

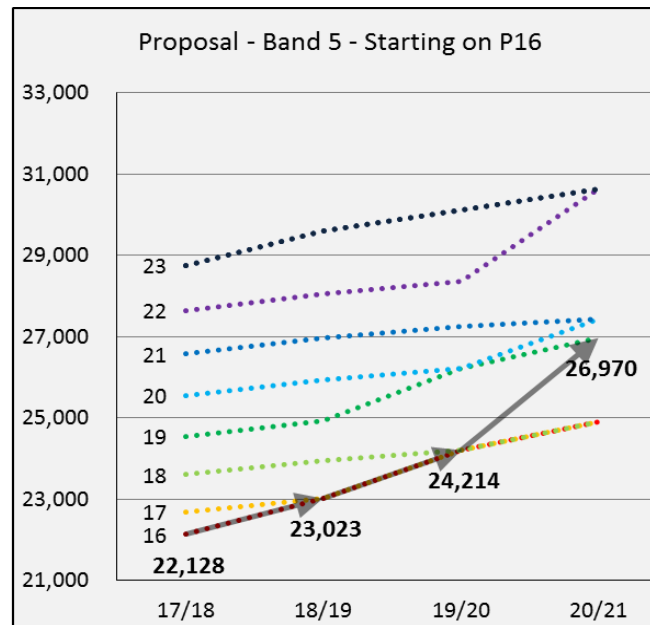
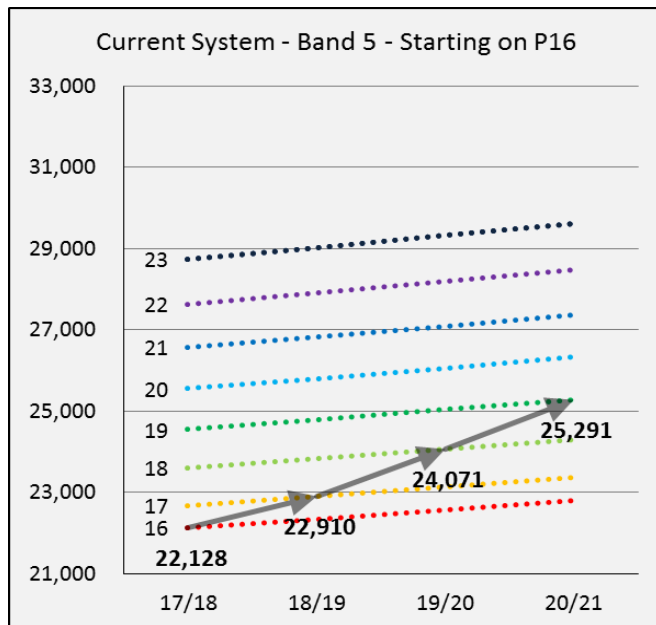
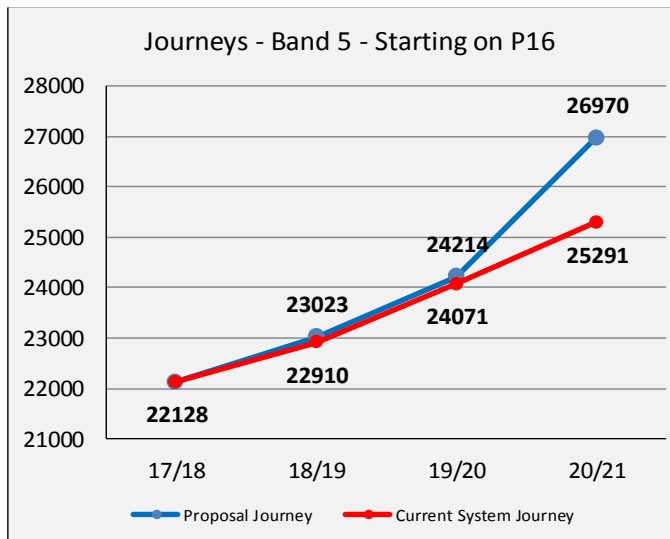
Band 5: Journey Tracker Pack

Outcomes - Band 5 Point 16	17/18	18/19	19/20	20/21
Current System Expected Pay Values	22128	22910	24071	25291
Proposed Pay Values	22128	23023	24214	26970
Uplift under Proposal (%)		4.04%	5.17%	11.38%
Uplift under Proposal (£)		£895	£1,191	£2,756

Difference between Proposal and Expectations (%)		0.49%	0.59%	6.64%
Difference between Proposal and Expectations (£)		£113	£143	£1,679
Proposal - Cumulative increase (%)		4.04%	9.43%	21.88%
Cumulative Gain from Proposal		£895	£2,086	£4,842

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.

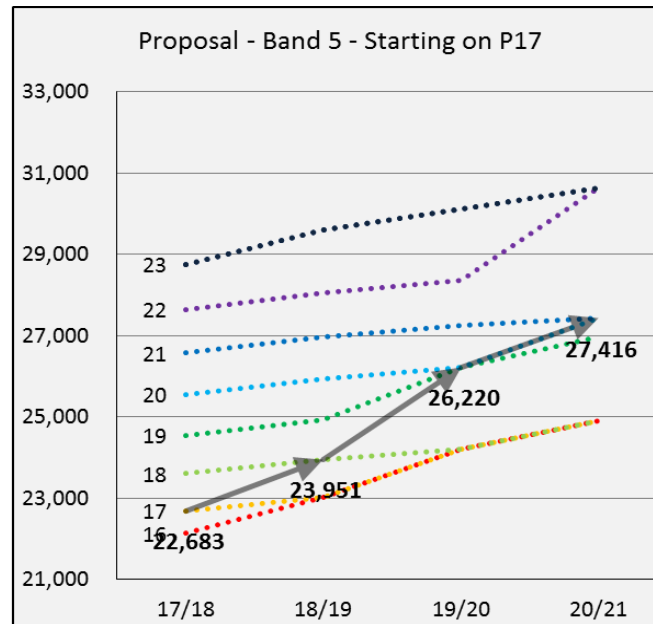
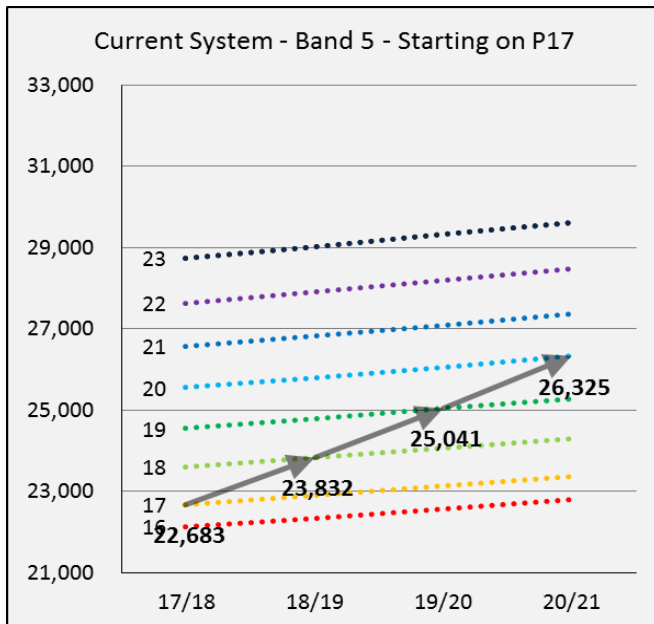
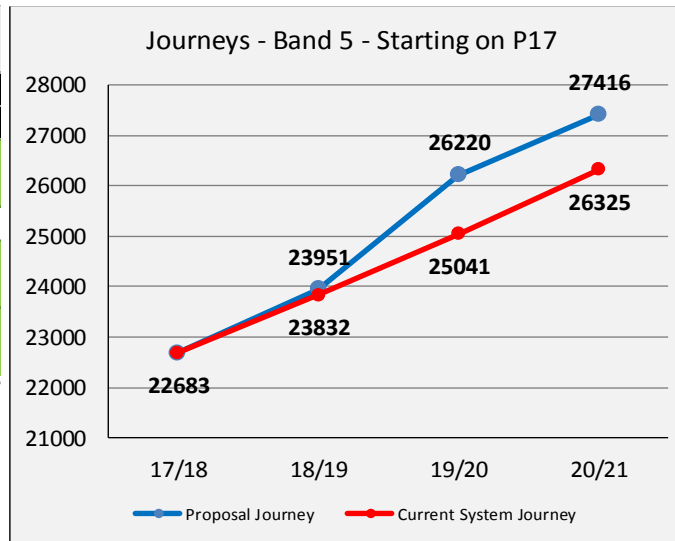


Outcomes - Band 5 Point 17	17/18	18/19	19/20	20/21
Current System Expected Pay Values	22683	23832	25041	26325
Proposed Pay Values	22683	23951	26220	27416
Uplift under Proposal (%)		5.59%	9.47%	4.56%
Uplift under Proposal (£)		£1,268	£2,269	£1,196

Difference between Proposal and Expectations (%)		0.50%	4.71%	4.14%
Difference between Proposal and Expectations (£)		£119	£1,179	£1,091
Proposal - Cumulative increase (%)		5.59%	15.59%	20.87%
Cumulative Gain from Proposal		£1,268	£3,537	£4,733

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. Staff on this point can expect to move to the top point in 21/22 if they progress as expected, up to 30615 plus any pay award made in 21/22.

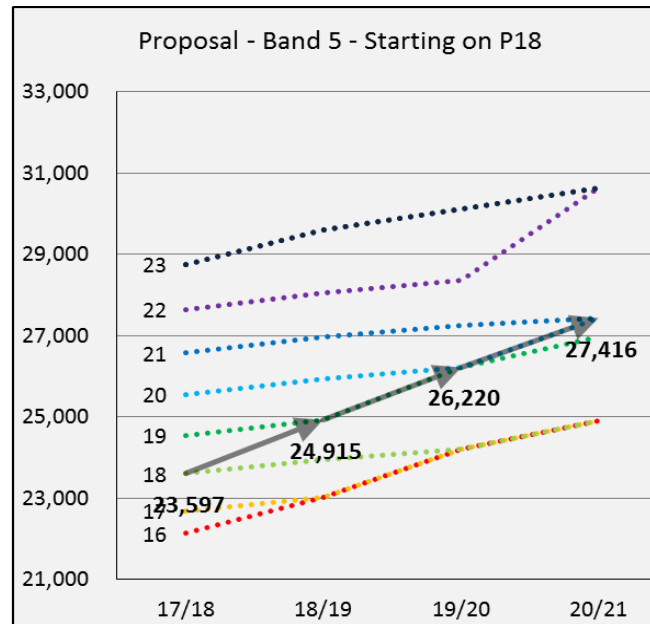
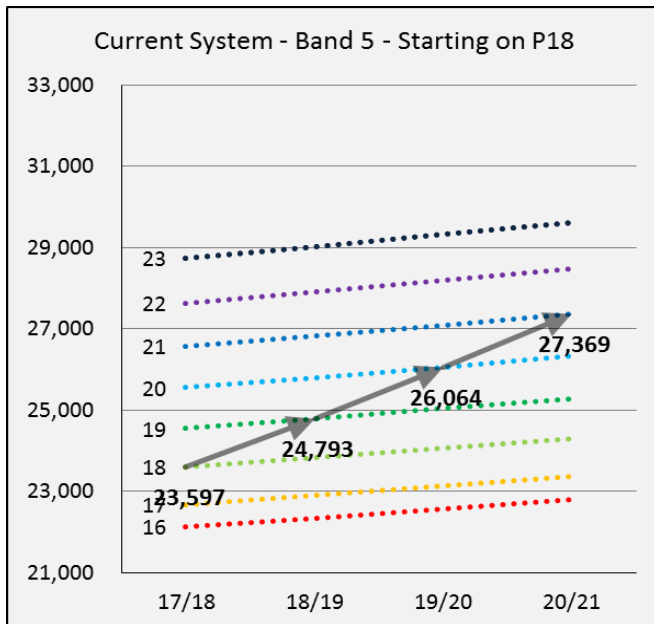
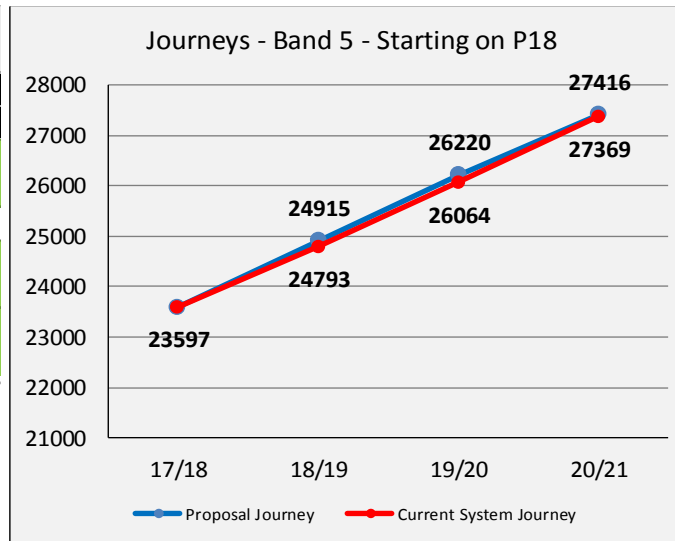


Outcomes - Band 5 Point 18	17/18	18/19	19/20	20/21
Current System Expected Pay Values	23597	24793	26064	27369
Proposed Pay Values	23597	24915	26220	27416
Uplift under Proposal (%)		5.59%	5.24%	4.56%
Uplift under Proposal (£)		£1,318	£1,305	£1,196

Difference between Proposal and Expectations (%)		0.49%	0.60%	0.17%
Difference between Proposal and Expectations (£)		£122	£156	£47
Proposal - Cumulative increase (%)		5.59%	11.12%	16.18%
Cumulative Gain from Proposal		£1,318	£2,623	£3,819

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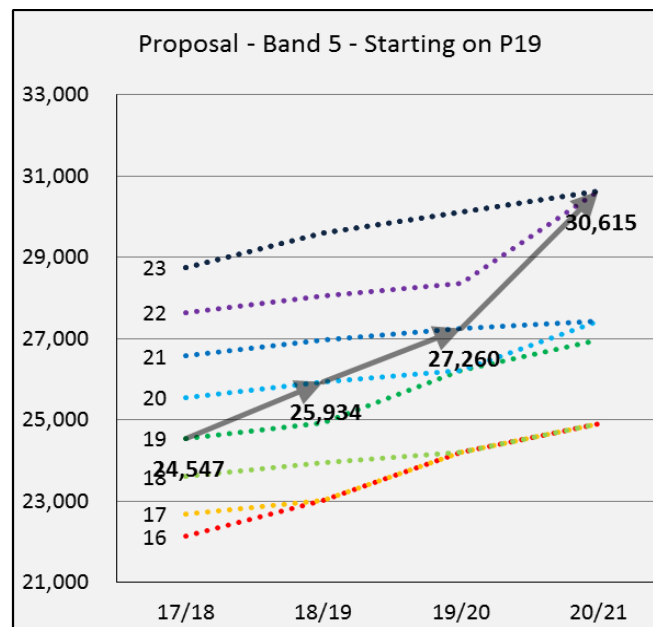
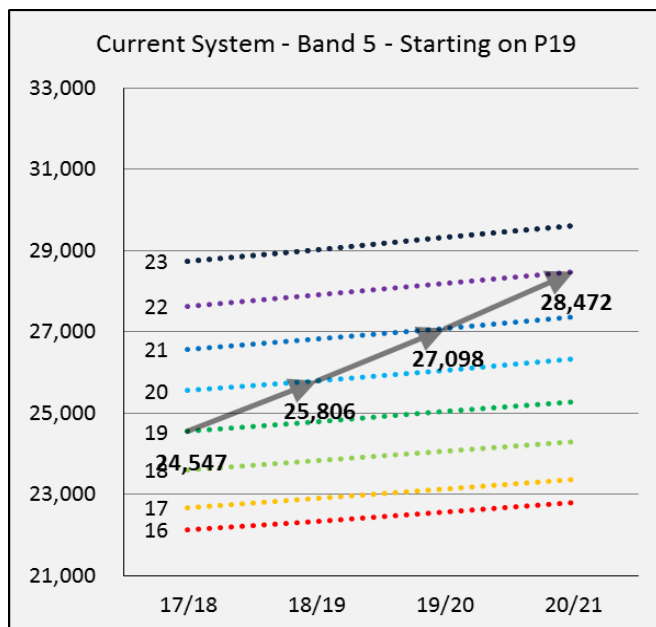
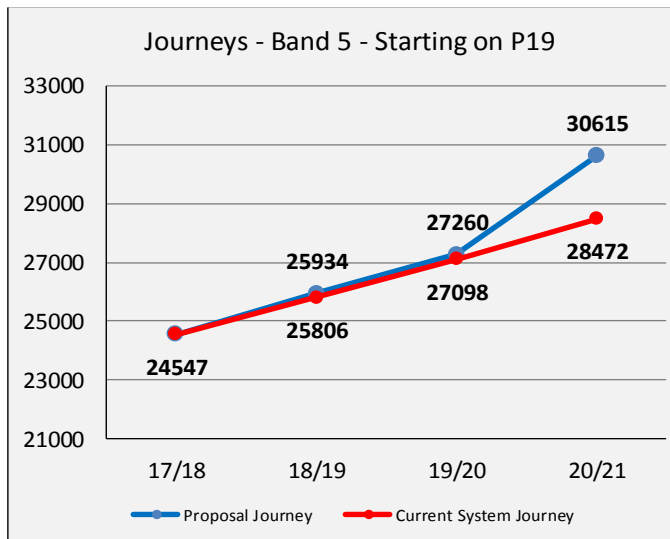


Outcomes - Band 5 Point 19	17/18	18/19	19/20	20/21
Current System Expected Pay Values	24547	25806	27098	28472
Proposed Pay Values	24547	25934	27260	30615
Uplift under Proposal (%)		5.65%	5.11%	12.31%
Uplift under Proposal (£)		£1,387	£1,326	£3,355

Difference between Proposal and Expectations (%)		0.50%	0.60%	7.53%
Difference between Proposal and Expectations (£)		£128	£162	£2,143
Proposal - Cumulative increase (%)		5.65%	11.05%	24.72%
Cumulative Gain from Proposal		£1,387	£2,713	£6,068

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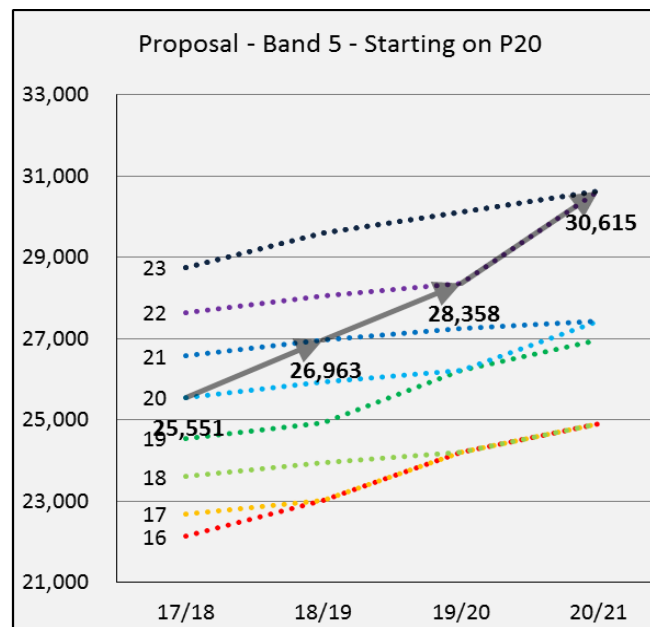
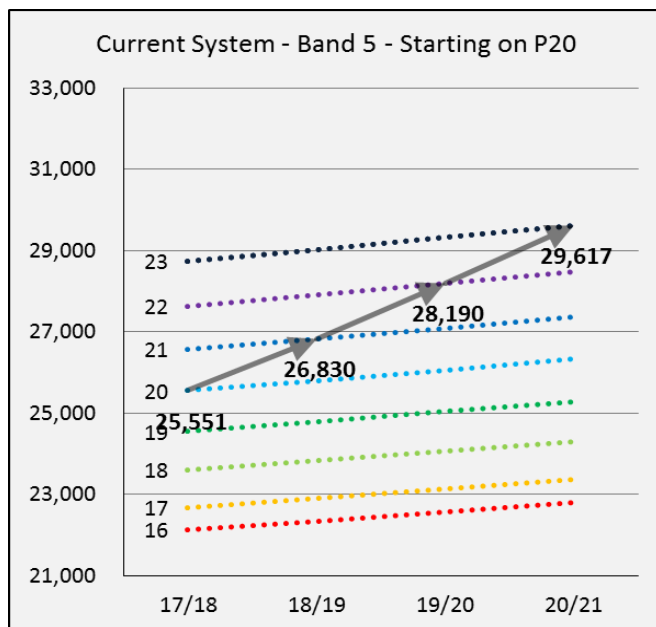
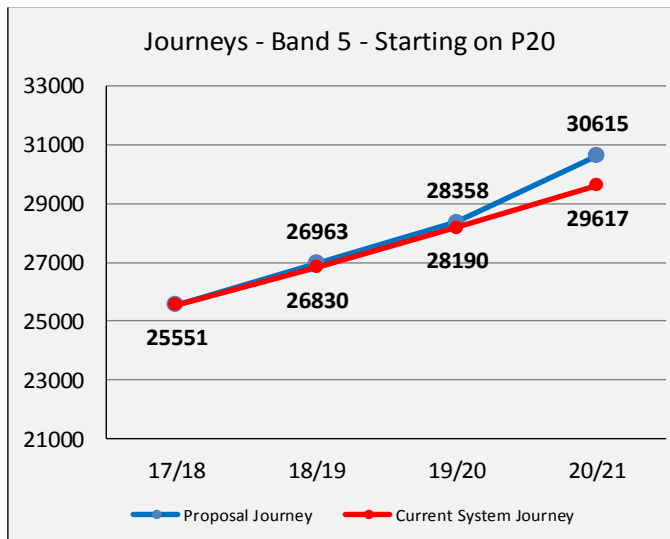


Outcomes - Band 5 Point 20	17/18	18/19	19/20	20/21
Current System Expected Pay Values	25551	26830	28190	29617
Proposed Pay Values	25551	26963	28358	30615
Uplift under Proposal (%)		5.53%	5.17%	7.96%
Uplift under Proposal (£)		£1,412	£1,395	£2,257

Difference between Proposal and Expectations (%)		0.50%	0.60%	3.37%
Difference between Proposal and Expectations (£)		£133	£168	£998
Proposal - Cumulative increase (%)		5.53%	10.99%	19.82%
Cumulative Gain from Proposal		£1,412	£2,807	£5,064

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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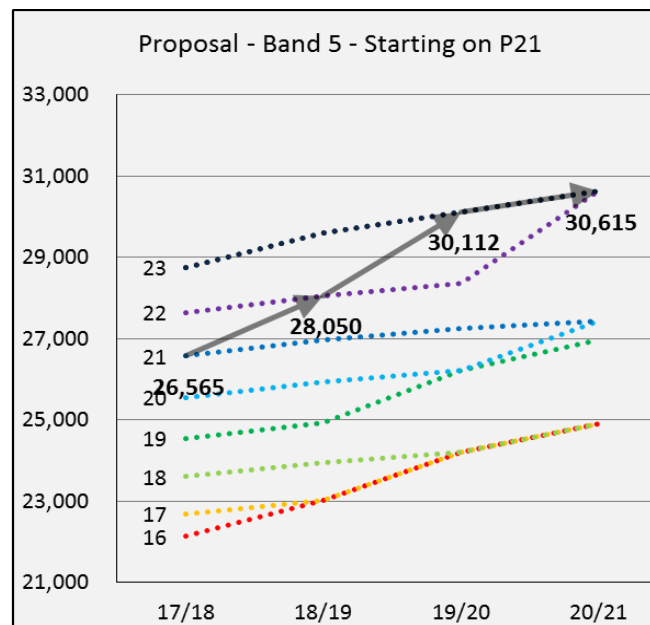
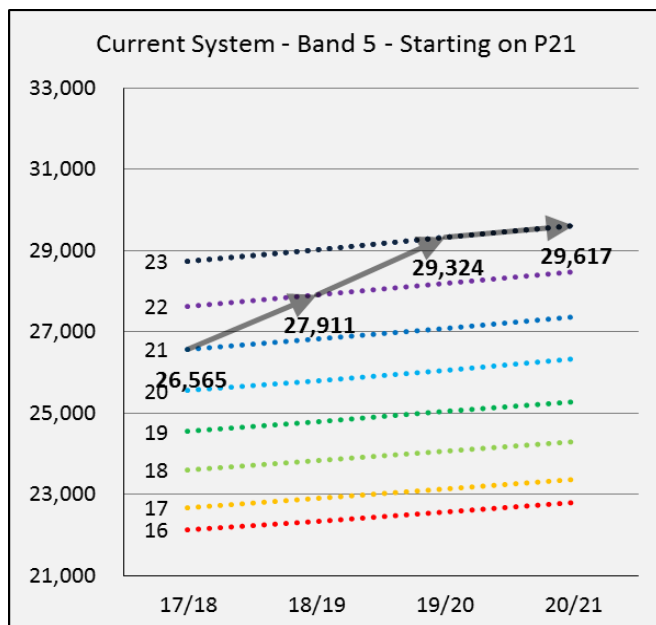
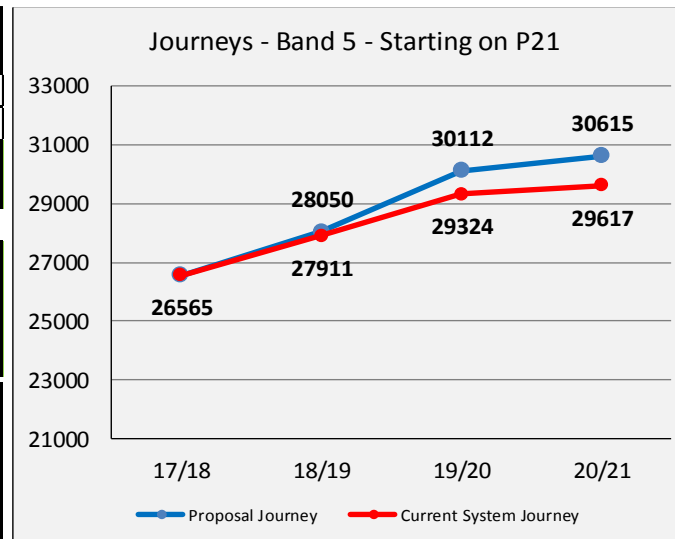


Outcomes - Band 5 Point 21	17/18	18/19	19/20	20/21
Current System Expected Pay Values	26565	27911	29324	29617
Proposed Pay Values	26565	28050	30112	30615
Uplift under Proposal (%)		5.59%	7.35%	1.67%
Uplift under Proposal (£)		£1,485	£2,062	£503

Difference between Proposal and Expectations (%)		0.50%	2.69%	3.37%
Difference between Proposal and Expectations (£)		£139	£788	£998
Proposal - Cumulative increase (%)		5.59%	13.35%	15.25%
Cumulative Gain from Proposal		£1,485	£3,547	£4,050

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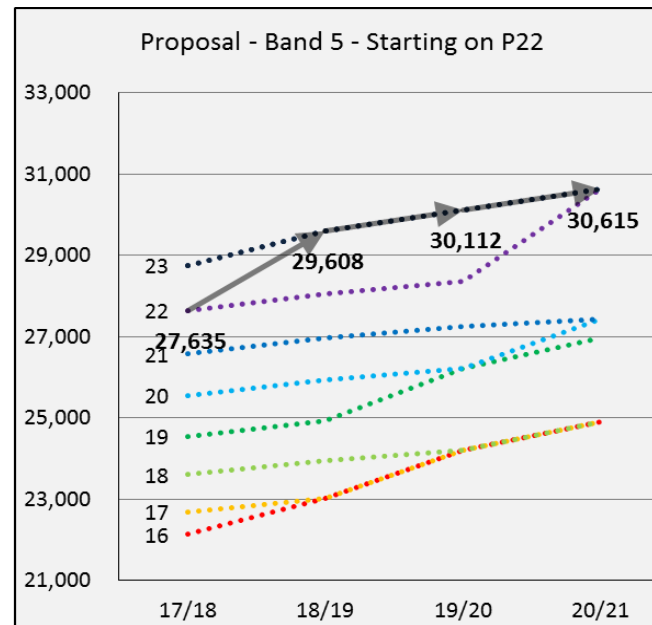
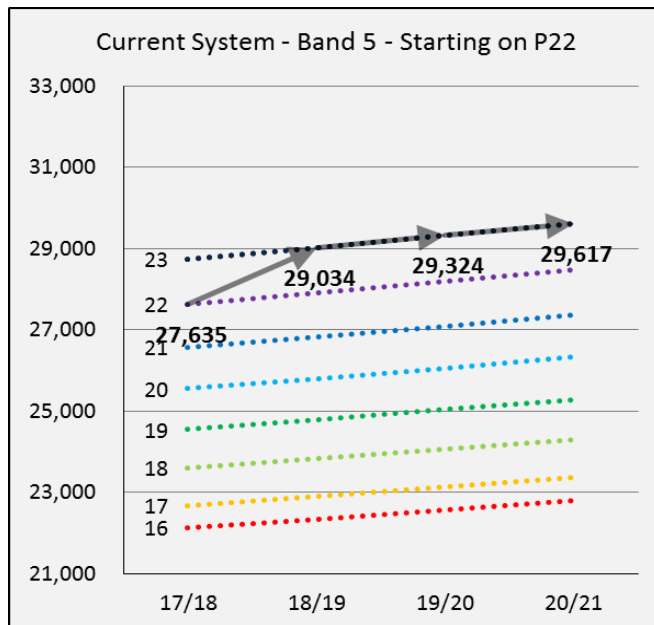
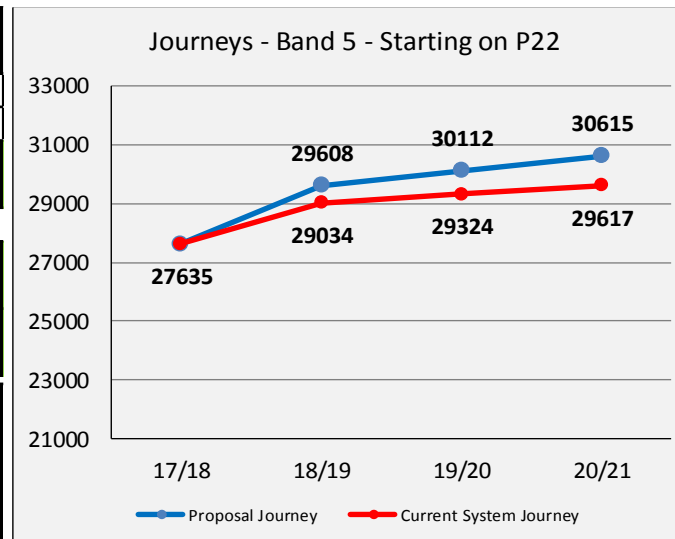


Outcomes - Band 5 Point 22	17/18	18/19	19/20	20/21
Current System Expected Pay Values	27635	29034	29324	29617
Proposed Pay Values	27635	29608	30112	30615
Uplift under Proposal (%)		7.14%	1.70%	1.67%
Uplift under Proposal (£)		£1,973	£504	£503

Difference between Proposal and Expectations (%)		1.98%	2.69%	3.37%
Difference between Proposal and Expectations (£)		£574	£788	£998
Proposal - Cumulative increase (%)		7.14%	8.96%	10.78%
Cumulative Gain from Proposal		£1,973	£2,477	£2,980

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 5 Point 23	17/18	18/19	19/20	20/21
Current System Expected Pay Values	28746	29034	29324	29617
Proposed Pay Values	28746	29608	30112	30615
Uplift under Proposal (%)		3.00%	1.70%	1.67%
Uplift under Proposal (£)		£862	£504	£503

Difference between Proposal and Expectations (%)		1.98%	2.69%	3.37%
Difference between Proposal and Expectations (£)		£574	£788	£998
Proposal - Cumulative increase (%)		3.00%	4.75%	6.50%
Cumulative Gain from Proposal		£862	£1,366	£1,869

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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