

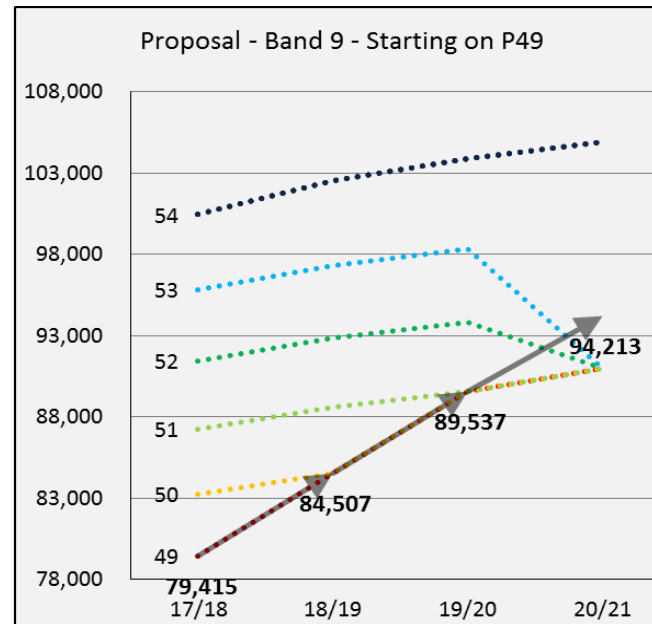
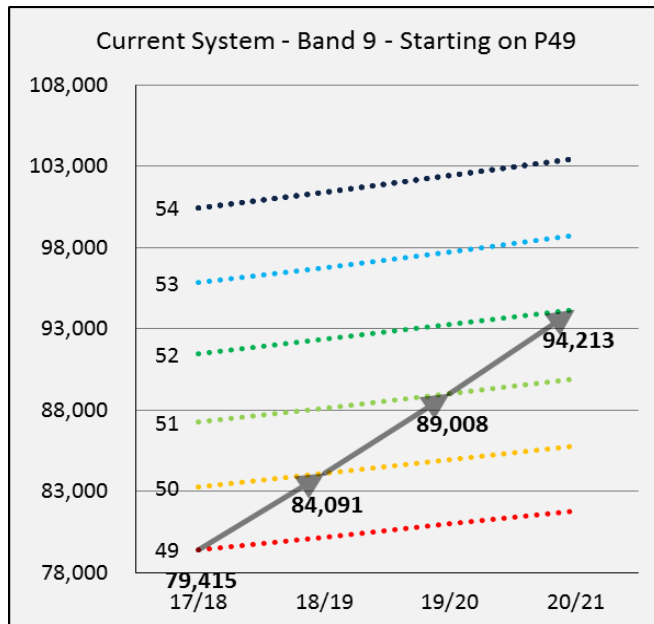
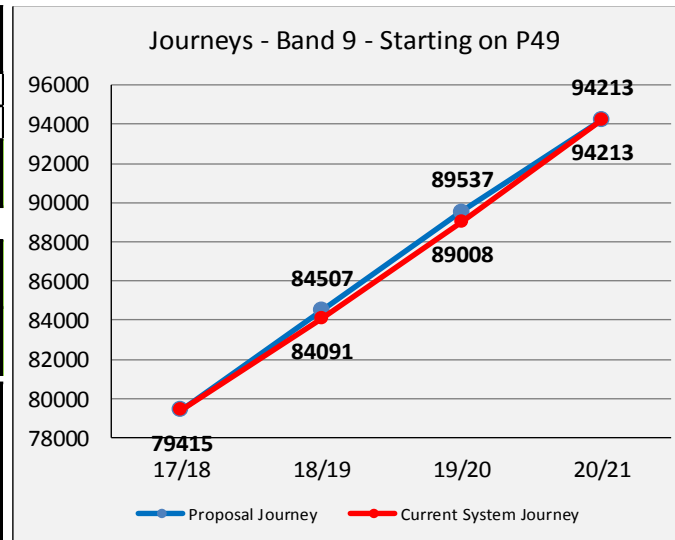
Band 9: Journey Tracker Pack

Outcomes - Band 9 Point 49	17/18	18/19	19/20	20/21
Current System Expected Pay Values	79415	84091	89008	94213
Proposed Pay Values	79415	84507	89537	94213
Uplift under Proposal (%)		6.41%	5.95%	5.22%
Uplift under Proposal (£)		£5,092	£5,030	£4,676

Difference between Proposal and Expectations (%)		0.49%	0.59%	0.00%
Difference between Proposal and Expectations (£)		£416	£529	£0
Proposal - Cumulative increase (%)		6.41%	12.75%	18.63%
Cumulative Gain from Proposal		£5,092	£10,122	£14,798

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.

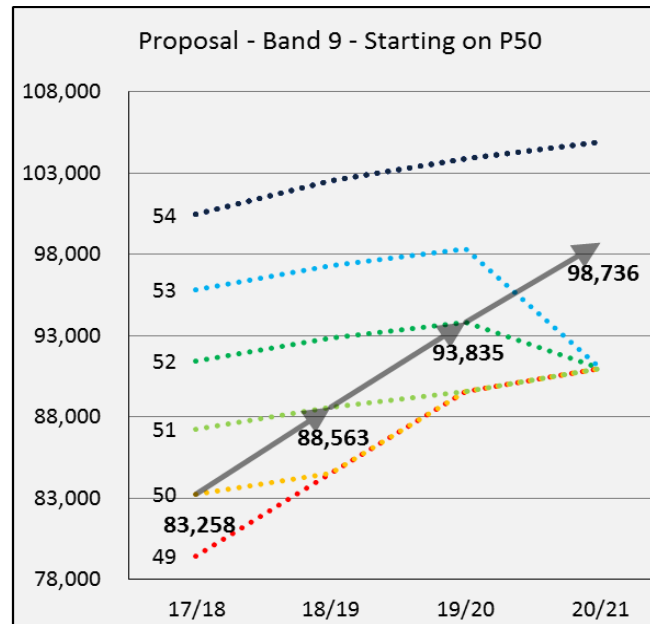
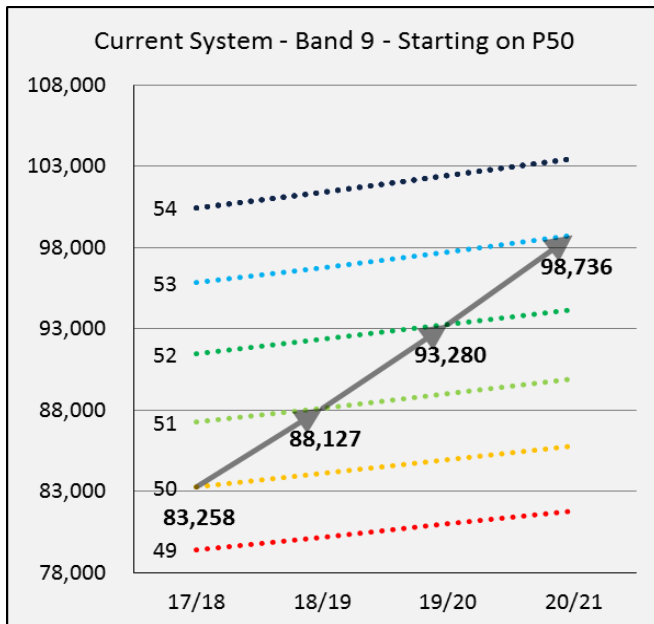
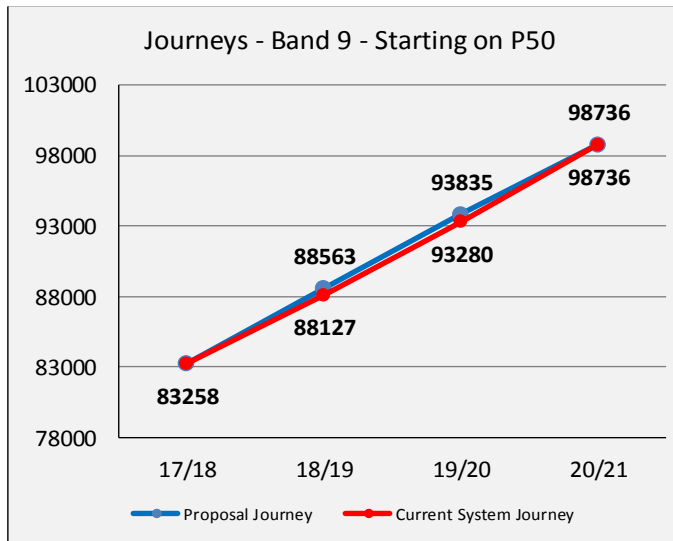


Outcomes - Band 9 Point 50	17/18	18/19	19/20	20/21
Current System Expected Pay Values	83258	88127	93280	98736
Proposed Pay Values	83258	88563	93835	98736
Uplift under Proposal (%)		6.37%	5.95%	5.22%
Uplift under Proposal (£)		£5,305	£5,272	£4,901

Difference between Proposal and Expectations (%)		0.49%	0.59%	0.00%
Difference between Proposal and Expectations (£)		£436	£555	£0
Proposal - Cumulative increase (%)		6.37%	12.70%	18.59%
Cumulative Gain from Proposal		£5,305	£10,577	£15,478

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.

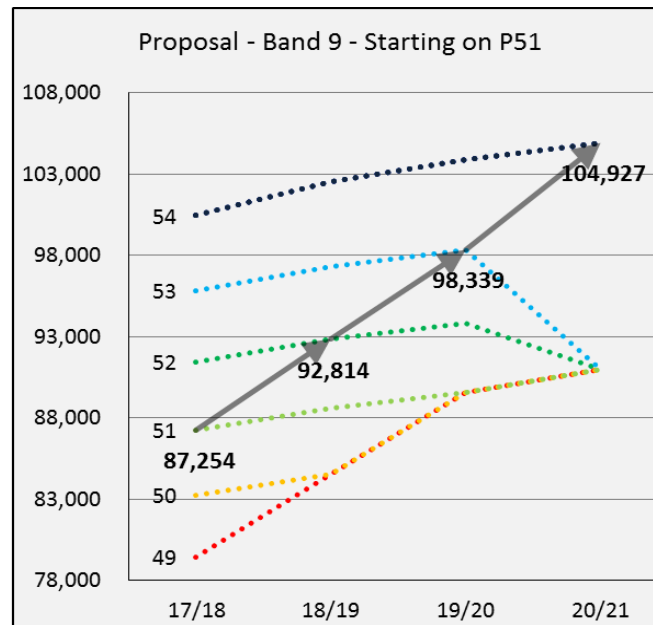
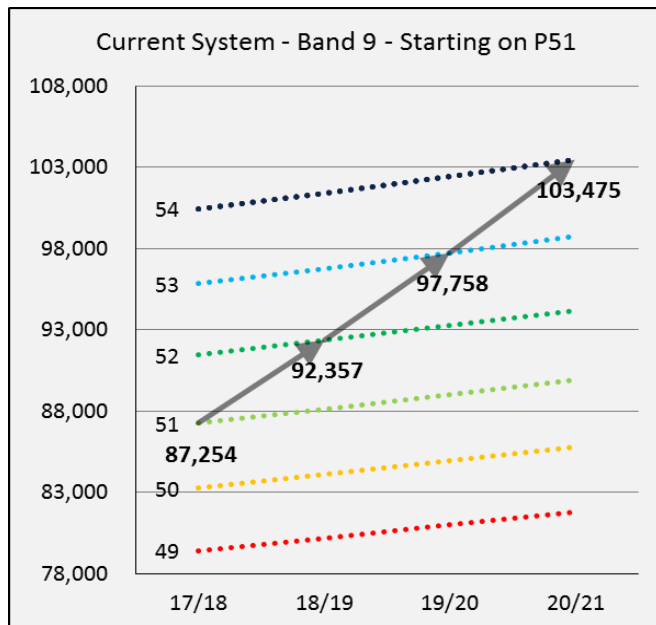
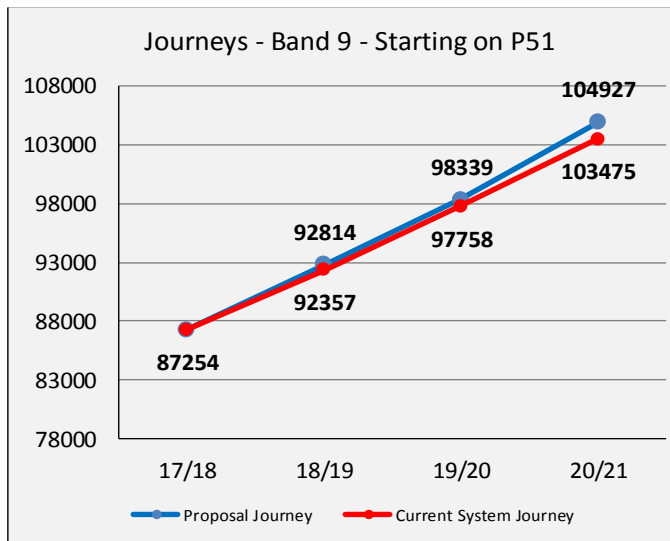


Outcomes - Band 9 Point 51	17/18	18/19	19/20	20/21
Current System Expected Pay Values	87254	92357	97758	103475
Proposed Pay Values	87254	92814	98339	104927
Uplift under Proposal (%)		6.37%	5.95%	6.70%
Uplift under Proposal (£)		£5,560	£5,525	£6,588

Difference between Proposal and Expectations (%)		0.49%	0.59%	1.40%
Difference between Proposal and Expectations (£)		£457	£581	£1,452
Proposal - Cumulative increase (%)		6.37%	12.70%	20.25%
Cumulative Gain from Proposal		£5,560	£11,085	£17,673

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.

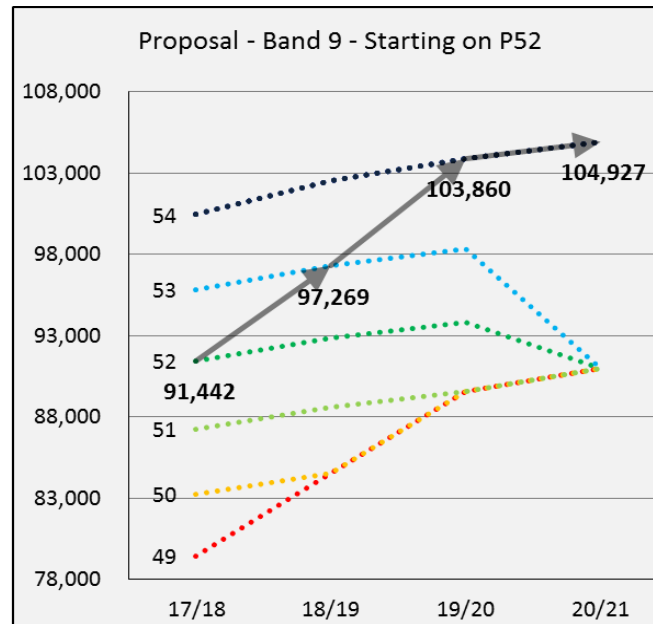
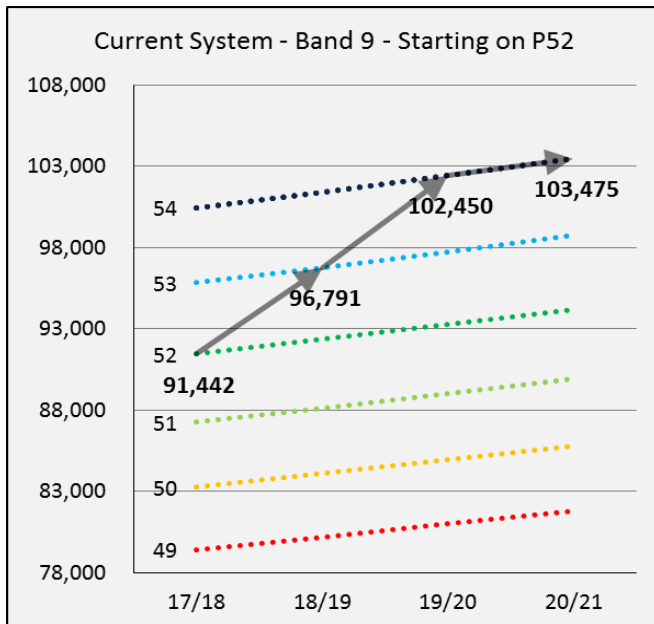
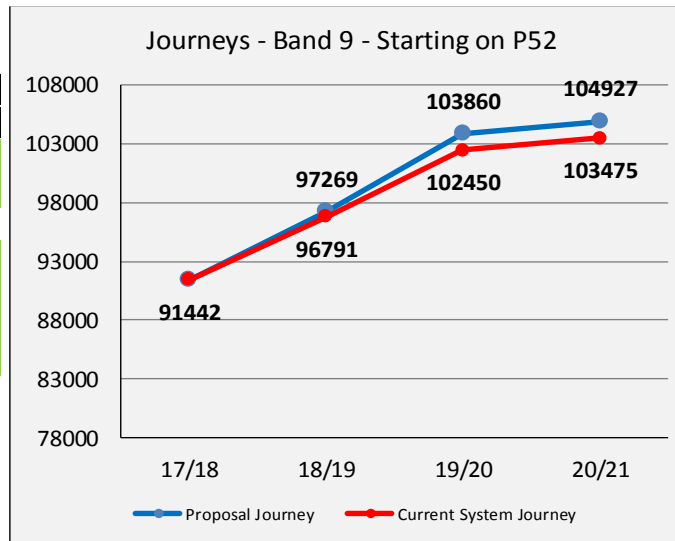


Outcomes - Band 9 Point 52	17/18	18/19	19/20	20/21
Current System Expected Pay Values	91442	96791	102450	103475
Proposed Pay Values	91442	97269	103860	104927
Uplift under Proposal (%)		6.37%	6.78%	1.03%
Uplift under Proposal (£)		£5,827	£6,591	£1,067

Difference between Proposal and Expectations (%)		0.49%	1.38%	1.40%
Difference between Proposal and Expectations (£)		£478	£1,410	£1,452
Proposal - Cumulative increase (%)		6.37%	13.58%	14.75%
Cumulative Gain from Proposal		£5,827	£12,418	£13,485

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.

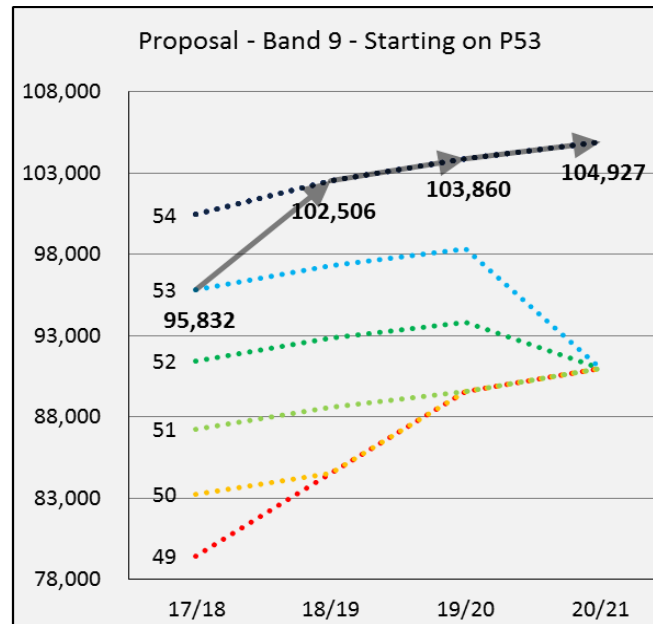
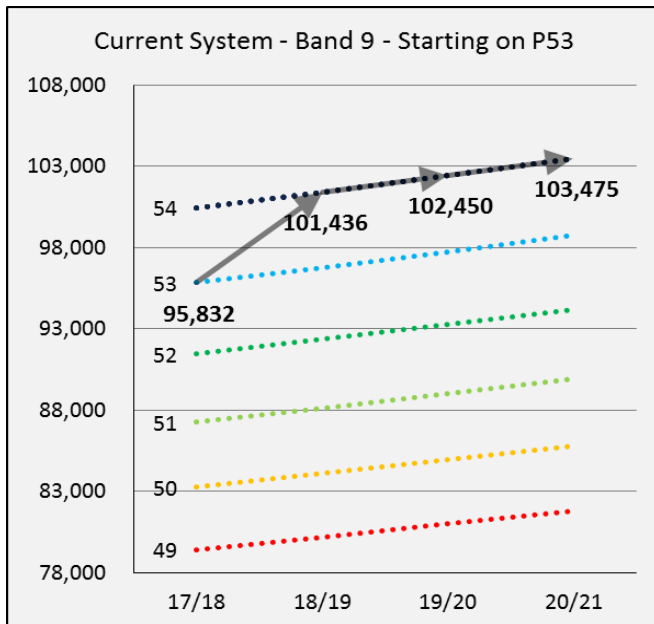
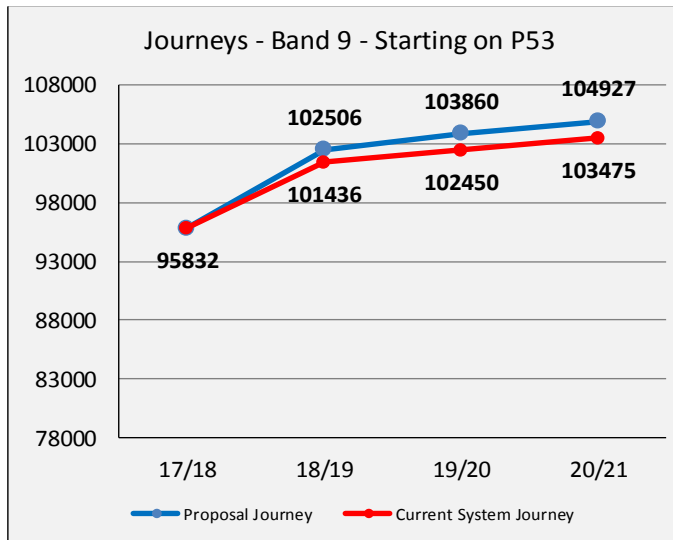


Outcomes - Band 9 Point 53	17/18	18/19	19/20	20/21
Current System Expected Pay Values	95832	101436	102450	103475
Proposed Pay Values	95832	102506	103860	104927
Uplift under Proposal (%)		6.96%	1.32%	1.03%
Uplift under Proposal (£)		£6,674	£1,354	£1,067

Difference between Proposal and Expectations (%)		1.05%	1.38%	1.40%
Difference between Proposal and Expectations (£)		£1,070	£1,410	£1,452
Proposal - Cumulative increase (%)		6.96%	8.38%	9.49%
Cumulative Gain from Proposal		£6,674	£8,028	£9,095

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 9 Point 54	17/18	18/19	19/20	20/21
Current System Expected Pay Values	100431	101436	102450	103475
Proposed Pay Values	100431	102506	103860	104927
Uplift under Proposal (%)		2.07%	1.32%	1.03%
Uplift under Proposal (£)		£2,075	£1,354	£1,067

Difference between Proposal and Expectations (%)		1.05%	1.38%	1.40%
Difference between Proposal and Expectations (£)		£1,070	£1,410	£1,452
Proposal - Cumulative increase (%)		2.07%	3.41%	4.48%
Cumulative Gain from Proposal		£2,075	£3,429	£4,496

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.

