

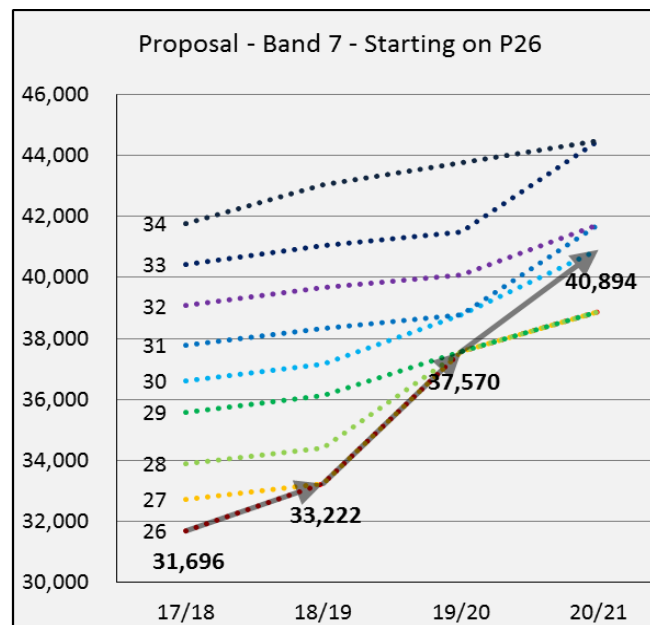
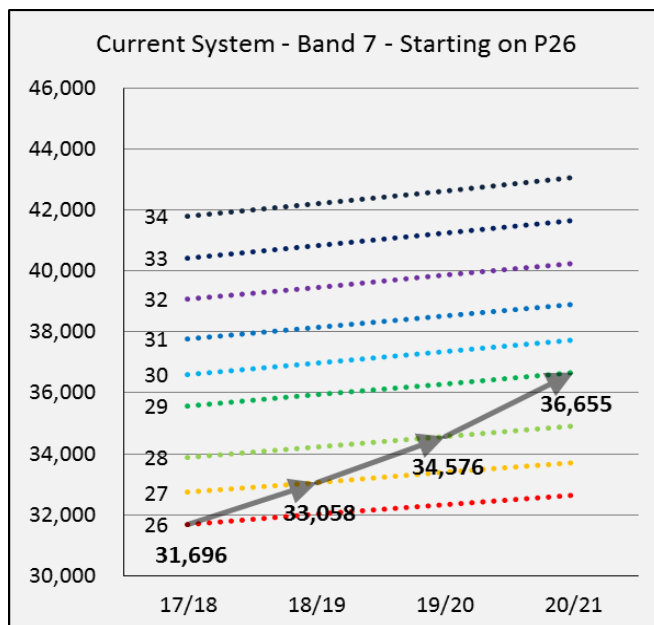
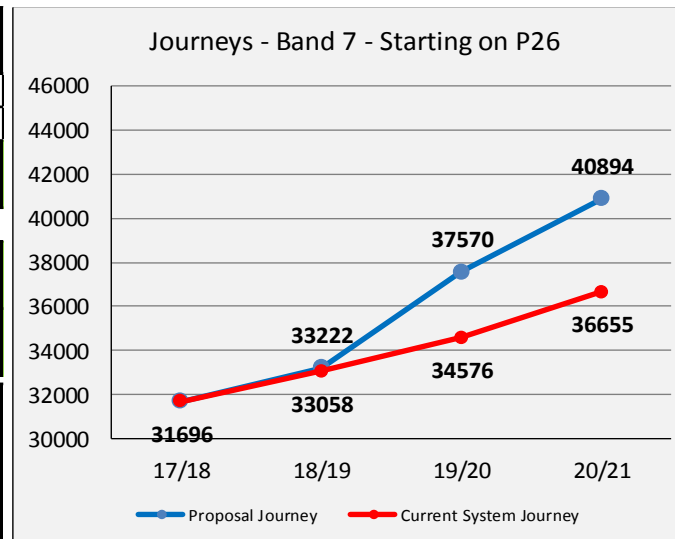
Band 7: Journey Tracker Pack

Outcomes - Band 7 Point 26	17/18	18/19	19/20	20/21
Current System Expected Pay Values	31696	33058	34576	36655
Proposed Pay Values	31696	33222	37570	40894
Uplift under Proposal (%)		4.81%	13.09%	8.85%
Uplift under Proposal (£)		£1,526	£4,348	£3,324

Difference between Proposal and Expectations (%)		0.50%	8.66%	11.56%
Difference between Proposal and Expectations (£)		£164	£2,994	£4,239
Proposal - Cumulative increase (%)		4.81%	18.53%	29.02%
Cumulative Gain from Proposal		£1,526	£5,874	£9,198

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.

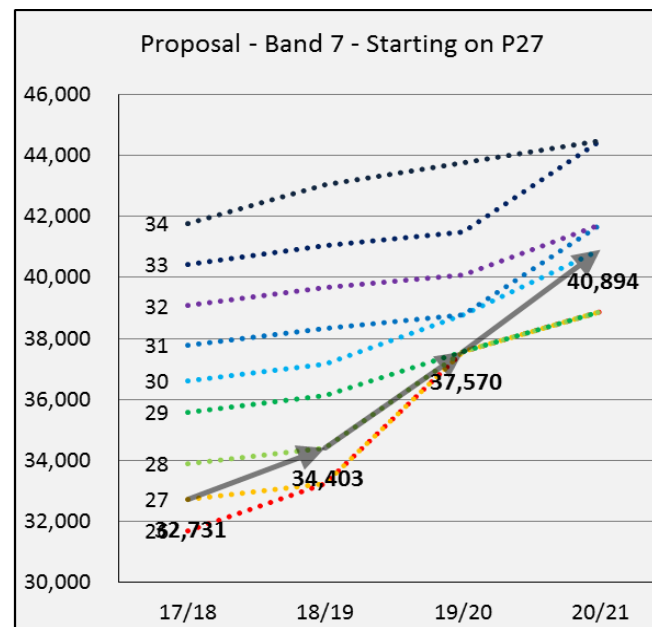
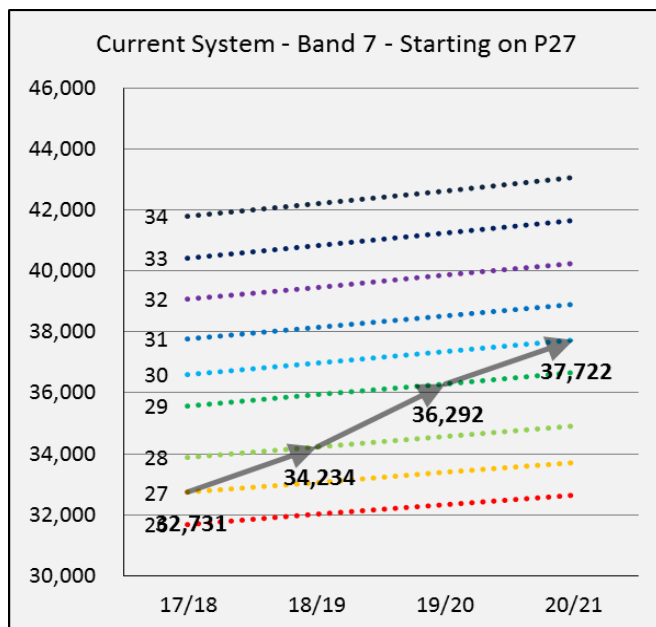
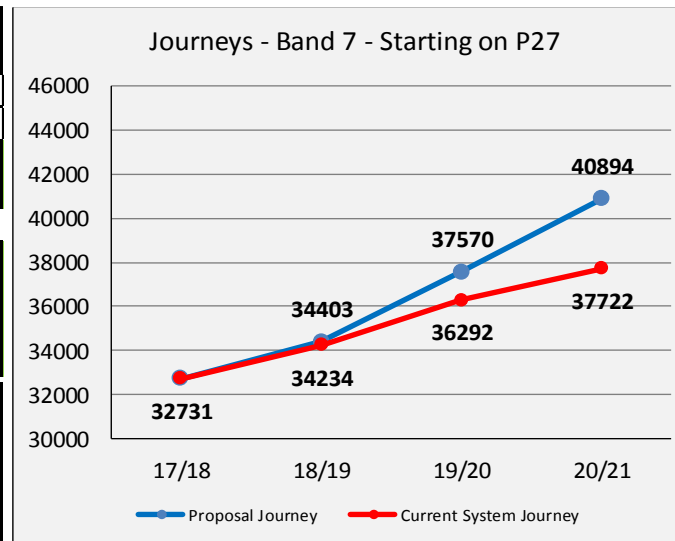


Outcomes - Band 7 Point 27	17/18	18/19	19/20	20/21
Current System Expected Pay Values	32731	34234	36292	37722
Proposed Pay Values	32731	34403	37570	40894
Uplift under Proposal (%)		5.11%	9.21%	8.85%
Uplift under Proposal (£)		£1,672	£3,167	£3,324

Difference between Proposal and Expectations (%)		0.49%	3.52%	8.41%
Difference between Proposal and Expectations (£)		£169	£1,278	£3,172
Proposal - Cumulative increase (%)		5.11%	14.78%	24.94%
Cumulative Gain from Proposal		£1,672	£4,839	£8,163

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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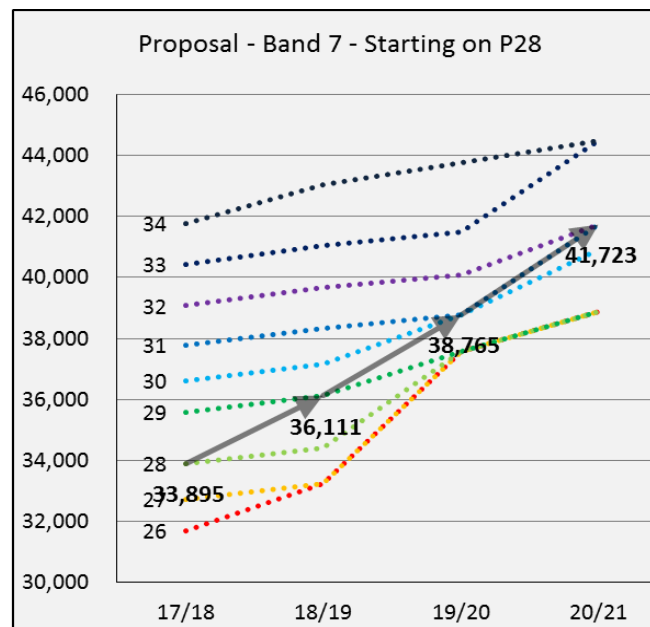
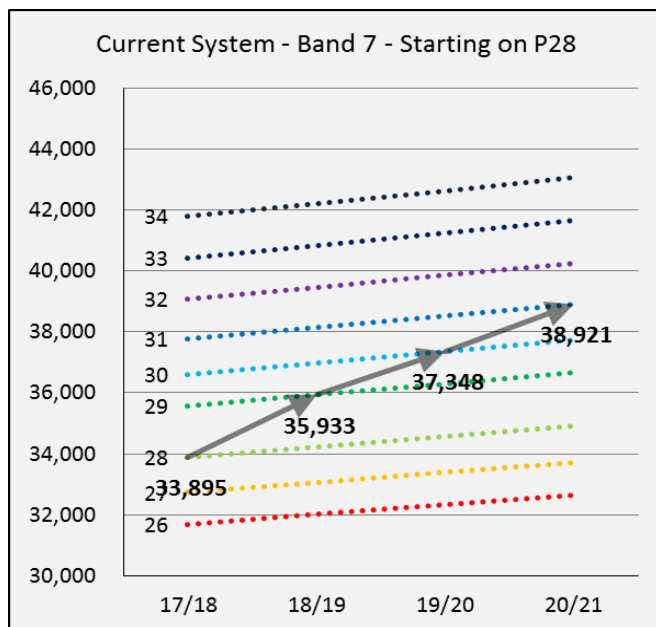
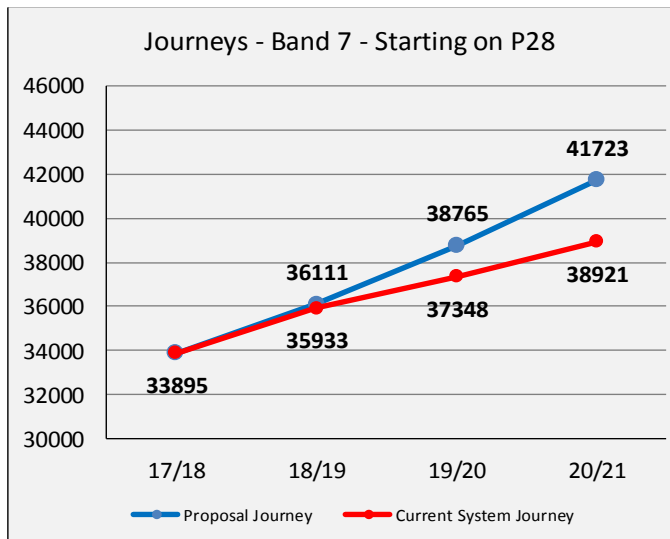


Outcomes - Band 7 Point 28	17/18	18/19	19/20	20/21
Current System Expected Pay Values	33895	35933	37348	38921
Proposed Pay Values	33895	36111	38765	41723
Uplift under Proposal (%)		6.54%	7.35%	7.63%
Uplift under Proposal (£)		£2,216	£2,654	£2,958

Difference between Proposal and Expectations (%)		0.50%	3.79%	7.20%
Difference between Proposal and Expectations (£)		£178	£1,417	£2,802
Proposal - Cumulative increase (%)		6.54%	14.37%	23.09%
Cumulative Gain from Proposal		£2,216	£4,870	£7,828

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 44503 plus any pay award made in 21/22.

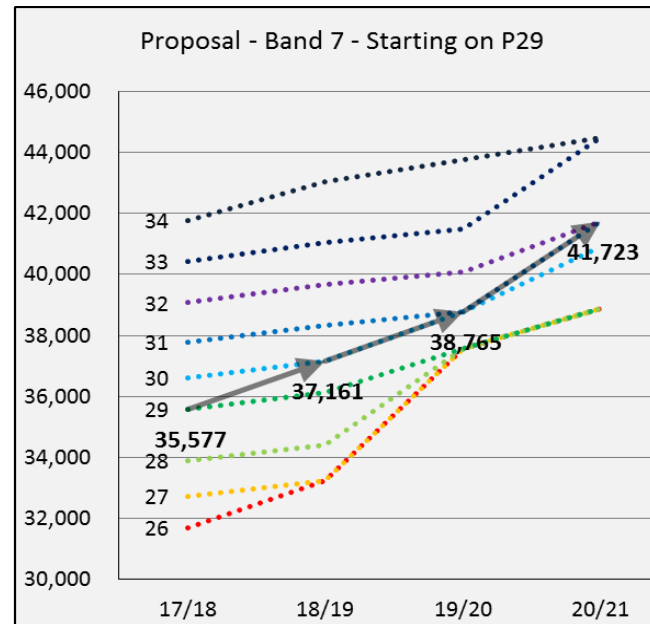
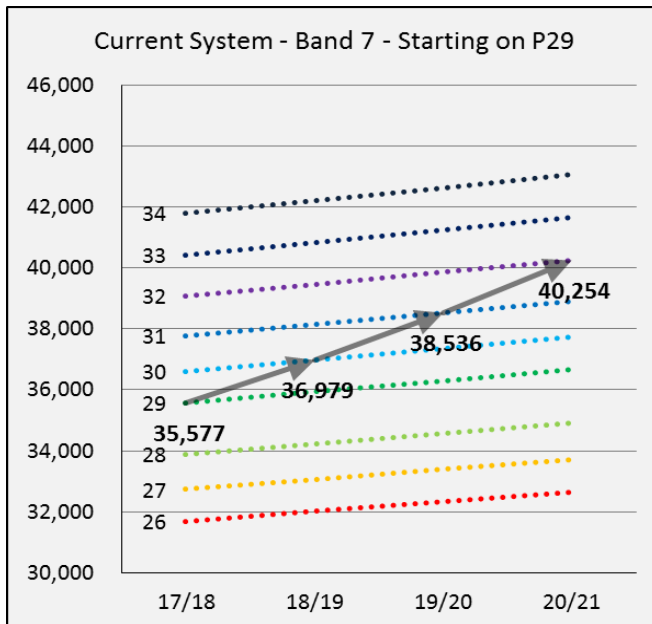
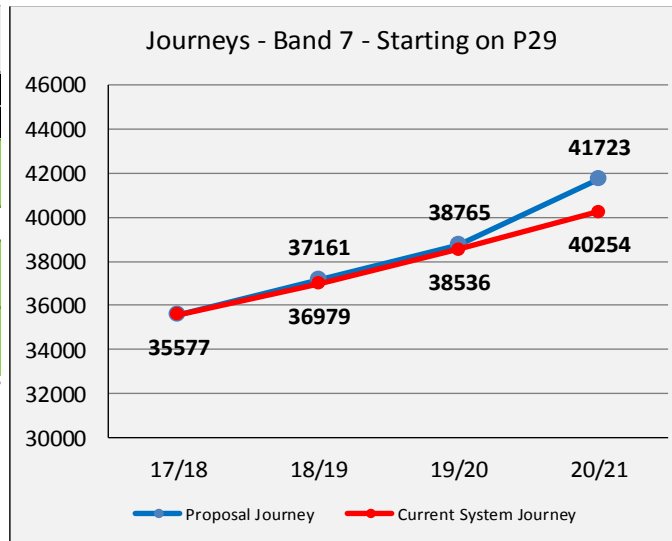


Outcomes - Band 7 Point 29	17/18	18/19	19/20	20/21
Current System Expected Pay Values	35577	36979	38536	40254
Proposed Pay Values	35577	37161	38765	41723
Uplift under Proposal (%)		4.45%	4.32%	7.63%
Uplift under Proposal (£)		£1,584	£1,604	£2,958

Difference between Proposal and Expectations (%)		0.49%	0.59%	3.65%
Difference between Proposal and Expectations (£)		£182	£229	£1,469
Proposal - Cumulative increase (%)		4.45%	8.96%	17.28%
Cumulative Gain from Proposal		£1,584	£3,188	£6,146

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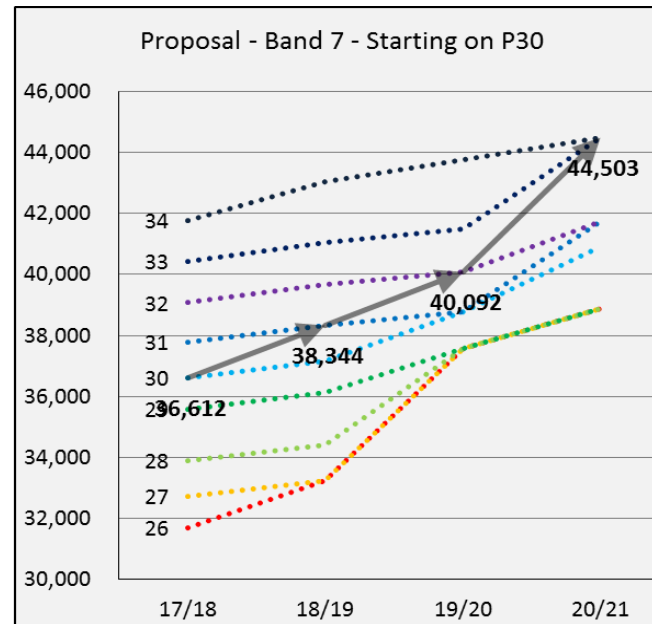
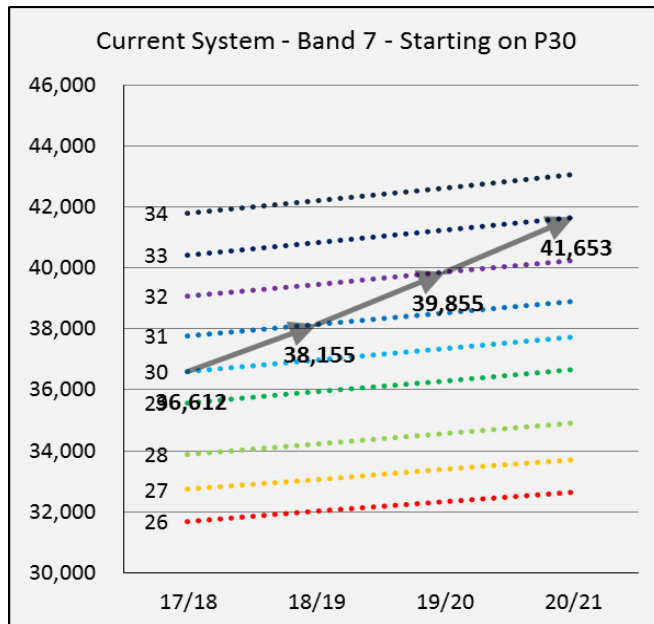
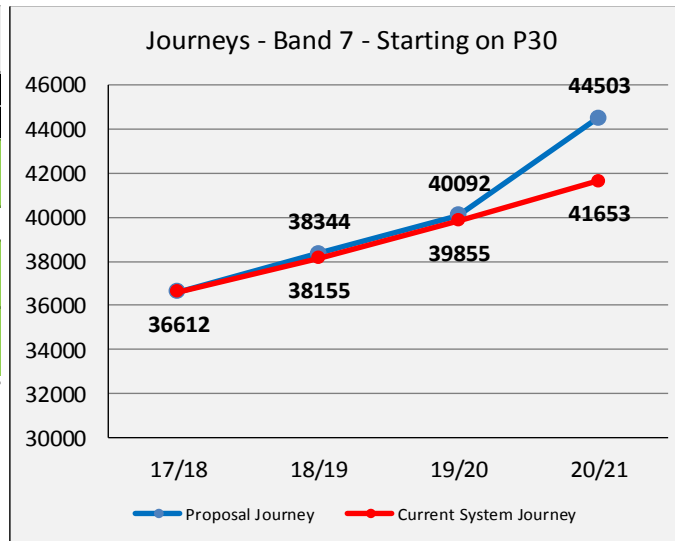


Outcomes - Band 7 Point 30	17/18	18/19	19/20	20/21
Current System Expected Pay Values	36612	38155	39855	41653
Proposed Pay Values	36612	38344	40092	44503
Uplift under Proposal (%)		4.73%	4.56%	11.00%
Uplift under Proposal (£)		£1,732	£1,748	£4,411

Difference between Proposal and Expectations (%)		0.50%	0.59%	6.84%
Difference between Proposal and Expectations (£)		£189	£237	£2,850
Proposal - Cumulative increase (%)		4.73%	9.51%	21.55%
Cumulative Gain from Proposal		£1,732	£3,480	£7,891

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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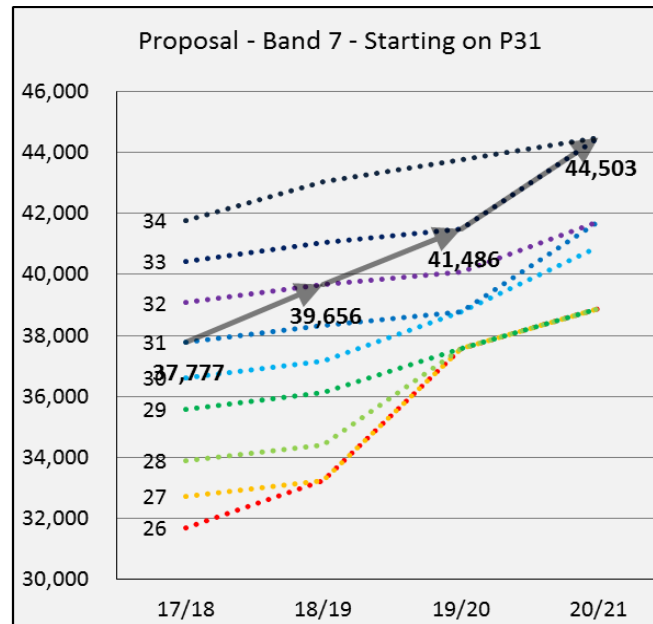
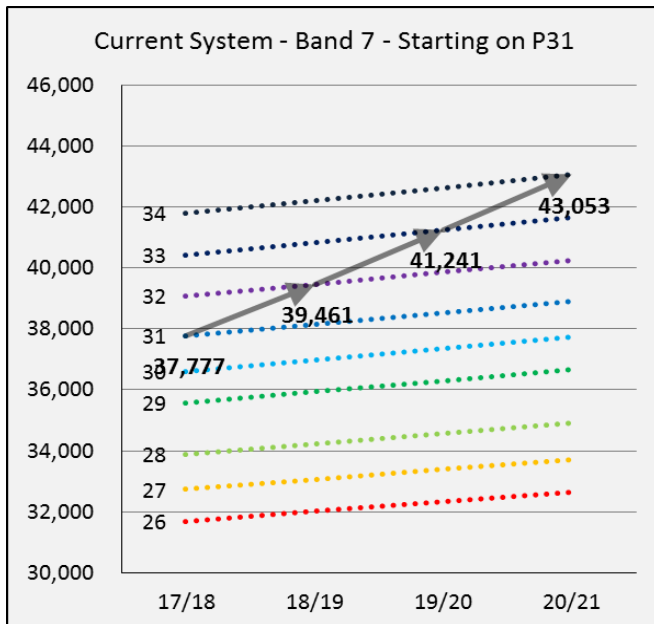
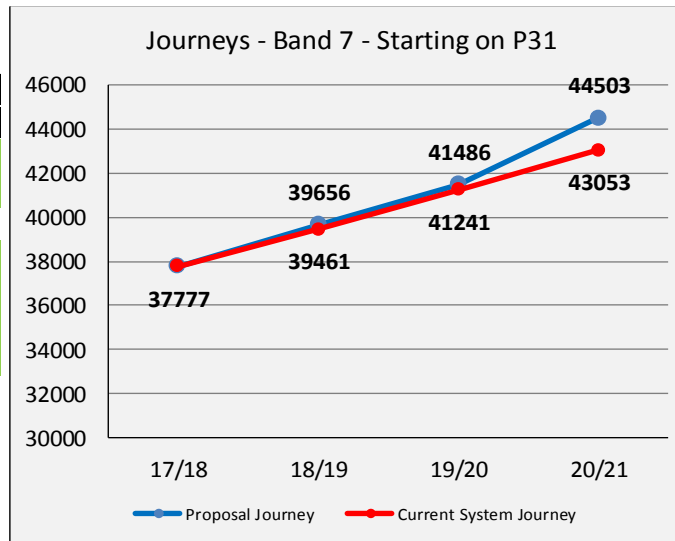


Outcomes - Band 7 Point 31	17/18	18/19	19/20	20/21
Current System Expected Pay Values	37777	39461	41241	43053
Proposed Pay Values	37777	39656	41486	44503
Uplift under Proposal (%)		4.97%	4.61%	7.27%
Uplift under Proposal (£)		£1,879	£1,830	£3,017

Difference between Proposal and Expectations (%)		0.49%	0.59%	3.37%
Difference between Proposal and Expectations (£)		£195	£245	£1,450
Proposal - Cumulative increase (%)		4.97%	9.82%	17.80%
Cumulative Gain from Proposal		£1,879	£3,709	£6,726

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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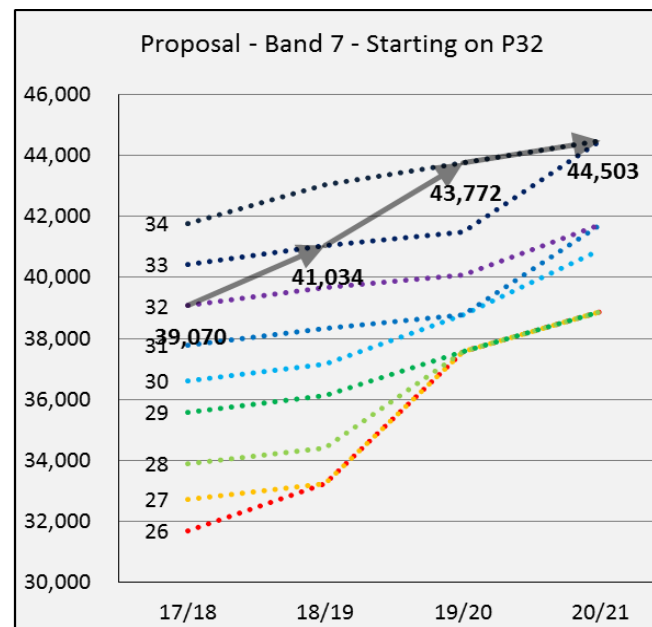
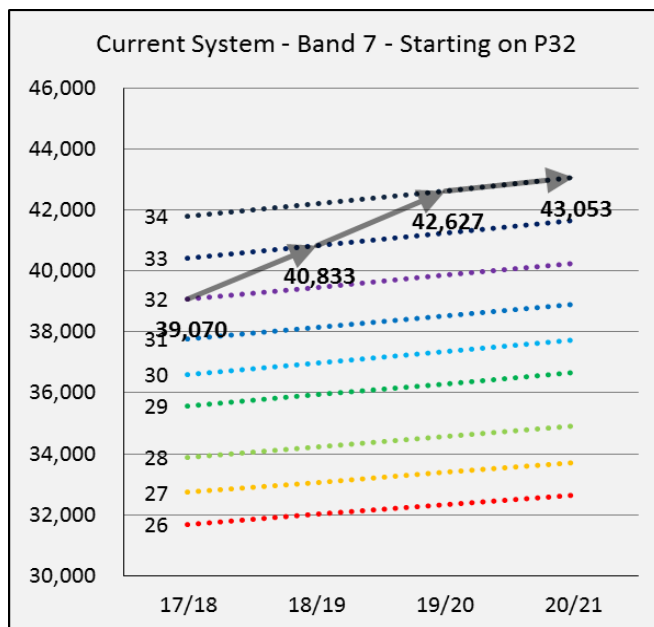
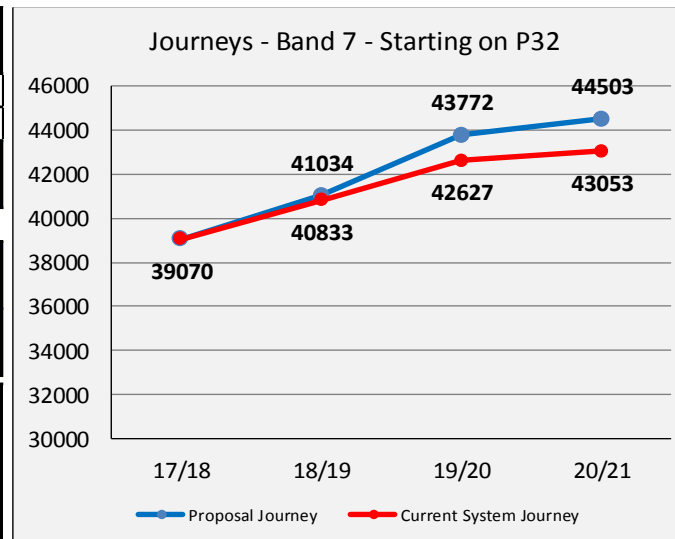


Outcomes - Band 7 Point 32	17/18	18/19	19/20	20/21
Current System Expected Pay Values	39070	40833	42627	43053
Proposed Pay Values	39070	41034	43772	44503
Uplift under Proposal (%)		5.03%	6.67%	1.67%
Uplift under Proposal (£)		£1,964	£2,738	£731

Difference between Proposal and Expectations (%)		0.49%	2.69%	3.37%
Difference between Proposal and Expectations (£)		£201	£1,145	£1,450
Proposal - Cumulative increase (%)		5.03%	12.03%	13.91%
Cumulative Gain from Proposal		£1,964	£4,702	£5,433

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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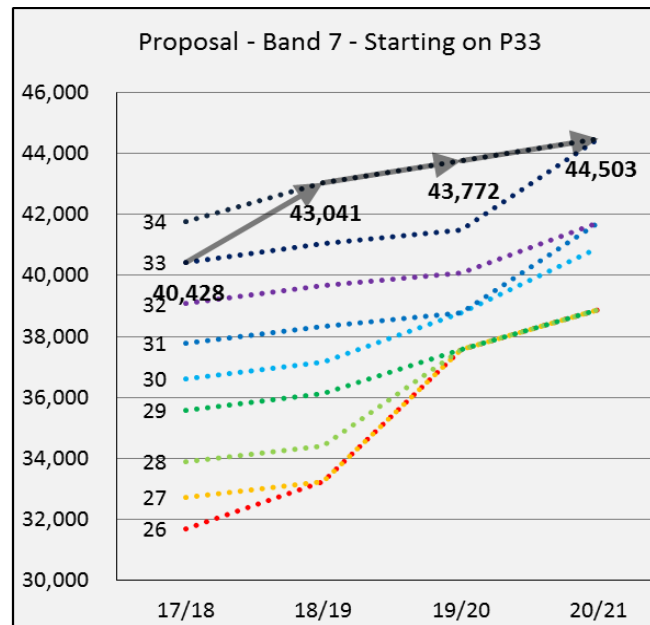
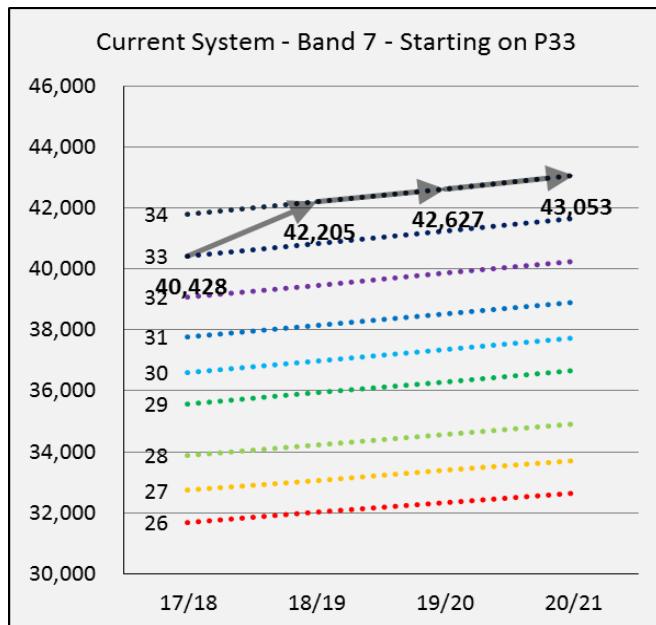
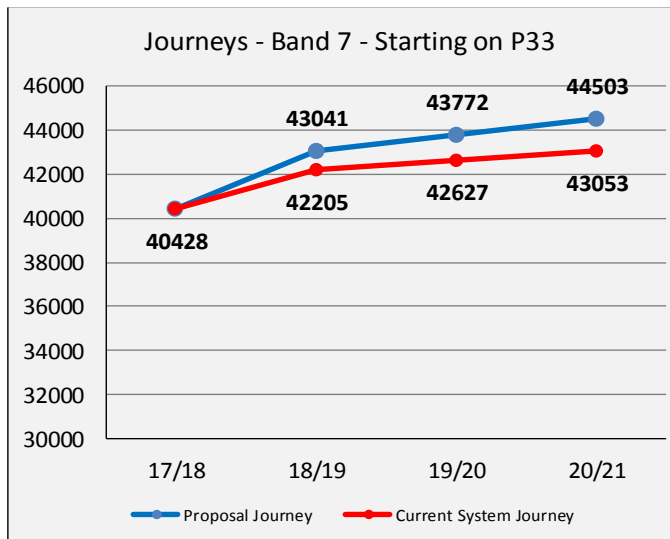


Outcomes - Band 7 Point 33	17/18	18/19	19/20	20/21
Current System Expected Pay Values	40428	42205	42627	43053
Proposed Pay Values	40428	43041	43772	44503
Uplift under Proposal (%)		6.46%	1.70%	1.67%
Uplift under Proposal (£)		£2,613	£731	£731

Difference between Proposal and Expectations (%)		1.98%	2.69%	3.37%
Difference between Proposal and Expectations (£)		£836	£1,145	£1,450
Proposal - Cumulative increase (%)		6.46%	8.27%	10.08%
Cumulative Gain from Proposal		£2,613	£3,344	£4,075

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Outcomes - Band 7 Point 34	17/18	18/19	19/20	20/21
Current System Expected Pay Values	41787	42205	42627	43053
Proposed Pay Values	41787	43041	43772	44503
Uplift under Proposal (%)		3.00%	1.70%	1.67%
Uplift under Proposal (£)		£1,254	£731	£731

Difference between Proposal and Expectations (%)		1.98%	2.69%	3.37%
Difference between Proposal and Expectations (£)		£836	£1,145	£1,450
Proposal - Cumulative increase (%)		3.00%	4.75%	6.50%
Cumulative Gain from Proposal		£1,254	£1,985	£2,716

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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