

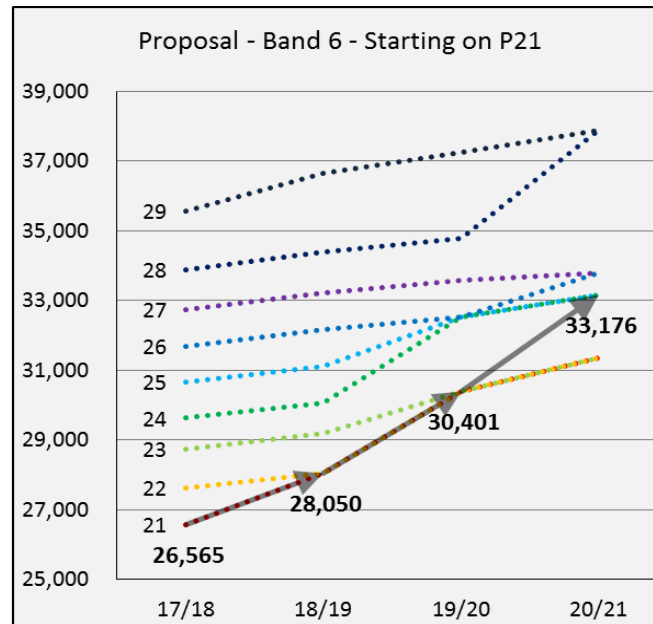
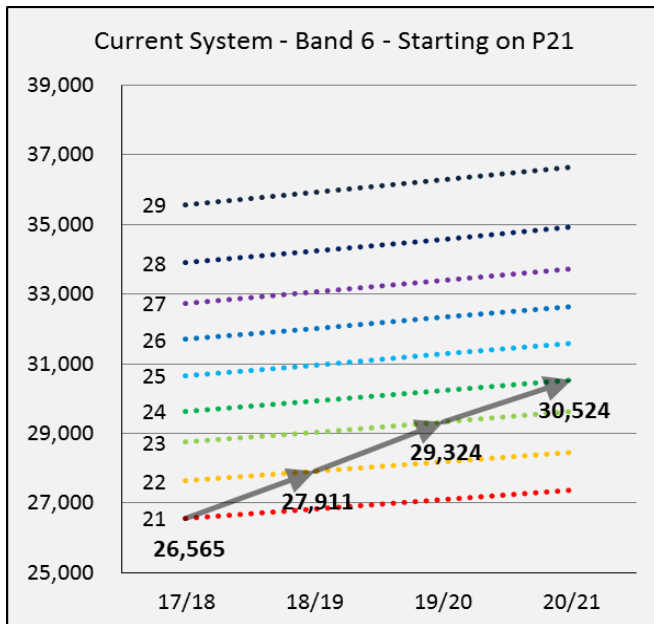
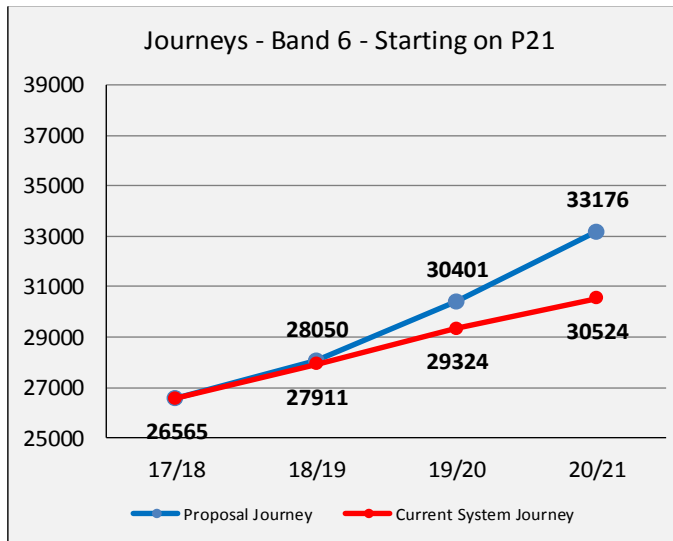
Band 6: Journey Tracker Pack

Outcomes - Band 6 Point 21	17/18	18/19	19/20	20/21
Current System Expected Pay Values	26565	27911	29324	30524
Proposed Pay Values	26565	28050	30401	33176
Uplift under Proposal (%)		5.59%	8.38%	9.13%
Uplift under Proposal (£)		£1,485	£2,351	£2,775

Difference between Proposal and Expectations (%)		0.50%	3.67%	8.69%
Difference between Proposal and Expectations (£)		£139	£1,077	£2,652
Proposal - Cumulative increase (%)		5.59%	14.44%	24.89%
Cumulative Gain from Proposal		£1,485	£3,836	£6,611

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.

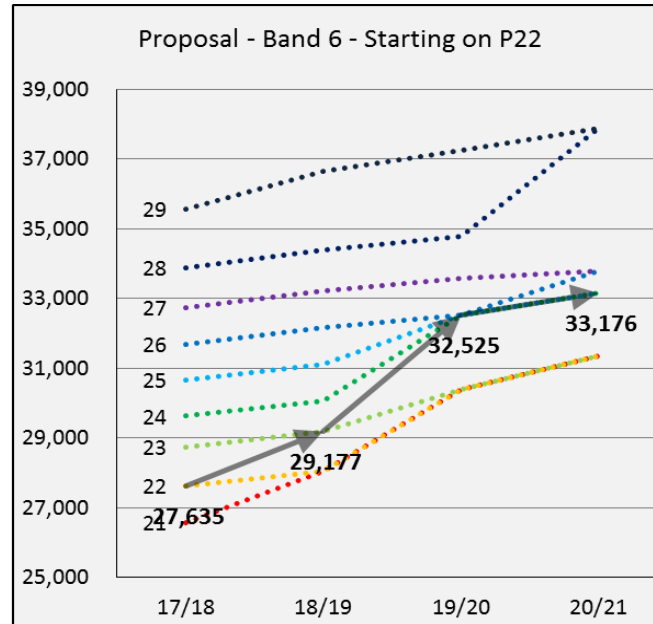
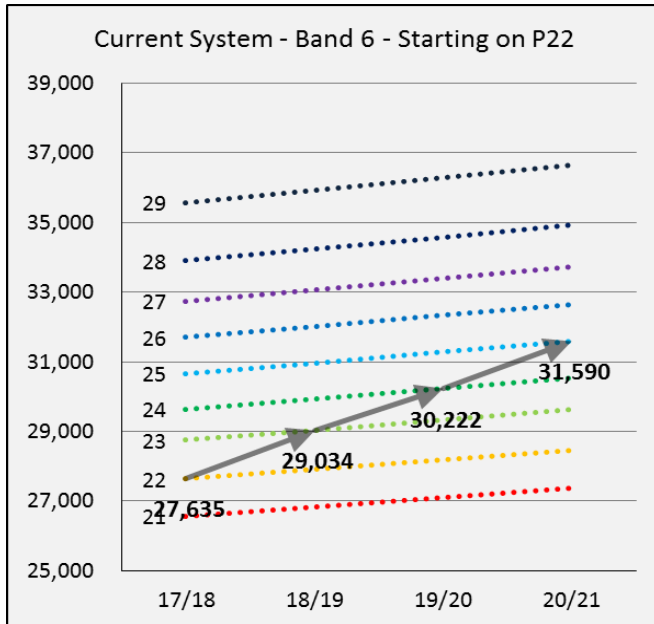
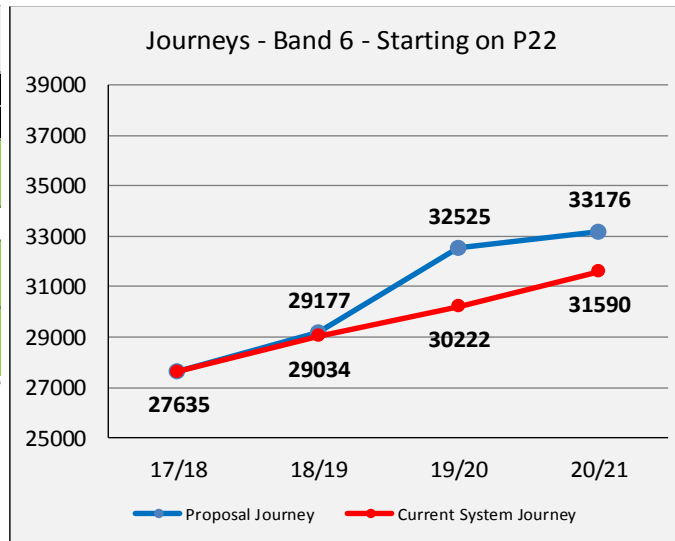


Outcomes - Band 6 Point 22	17/18	18/19	19/20	20/21
Current System Expected Pay Values	27635	29034	30222	31590
Proposed Pay Values	27635	29177	32525	33176
Uplift under Proposal (%)		5.58%	11.47%	2.00%
Uplift under Proposal (£)		£1,542	£3,348	£651

Difference between Proposal and Expectations (%)		0.49%	7.62%	5.02%
Difference between Proposal and Expectations (£)		£143	£2,303	£1,586
Proposal - Cumulative increase (%)		5.58%	17.69%	20.05%
Cumulative Gain from Proposal		£1,542	£4,890	£5,541

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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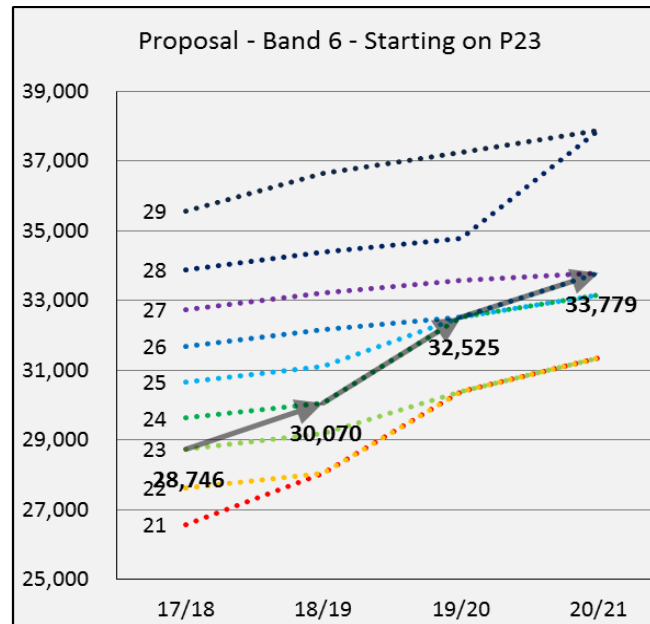
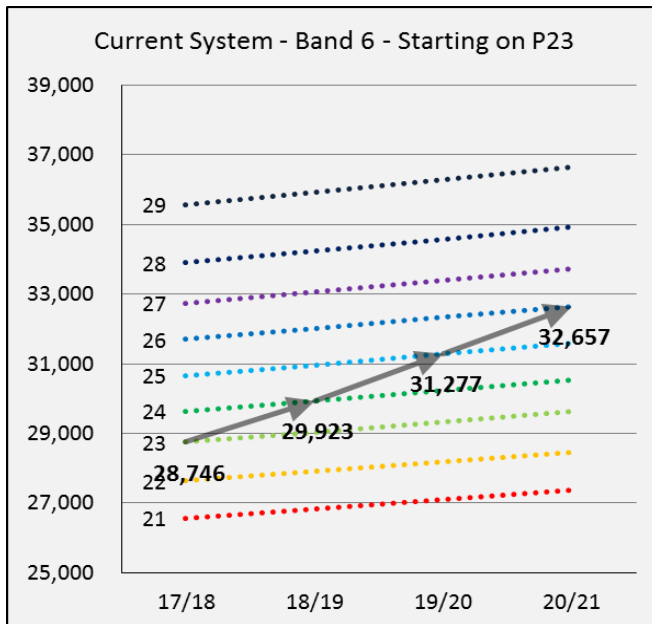
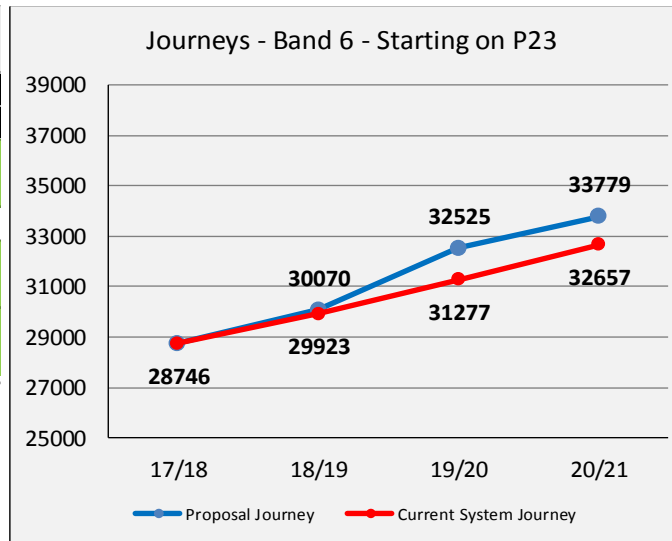


Outcomes - Band 6 Point 23	17/18	18/19	19/20	20/21
Current System Expected Pay Values	28746	29923	31277	32657
Proposed Pay Values	28746	30070	32525	33779
Uplift under Proposal (%)		4.61%	8.16%	3.86%
Uplift under Proposal (£)		£1,324	£2,455	£1,254

Difference between Proposal and Expectations (%)		0.49%	3.99%	3.44%
Difference between Proposal and Expectations (£)		£147	£1,248	£1,122
Proposal - Cumulative increase (%)		4.61%	13.15%	17.51%
Cumulative Gain from Proposal		£1,324	£3,779	£5,033

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 37890 plus any pay award made in 21/22.

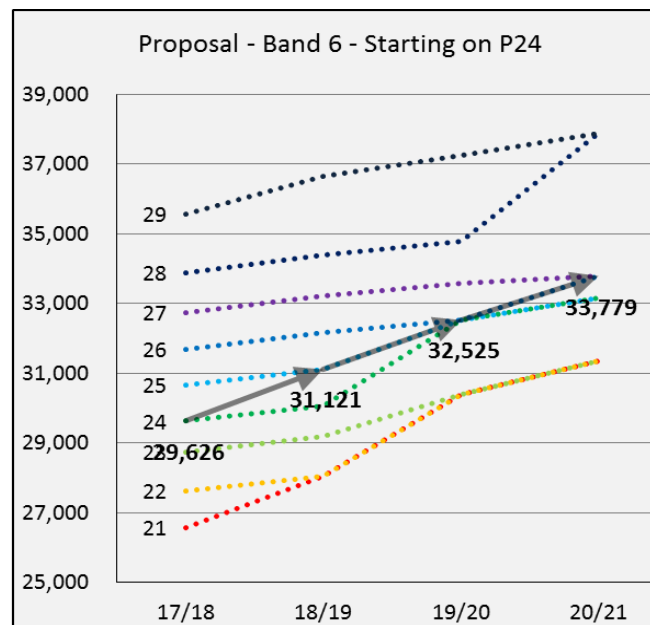
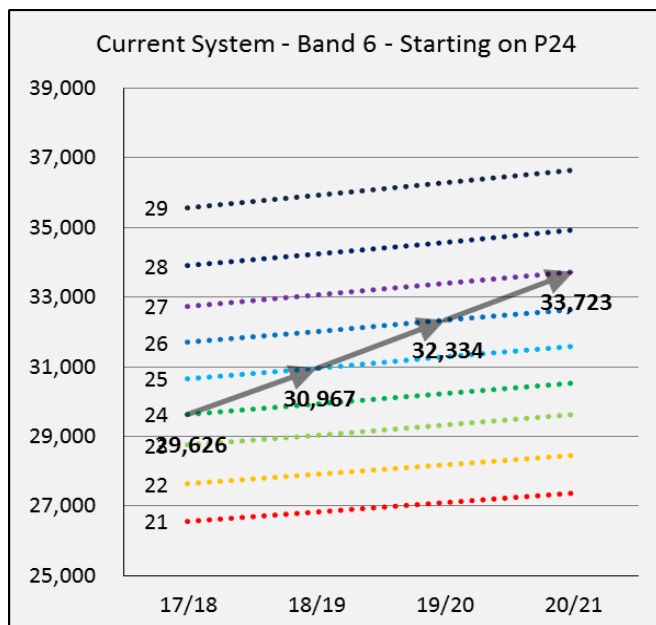
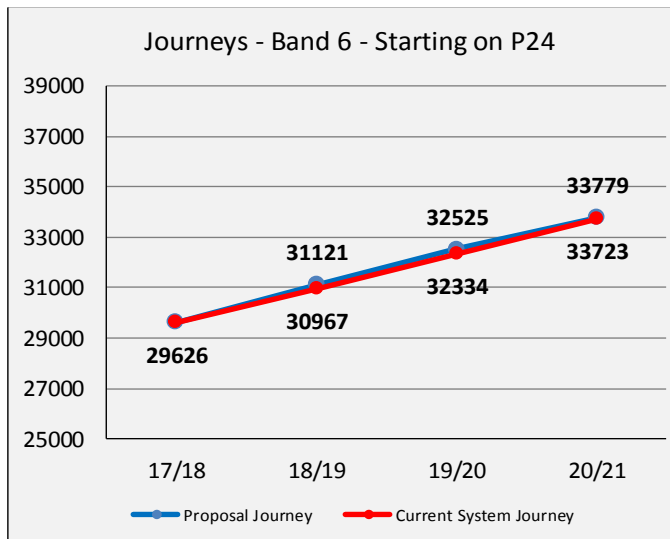


Outcomes - Band 6 Point 24	17/18	18/19	19/20	20/21
Current System Expected Pay Values	29626	30967	32334	33723
Proposed Pay Values	29626	31121	32525	33779
Uplift under Proposal (%)		5.05%	4.51%	3.86%
Uplift under Proposal (£)		£1,495	£1,404	£1,254

Difference between Proposal and Expectations (%)		0.50%	0.59%	0.17%
Difference between Proposal and Expectations (£)		£154	£191	£56
Proposal - Cumulative increase (%)		5.05%	9.79%	14.02%
Cumulative Gain from Proposal		£1,495	£2,899	£4,153

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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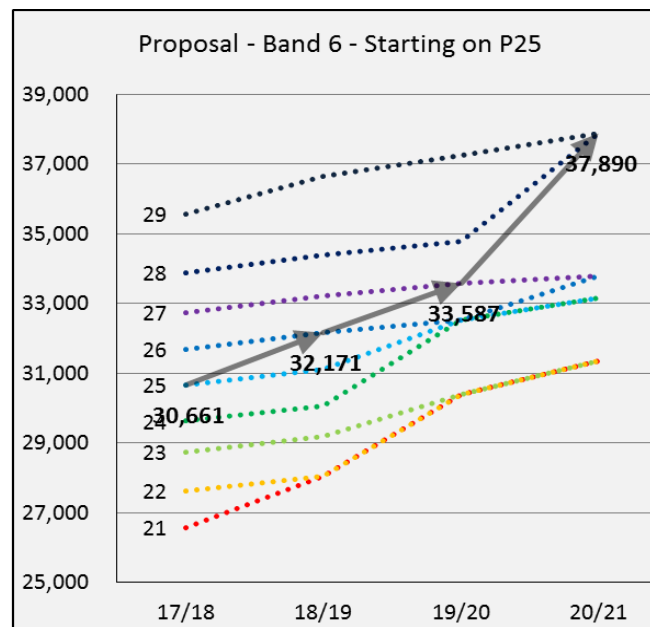
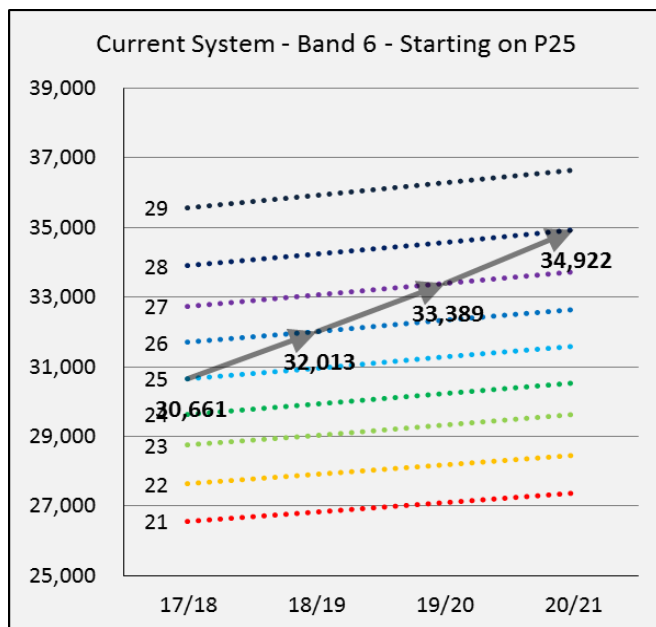
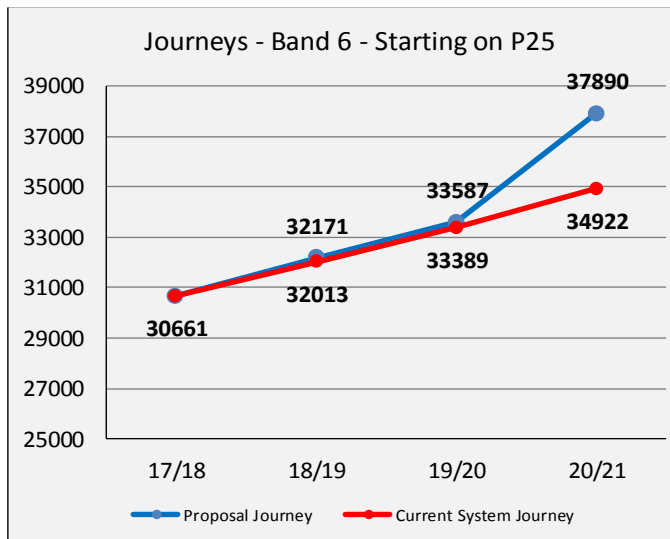


Outcomes - Band 6 Point 25	17/18	18/19	19/20	20/21
Current System Expected Pay Values	30661	32013	33389	34922
Proposed Pay Values	30661	32171	33587	37890
Uplift under Proposal (%)		4.92%	4.40%	12.81%
Uplift under Proposal (£)		£1,510	£1,416	£4,303

Difference between Proposal and Expectations (%)		0.49%	0.59%	8.50%
Difference between Proposal and Expectations (£)		£158	£198	£2,968
Proposal - Cumulative increase (%)		4.92%	9.54%	23.58%
Cumulative Gain from Proposal		£1,510	£2,926	£7,229

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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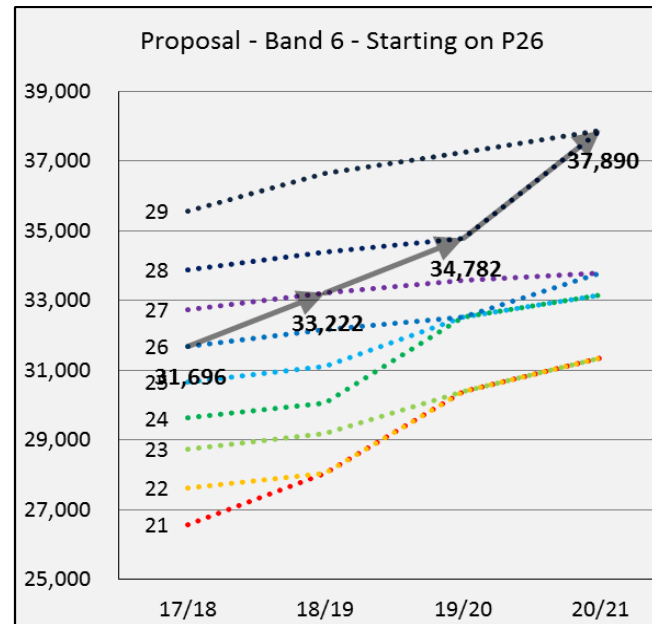
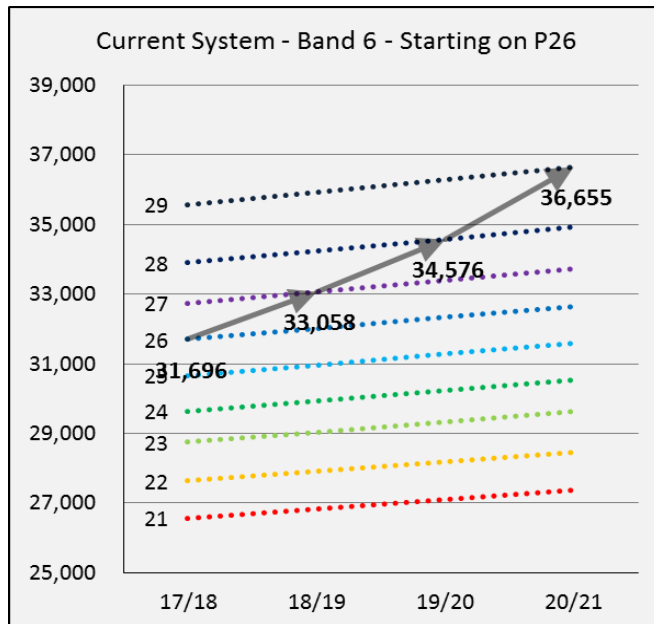
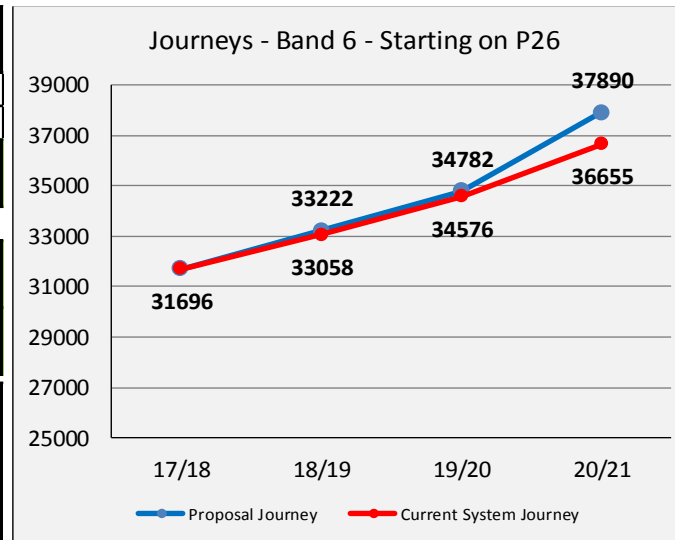


Outcomes - Band 6 Point 26	17/18	18/19	19/20	20/21
Current System Expected Pay Values	31696	33058	34576	36655
Proposed Pay Values	31696	33222	34782	37890
Uplift under Proposal (%)		4.81%	4.70%	8.94%
Uplift under Proposal (£)		£1,526	£1,560	£3,108

Difference between Proposal and Expectations (%)		0.50%	0.60%	3.37%
Difference between Proposal and Expectations (£)		£164	£206	£1,235
Proposal - Cumulative increase (%)		4.81%	9.74%	19.54%
Cumulative Gain from Proposal		£1,526	£3,086	£6,194

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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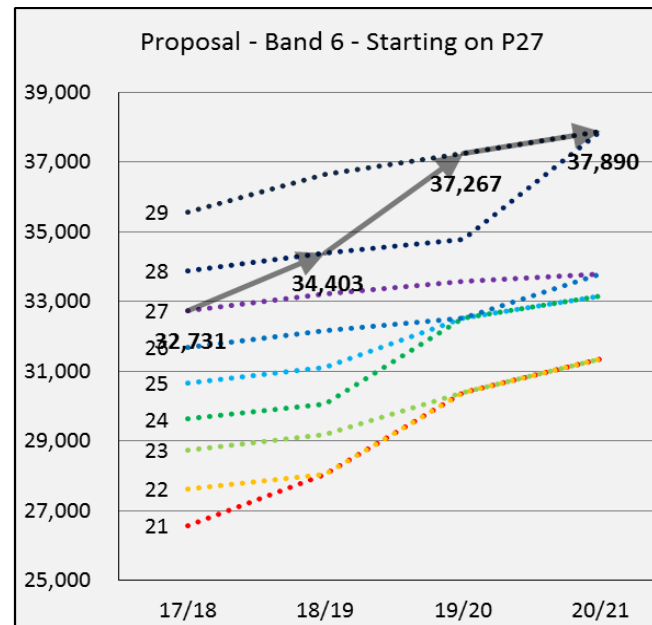
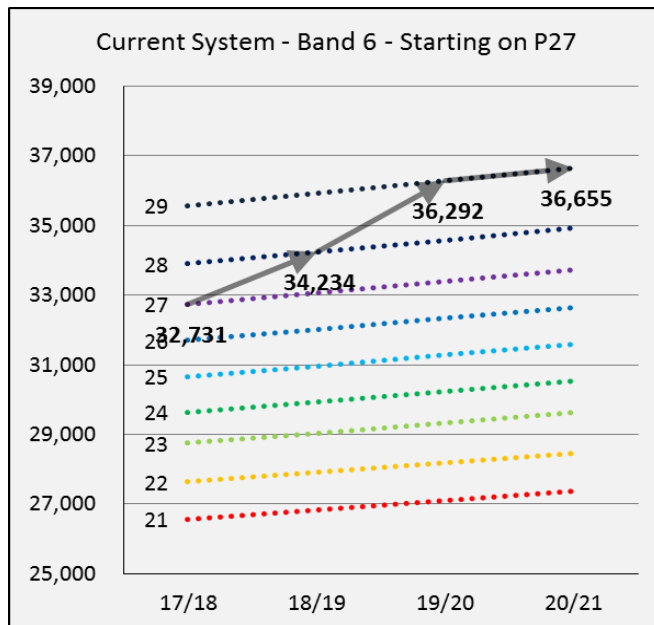
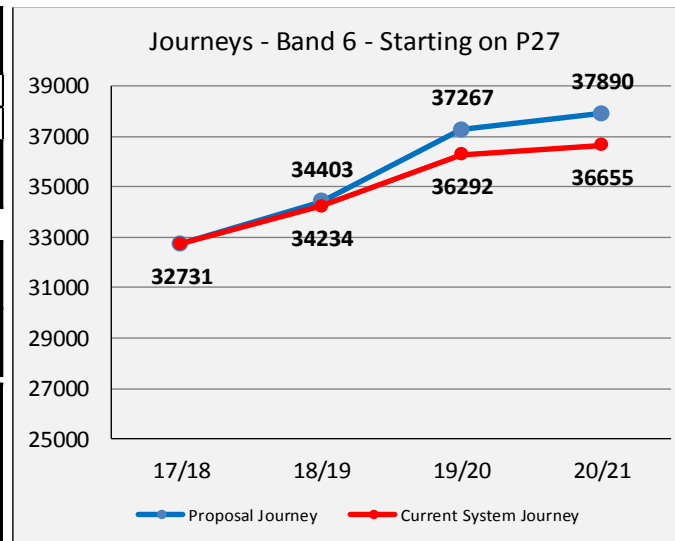


Outcomes - Band 6 Point 27	17/18	18/19	19/20	20/21
Current System Expected Pay Values	32731	34234	36292	36655
Proposed Pay Values	32731	34403	37267	37890
Uplift under Proposal (%)		5.11%	8.32%	1.67%
Uplift under Proposal (£)		£1,672	£2,864	£623

Difference between Proposal and Expectations (%)		0.49%	2.69%	3.37%
Difference between Proposal and Expectations (£)		£169	£975	£1,235
Proposal - Cumulative increase (%)		5.11%	13.86%	15.76%
Cumulative Gain from Proposal		£1,672	£4,536	£5,159

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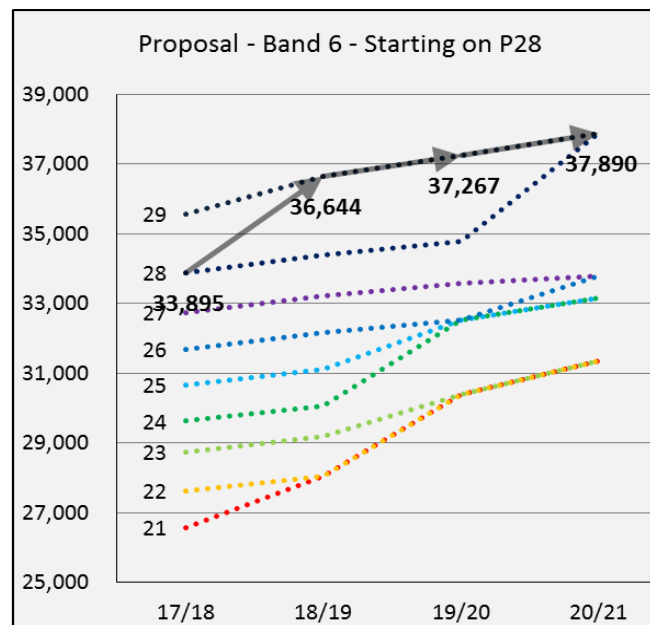
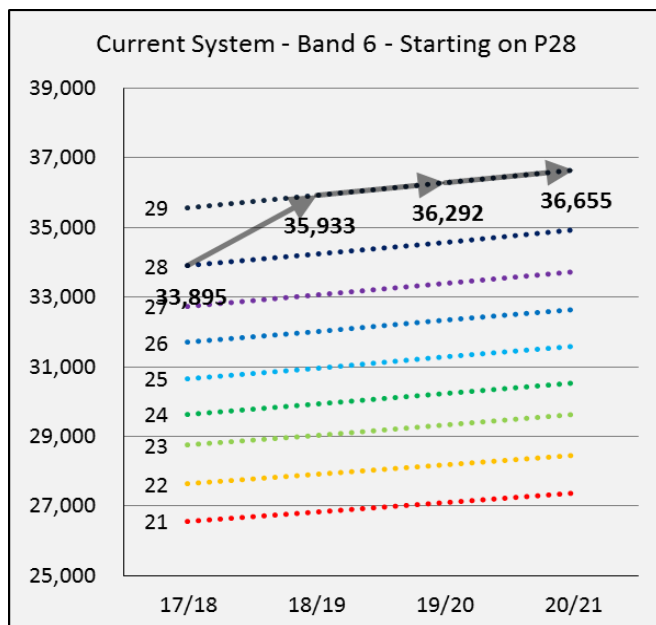
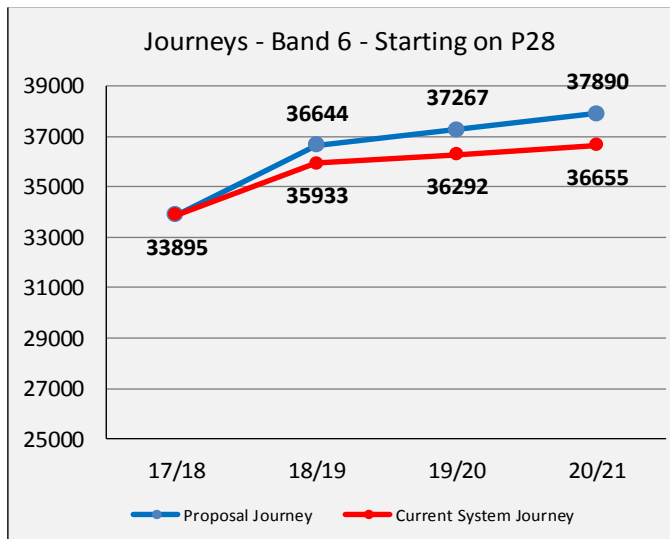


Outcomes - Band 6 Point 28				
	17/18	18/19	19/20	20/21
Current System Expected Pay Values	33895	35933	36292	36655
Proposed Pay Values	33895	36644	37267	37890
Uplift under Proposal (%)		8.11%	1.70%	1.67%
Uplift under Proposal (£)		£2,749	£623	£623

Difference between Proposal and Expectations (%)		1.98%	2.69%	3.37%
Difference between Proposal and Expectations (£)		£711	£975	£1,235
Proposal - Cumulative increase (%)		8.11%	9.95%	11.79%
Cumulative Gain from Proposal		£2,749	£3,372	£3,995

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 6 Point 29	17/18	18/19	19/20	20/21
Current System Expected Pay Values	35577	35933	36292	36655
Proposed Pay Values	35577	36644	37267	37890
Uplift under Proposal (%)		3.00%	1.70%	1.67%
Uplift under Proposal (£)		£1,067	£623	£623

Difference between Proposal and Expectations (%)		1.98%	2.69%	3.37%
Difference between Proposal and Expectations (£)		£711	£975	£1,235
Proposal - Cumulative increase (%)		3.00%	4.75%	6.50%
Cumulative Gain from Proposal		£1,067	£1,690	£2,313

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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