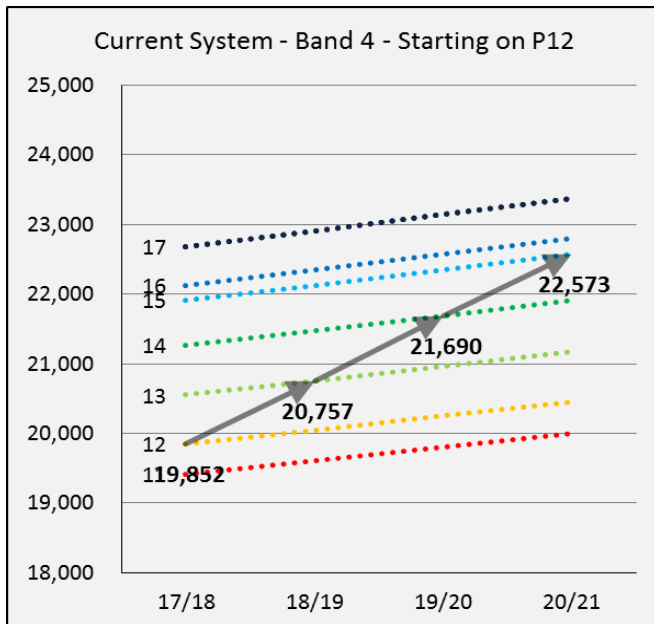
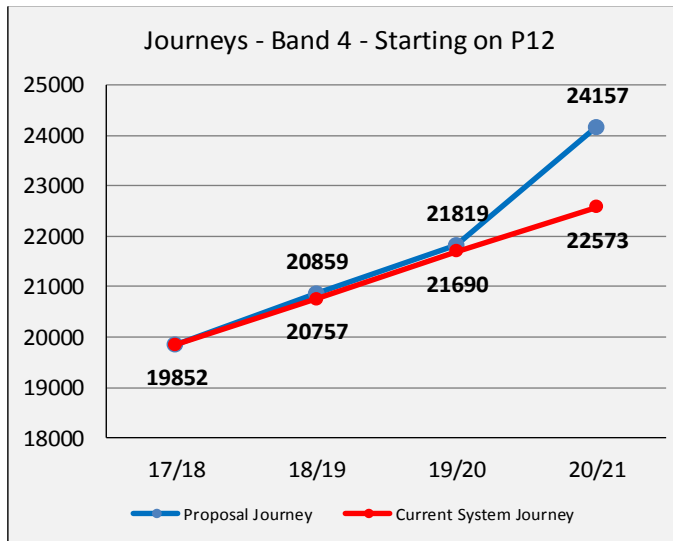


Outcomes - Band 4 Point 12	17/18	18/19	19/20	20/21
Current System Expected Pay Values	19852	20757	21690	22573
Proposed Pay Values	19852	20859	21819	24157
Uplift under Proposal (%)		5.07%	4.60%	10.72%
Uplift under Proposal (£)		£1,007	£960	£2,338

Difference between Proposal and Expectations (%)		0.49%	0.59%	7.02%
Difference between Proposal and Expectations (£)		£102	£129	£1,584
Proposal - Cumulative increase (%)		5.07%	9.91%	21.69%
Cumulative Gain from Proposal		£1,007	£1,967	£4,305

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.

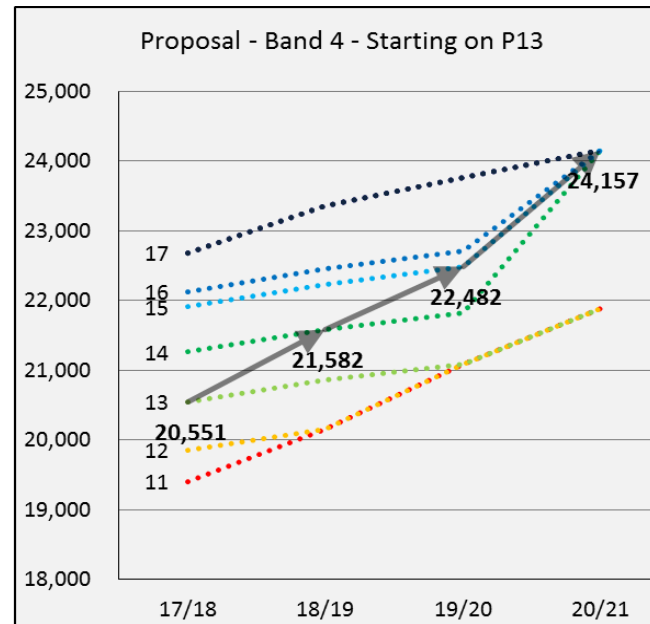
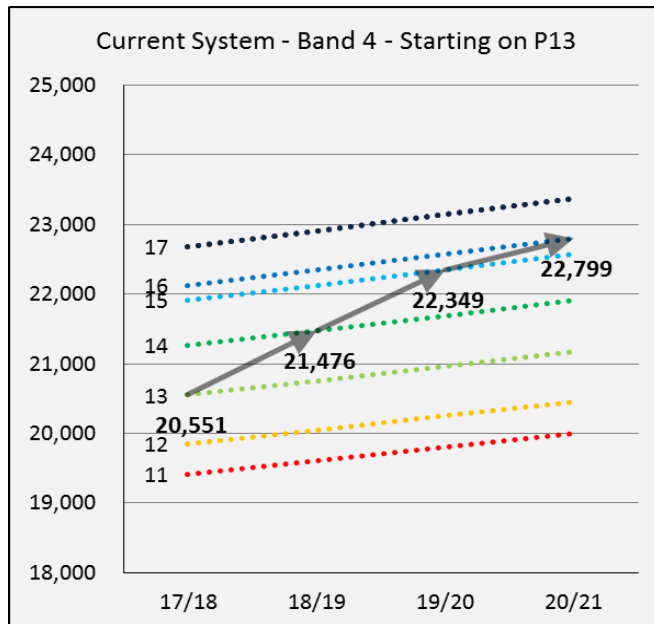
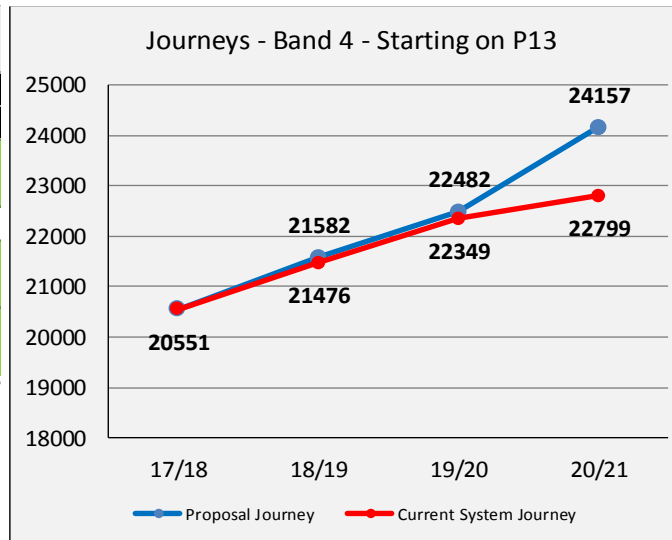


Outcomes - Band 4 Point 13	17/18	18/19	19/20	20/21
Current System Expected Pay Values	20551	21476	22349	22799
Proposed Pay Values	20551	21582	22482	24157
Uplift under Proposal (%)		5.02%	4.17%	7.45%
Uplift under Proposal (£)		£1,031	£900	£1,675

Difference between Proposal and Expectations (%)		0.49%	0.60%	5.96%
Difference between Proposal and Expectations (£)		£106	£133	£1,358
Proposal - Cumulative increase (%)		5.02%	9.40%	17.55%
Cumulative Gain from Proposal		£1,031	£1,931	£3,606

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.

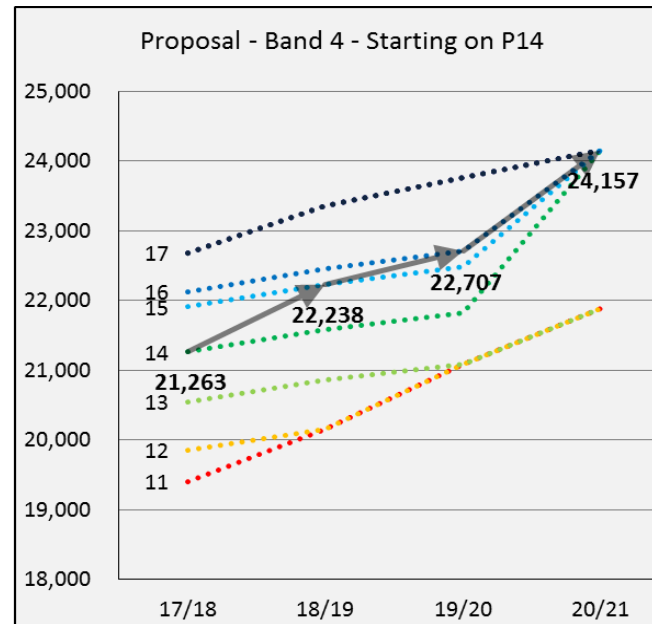
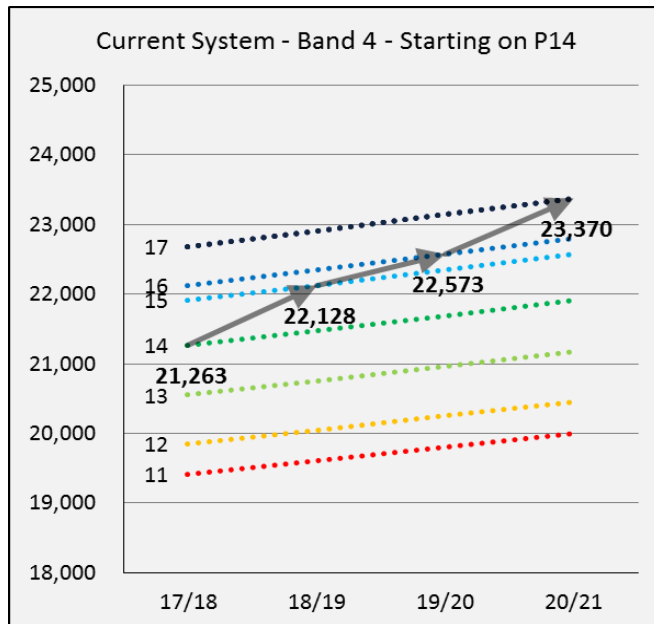
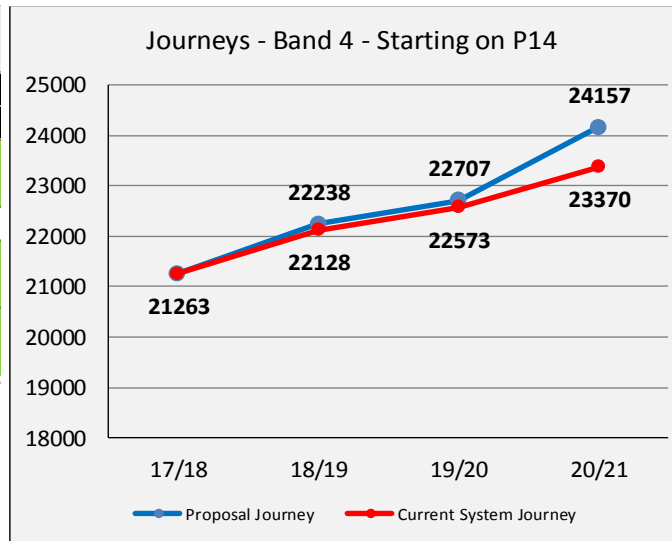


Outcomes - Band 4 Point 14	17/18	18/19	19/20	20/21
Current System Expected Pay Values	21263	22128	22573	23370
Proposed Pay Values	21263	22238	22707	24157
Uplift under Proposal (%)		4.59%	2.11%	6.39%
Uplift under Proposal (£)		£975	£469	£1,450

Difference between Proposal and Expectations (%)		0.50%	0.59%	3.37%
Difference between Proposal and Expectations (£)		£110	£134	£787
Proposal - Cumulative increase (%)		4.59%	6.79%	13.61%
Cumulative Gain from Proposal		£975	£1,444	£2,894

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.

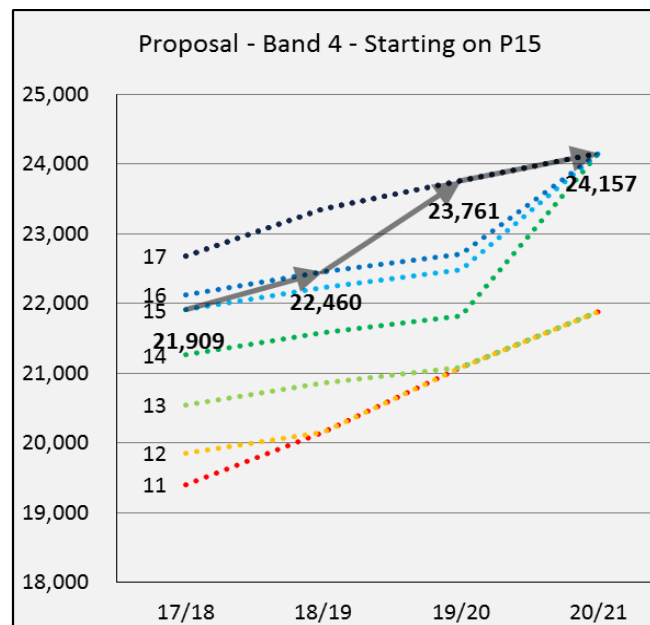
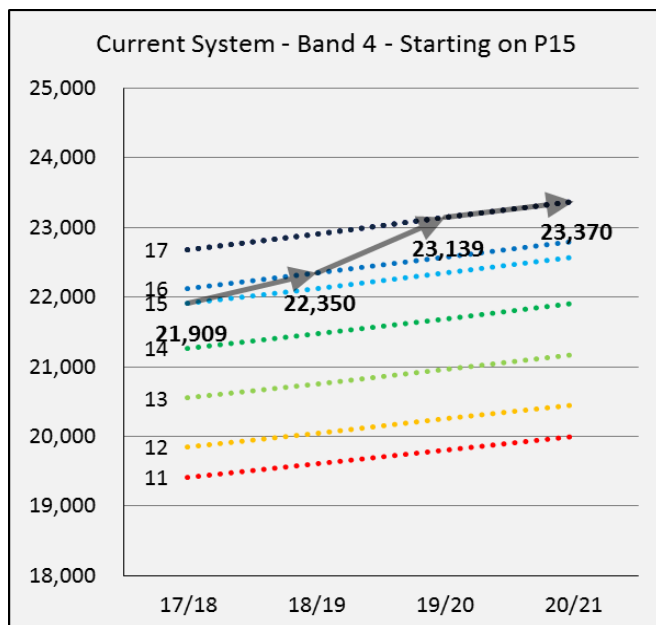
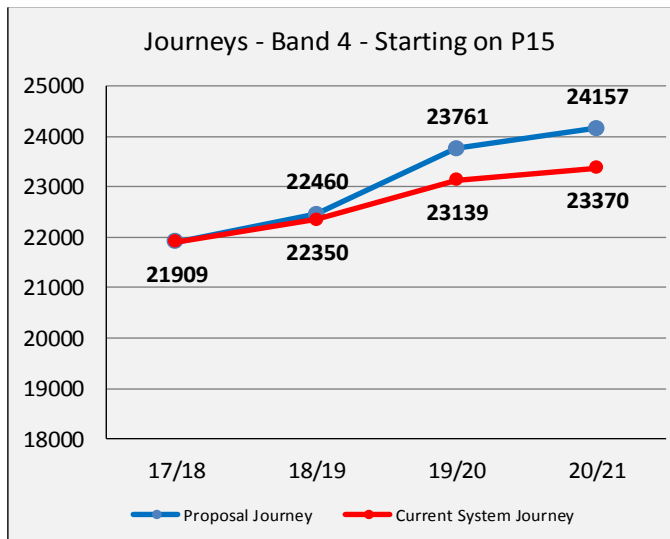


Outcomes - Band 4 Point 15	17/18	18/19	19/20	20/21
Current System Expected Pay Values	21909	22350	23139	23370
Proposed Pay Values	21909	22460	23761	24157
Uplift under Proposal (%)		2.51%	5.79%	1.67%
Uplift under Proposal (£)		£551	£1,301	£396

Difference between Proposal and Expectations (%)		0.49%	2.69%	3.37%
Difference between Proposal and Expectations (£)		£110	£622	£787
Proposal - Cumulative increase (%)		2.51%	8.45%	10.26%
Cumulative Gain from Proposal		£551	£1,852	£2,248

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 4 Point 16	17/18	18/19	19/20	20/21
Current System Expected Pay Values	22128	22910	23139	23370
Proposed Pay Values	22128	23363	23761	24157
Uplift under Proposal (%)		5.58%	1.70%	1.67%
Uplift under Proposal (£)		£1,235	£398	£396

Difference between Proposal and Expectations (%)		1.98%	2.69%	3.37%
Difference between Proposal and Expectations (£)		£453	£622	£787
Proposal - Cumulative increase (%)		5.58%	7.38%	9.17%
Cumulative Gain from Proposal		£1,235	£1,633	£2,029

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.

