

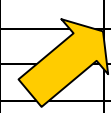
Read this if you have been allocated into Grade E

This chart is for those people who are currently in either grade 7, 8, or 9 and have been allocated to Grade E

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

- All those in the first 4 points of Grade 7 go to the bottom point of E and have incremental progression; follow the blue route
- All those above the fourth point of Grade 7 or the first 6 points of Grade 8 transfer at their current level and have normal incremental progression to the top of the scale; the green route shows you one example of this.
- All those at the 7th point of Grade 8 or the 3rd point of Grade 9 will transfer to the top of E. They will receive the cost of living in 2008 consolidated into basic pay, in 2009 they will receive 1.5% standard bonus and be eligible for bonus in 2010: the orange route shows you this.
- All those at the top of Grade 8 or the 4th point of 9 will transfer to the top of Grade E, in 2007 they will receive the same as they would have in Grade 8 including the July 2007 cost of living consolidated into basic pay. To bring them to a no worse off position in 2008 they will receive the difference between their protected 2007 salary and what would have been the top of Grade 8 [therefore including the cost of living]. The difference will be paid as a one off cash amount non consolidated. In 2009 the top of Grade E will have overtaken their protected salary so they will receive the top of E plus 1.5% standard bonus. In 2010 they will receive the top of E [£35790 in this example] and be eligible for bonus; follow the purple route.
- All those who are above the fourth point of Grade 9 will have their 2007 salary protected until 2010 when they will receive the top of E and be eligible to earn bonus; the yellow route shows you one example of this.

This chart shows how you would be assimilated onto E 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>				
22760		23330	23910	24510	25120				
23420	7	24010	24610	25230	25860				
24140		24740	25360	25990	26640				
24860		25480	26120	26770	27440				
25610		26250	E	26910	27580	28270			
26370		27030		27710	E	28400	29110		
27180	8	27860	28560	29270	E	30000			
27990		28690	29410	30150		30900	E		
28830		29550	30290	31050		31830			
29660		30400	31160	31940		32740			
30550	9	31310	32090	32890		33710			
31500		32290	33100	33930		34780			
32430		33240	34070	34920	1.5% 1.5%	35790	I	I	I
33420		34260	34260	+£856 NC					
34400		35260	35260		35260				
35440		36330	36330		36330				
36510		37420	37420		37420				
37610		38550	Protected	38550	Protected	38550	Protected		



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 4th point of existing grade 9 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 £38550 to £35790. 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.