

Read this if you have been allocated into Residential Grade D.

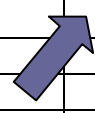
This chart is for those people who are currently in either Residential grade 5, 6, 7, or 8 and have been allocated to Grade DR. All reference to grades below means Residential grades.

Look at the left hand column and find your current grade and spinal column point.

- All Grade 5s and those in the first 4 points of Grade 6 go to the bottom point of D; follow the yellow route.
- All those in the first 6 points of Grade 7 or above the 4th point of Grade 6 will transfer on their current level; the pink route is one example of this.
- All those at the 7th point of Grade 7 or the 2nd point of Grade 8 will transfer to the top of D. They will receive the cost of living in 2008 consolidated into basic pay and they will receive 1.5% standard bonus in 2009; the follow the green route shows this.
- Anybody in the top of 7 or the third point of Grade 8 will take their October 2007 salary into 2008 and receive the equivalent of cost of living [shown here as 2.5% for illustration purposes] on their 2007 salary as a non consolidated cash payment, which will be paid whenever the cost of living increase is paid in that year. In 2009 they will receive 1.5% of the top of Grade D as a standard bonus. In 2010 they will receive the top of D [27440 in this example] and be eligible for bonus. The orange route shows you this.
- All those who are above the third point of 8 will have their 2007 salary protected until 2010 when they will receive the top of D and be eligible to earn bonus; the blue route shows you one example of this.

This chart shows how you would be assimilated onto DR from different points

July 06 – June 07 salary scale	Start Here	This is your point in October 2007 <small>This is the July 07 salary scale</small>	This is your point in October 2008 <small>Assumes 2.5% increase</small>	This is your point in October 2009 <small>Assumes 2.5% increase</small>	This is your destination in October 2010 <small>Assumes 2.5% increase</small>
15480		15870	16270	16680	17100
15950	5R	16350	16760	17180	17610
16430		16840	17260	17690	18130
16930		17350	17780	18220	18680
17420		17860	18310	18770	19240
17960	6R	18410	18870	19340	19820
18500		18960	19430	19920	20420
19060		19540	20030	20530	21040
19620		20110	20610	21130	21660
20210		20720	21240	21770	22310
20820	7R	21340	21870	22420	22980
21430		21970	22520	23080	23660
22100		22650	23220	23800	24400
22760		23330	23910	24510	25120
23420		24010	24610	25230	25860
24140	8R	24740	25360	25990	26640
24860		25480	26120	26770	27440
25610		26250	26250	+£656 NC	
26370		27030	27030	27030	
27180		27860	27860	27860	
27990		28690	28690	28690	
28830		29550	29550	29550	
29660		30400	30400	30400	



Please remember that the salary scales for future years are only illustrative, we have added 2.5% each year to show you how it might work out. These scales do not include London Weighting or any other allowances or existing protections.

Protection: In this example those people above the 3rd point of existing grade 8R will move across on their October 2007 salary [this includes the cost of living award for July 2007 and the October increment if appropriate.] That salary is protected until 30th September 2010. On 30th September 2010 all protections, whether as a result of this exercise or existing protection will cease. In the example given above the basic salary would be reduced from £28690 to £27440. The collective agreement includes a clause which would give further consideration to those whose loss is greater than 5%, subject to the legal position at the time.