

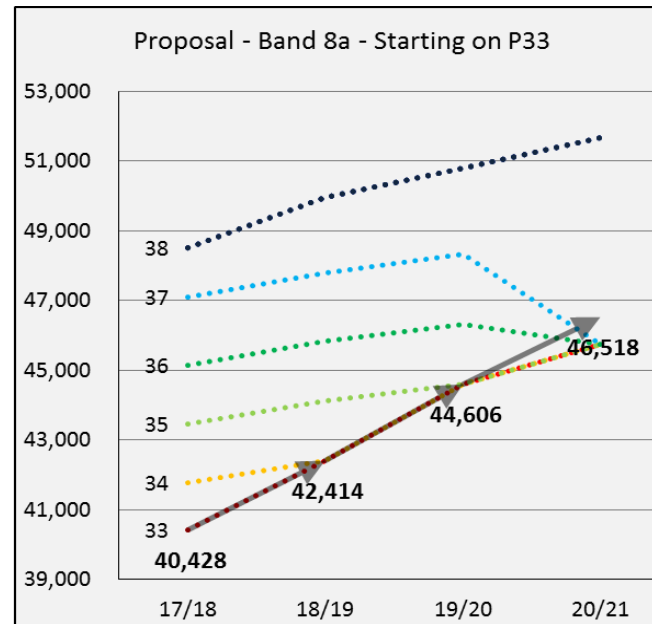
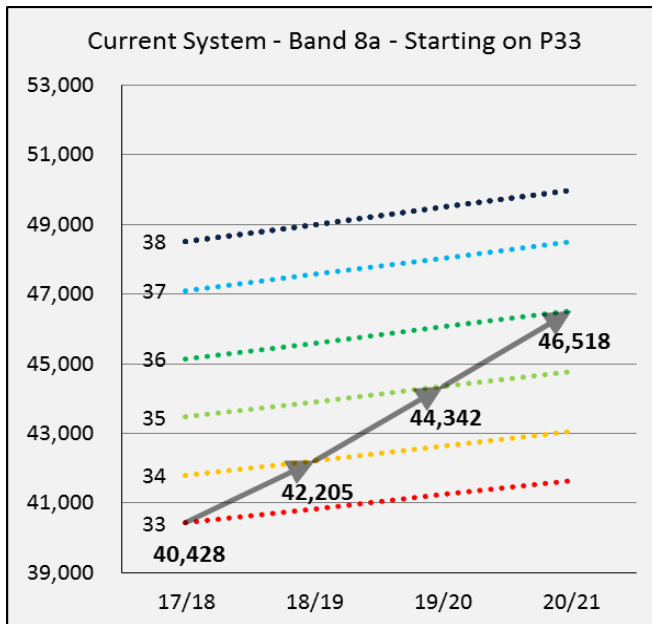
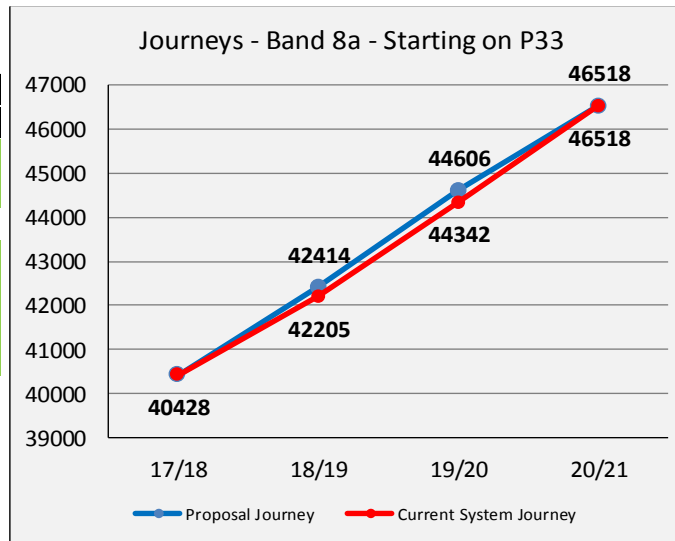
Band 8a: Journey Tracker Pack

Outcomes - Band 8a Point 33	17/18	18/19	19/20	20/21
Current System Expected Pay Values	40428	42205	44342	46518
Proposed Pay Values	40428	42414	44606	46518
Uplift under Proposal (%)		4.91%	5.17%	4.29%
Uplift under Proposal (£)		£1,986	£2,192	£1,912

Difference between Proposal and Expectations (%)		0.50%	0.60%	0.00%
Difference between Proposal and Expectations (£)		£209	£264	£0
Proposal - Cumulative increase (%)		4.91%	10.33%	15.06%
Cumulative Gain from Proposal		£1,986	£4,178	£6,090

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.

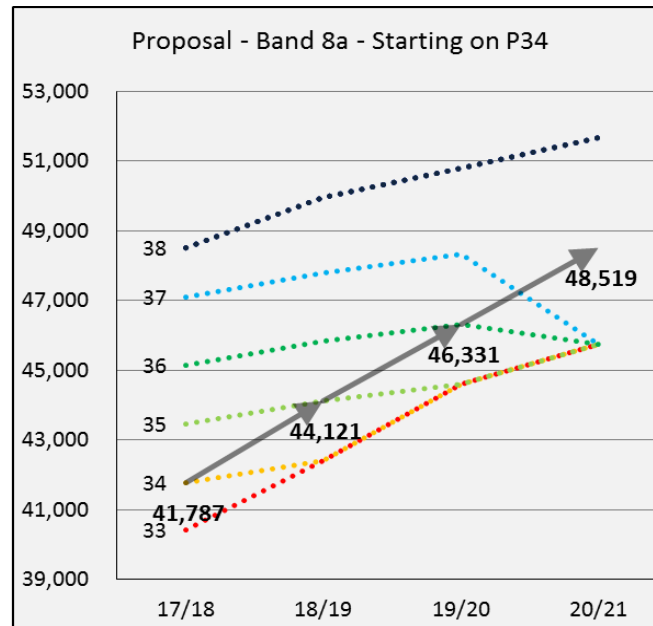
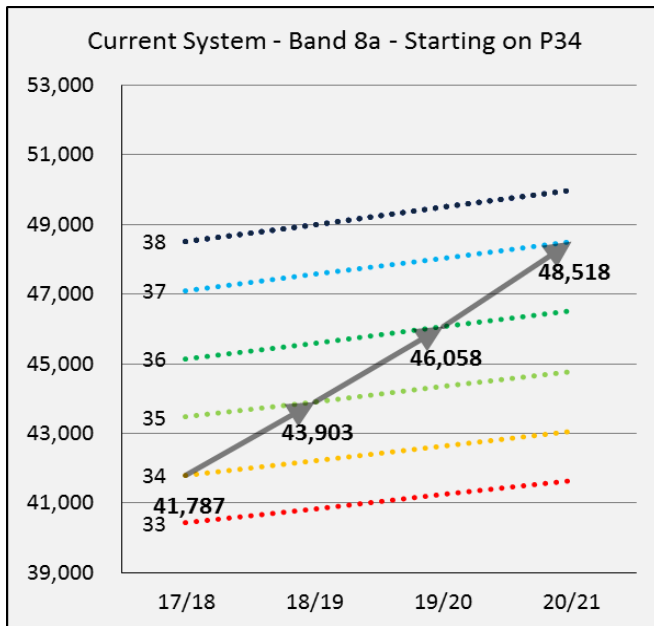
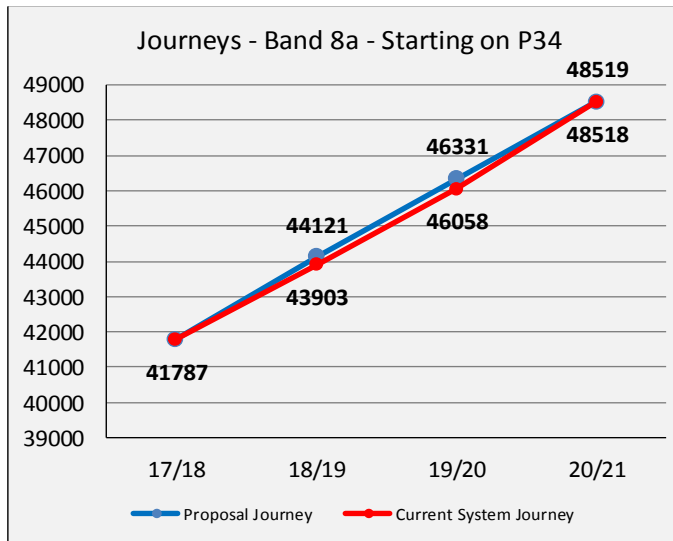


Outcomes - Band 8a Point 34	17/18	18/19	19/20	20/21
Current System Expected Pay Values	41787	43903	46058	48518
Proposed Pay Values	41787	44121	46331	48519
Uplift under Proposal (%)		5.59%	5.01%	4.72%
Uplift under Proposal (£)		£2,334	£2,210	£2,188

Difference between Proposal and Expectations (%)		0.50%	0.59%	0.00%
Difference between Proposal and Expectations (£)		£218	£273	£1
Proposal - Cumulative increase (%)		5.59%	10.87%	16.11%
Cumulative Gain from Proposal		£2,334	£4,544	£6,732

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

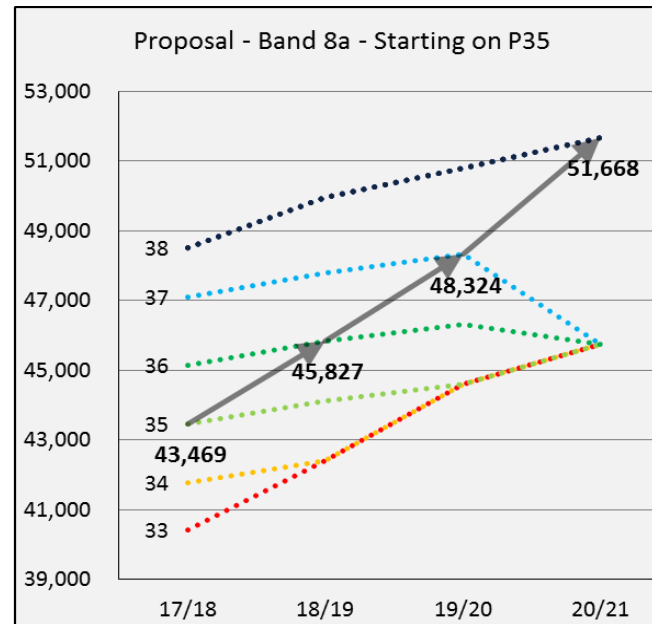
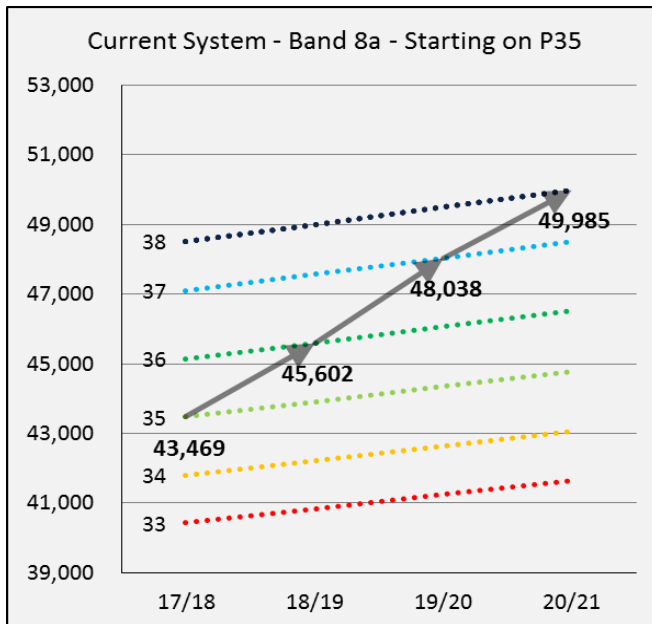
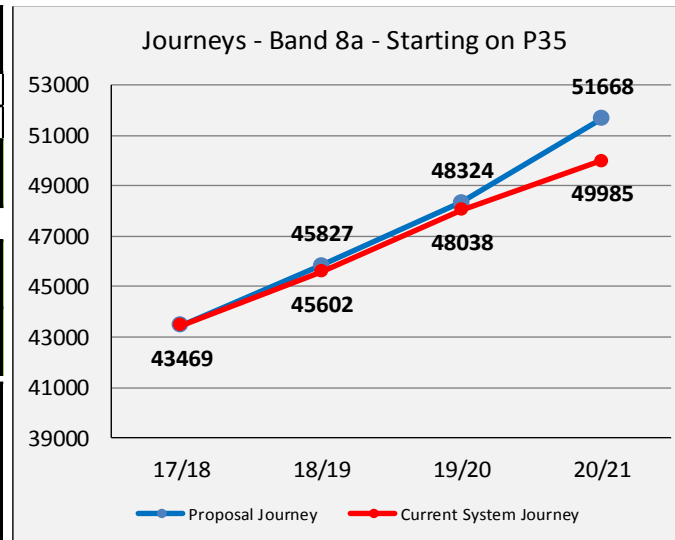


Outcomes - Band 8a Point 35	17/18	18/19	19/20	20/21
Current System Expected Pay Values	43469	45602	48038	49985
Proposed Pay Values	43469	45827	48324	51668
Uplift under Proposal (%)		5.42%	5.45%	6.92%
Uplift under Proposal (£)		£2,358	£2,497	£3,344

Difference between Proposal and Expectations (%)		0.49%	0.60%	3.37%
Difference between Proposal and Expectations (£)		£225	£286	£1,683
Proposal - Cumulative increase (%)		5.42%	11.17%	18.86%
Cumulative Gain from Proposal		£2,358	£4,855	£8,199

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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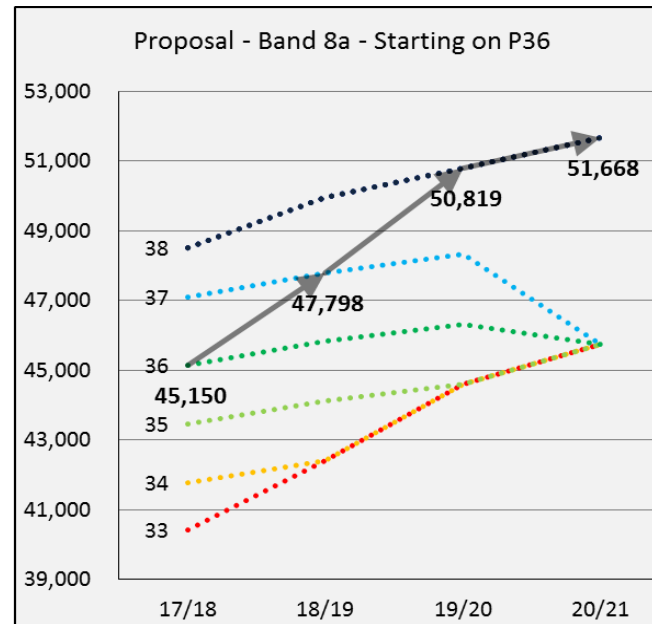
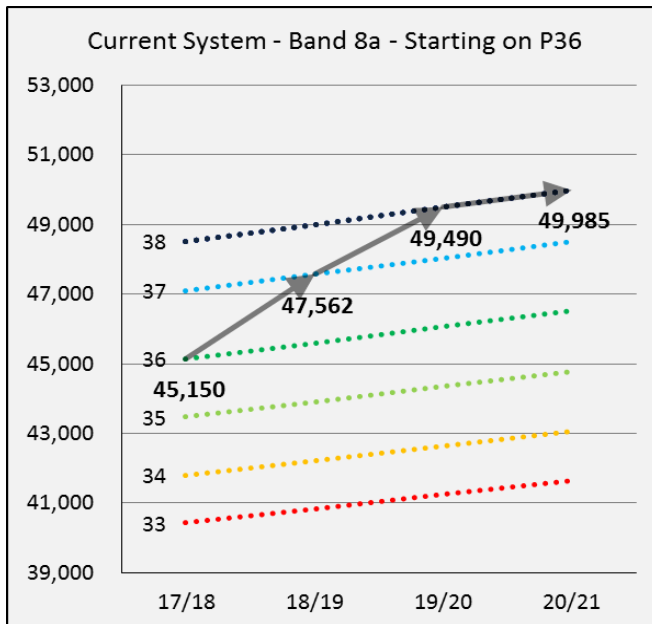
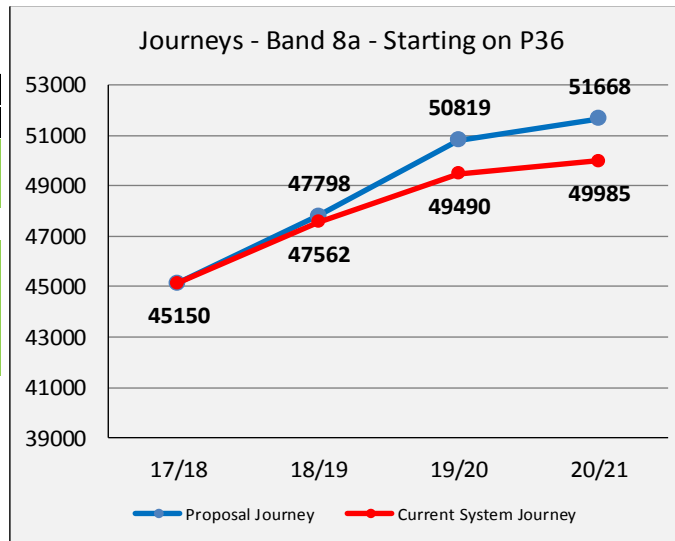


Outcomes - Band 8a Point 36	17/18	18/19	19/20	20/21
Current System Expected Pay Values	45150	47562	49490	49985
Proposed Pay Values	45150	47798	50819	51668
Uplift under Proposal (%)		5.86%	6.32%	1.67%
Uplift under Proposal (£)		£2,648	£3,021	£849

Difference between Proposal and Expectations (%)		0.50%	2.69%	3.37%
Difference between Proposal and Expectations (£)		£236	£1,329	£1,683
Proposal - Cumulative increase (%)		5.86%	12.56%	14.44%
Cumulative Gain from Proposal		£2,648	£5,669	£6,518

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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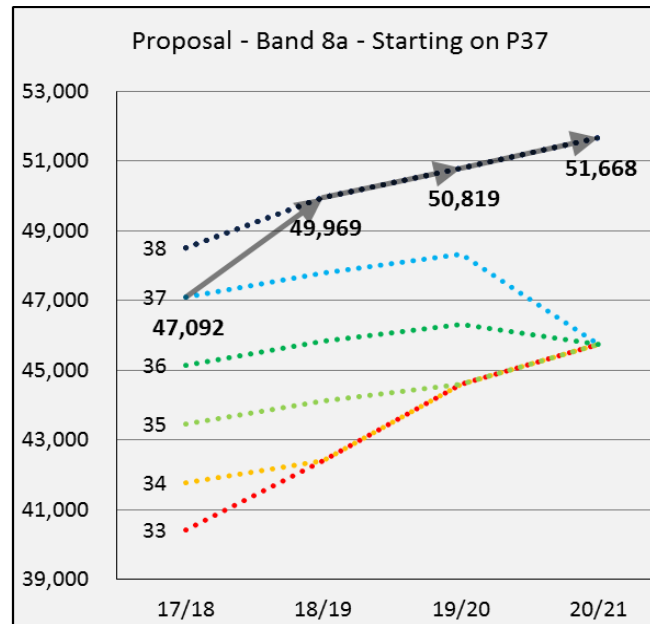
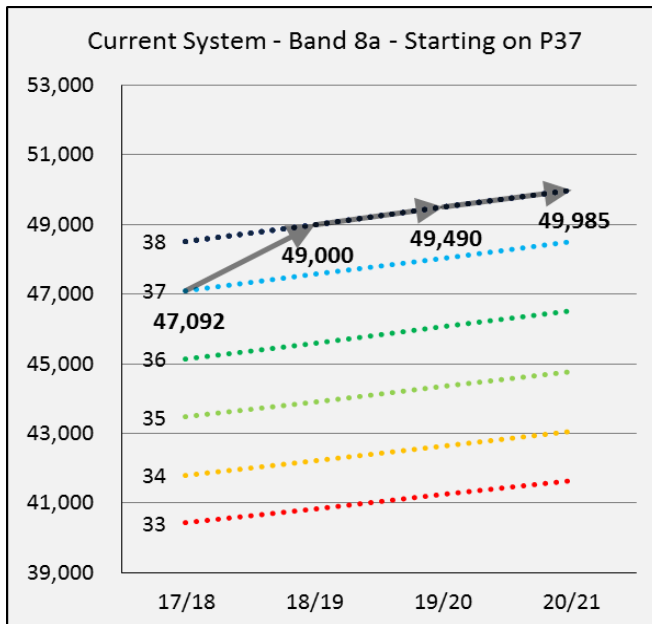
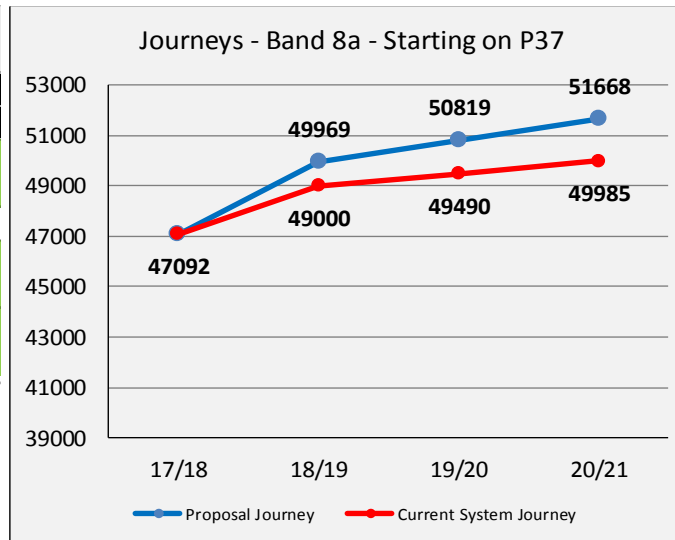


Outcomes - Band 8a Point 37	17/18	18/19	19/20	20/21
Current System Expected Pay Values	47092	49000	49490	49985
Proposed Pay Values	47092	49969	50819	51668
Uplift under Proposal (%)		6.11%	1.70%	1.67%
Uplift under Proposal (£)		£2,877	£850	£849

Difference between Proposal and Expectations (%)		1.98%	2.69%	3.37%
Difference between Proposal and Expectations (£)		£969	£1,329	£1,683
Proposal - Cumulative increase (%)		6.11%	7.91%	9.72%
Cumulative Gain from Proposal		£2,877	£3,727	£4,576

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 8a Point 38	17/18	18/19	19/20	20/21
Current System Expected Pay Values	48514	49000	49490	49985
Proposed Pay Values	48514	49969	50819	51668
Uplift under Proposal (%)		3.00%	1.70%	1.67%
Uplift under Proposal (£)		£1,455	£850	£849

Difference between Proposal and Expectations (%)		1.98%	2.69%	3.37%
Difference between Proposal and Expectations (£)		£969	£1,329	£1,683
Proposal - Cumulative increase (%)		3.00%	4.75%	6.50%
Cumulative Gain from Proposal		£1,455	£2,305	£3,154

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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