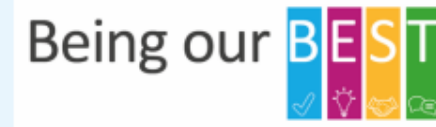


What do the changes look like on the pay scale? (Annual FTE Salary)



		Existing pay structure			
Work Level	Grade	Point 1	Point 2	Point3	Point 4
Senior Management	14	£ 88,839	£ 92,173	£ 95,551	
	13	£ 61,710	£ 64,551	£ 67,504	
	12	£ 55,196	£ 57,721	£ 60,351	
Managers and experts	11	£ 50,788	£ 51,802	£ 52,805	£ 53,993
	10	£ 45,718	£ 46,731	£ 47,754	£ 48,710
	9	£ 41,511	£ 42,708	£ 43,693	£ 44,711
Advisors and Supervisors	8	£ 37,035	£ 37,938	£ 38,626	£ 39,513
	7	£ 33,366	£ 34,314	£ 35,235	£ 36,124
	6	£ 30,559	£ 31,067	£ 32,115	£ 32,654
Process and Technical support	5	£ 27,269	£ 27,711	£ 28,624	£ 29,093
	4	£ 25,584	£ 25,992		
Frontline	3	£ 24,790	£ 25,183		
	2	£ 24,404			
	1	£ 24,027			

Proposed pay structure			
Point 1	Point 2	Point3	Point 4
£ 82,224	£ 84,767	£ 87,389	£ 90,091
£ 67,504	£ 70,034	£ 72,952	£ 75,992
£ 57,721	£ 59,655	£ 62,141	£ 64,730
£ 50,788	£ 51,802	£ 53,850	£ 56,070
£ 45,718	£ 46,731	£ 47,754	£ 49,764
£ 41,511	£ 42,708	£ 43,693	£ 44,711
£ 37,035	£ 37,938	£ 38,626	£ 39,513
£ 33,366	£ 35,235	£ 36,124	
£ 30,559	£ 31,067	£ 32,654	
£ 27,269	£ 28,163	£ 29,093	
£ 25,584	£ 25,992	£ 26,835	
£ 24,790	£ 25,183		
£ 24,404			
£ 24,027			

Key

Top of salary scale point

Salary level increasing

Salary level reducing