

**Read this if you have been allocated into Grade H**

This chart is for those people who are currently in either grade 11, 12 and 13 and have been allocated to Grade H  
Look at the left hand column and find your current grade and spinal column point.

- All those in the first 4 points of 11 will go to the bottom point of H and have incremental progression; follow the orange route.
- All those above the 4th point of Grade 11 or in the first 6 points of Grade 12 will transfer on their current level and have normal incremental progression; the blue route shows you one example of this.
- All those at 2<sup>nd</sup> point of Grade 13 or the 7<sup>th</sup> point of Grade 12 will transfer to the top of H. In 2008 they will receive the cost of living award on their basic salary and in 2009 they will receive 1.5% standard bonus and be eligible for bonus in 2010.
- All those at the top of Grade 12 or the third point of Grade 13, will transfer to the top of Grade H, in 2007 they will receive the same as they would have in Grade 12/13 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 12/4<sup>th</sup> point of 13, [including the cost of living]. The difference is paid as a one off cash amount non consolidated. In 2009 the top of Grade H will have overtaken their protected salary so they will receive the top of H plus 1.5% standard bonus. In 2010 they will receive the top of H [£62780 in this example] and be eligible for bonus; follow the yellow route.
- Those above the third point of Grade 13 will have their 2007 salary protected until 2010; the purple route is one example.

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

July 06 – June 07 salary scale	<b>Start Here</b>	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>
41110	11	42140	43190	44270	45380
42320		43380	44460	45570	46710
43600		44690	45810	46960	48130
44890		46010	H	48340	49550
46250		47410		H	51070
47650	12	48840	50060	51310	H
49090		50320	51580	52870	H
50550		51810	53110	54430	
52050		53350	54680	56050	
53610		54950	56320	57730	
55220	13	56600	58020	59470	
56800		58300	59760	61250	1.5% 1.5% 62780 E E E
58580		60040	60040	+£1500 NC	
60330		61840	61840	61840	
62160		63710	63710	63710	
64020		65620	Protected	Protected	Protected
65940		67590	67590	67590	
67920		69620	69620	69620	

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 on the top of grade 11 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 30<sup>th</sup> September 2010. On 30<sup>th</sup> 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 to £62780. 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.