

APPENDIX 1

PAY UPDATE

How Earnings Have Diminished as a Result of the Pay Freezes in Relation to Cost of Living Increases

							RPI Index at 01.04.2008		
								214.0	
							RPI Index at 01.04.2012	242.5	
		2008/09	2009/10	2010/11	2011/12	2012/13	2012/13	Effect of	Reduction
		01.04.08	01.04.09	01.04.10	01.04.11	01.04.12	RPI	Pay Freeze	%
		£	£	£	£	£	£	£	%
Grade 1									
Paypoint									
	11	12,839	12,967	12,967	12,967	12,967			
	12	13,292	13,425	13,425	13,425	13,425			
	13	13,745	13,882	13,882	13,882	13,882			
	14	14,198	14,340	14,340	14,340	14,340			
	15	14,651	14,798	14,798	14,798	14,798			
	16	15,104	15,255	15,255	15,255	15,255			
Median Pay									
Rate Grade 1		13,972	14,111	14,111	14,111	14,111	15,832	-1,721	89.1
Max Grade 1		15,104	15,255	15,255	15,255	15,255	17,116	-1,861	89.1
Grade 2									
Paypoint									
	21	15,018	15,168	15,168	15,168	15,168			
	22	15,548	15,704	15,704	15,704	15,704			
	23	16,078	16,239	16,239	16,239	16,239			
	24	16,609	16,775	16,775	16,775	16,775			
	25	17,139	17,310	17,310	17,310	17,310			
	26	17,669	17,846	17,846	17,846	17,846			
Median Pay									
Rate Grade 2		16,344	16,507	16,507	16,507	16,507	18,520	-2,013	89.1
Max Grade 2		17,669	17,846	17,846	17,846	17,846	20,022	-2,176	89.1
Grade 3									
Paypoint									
	31	16,248	16,410	16,410	16,410	16,410			
	32	16,818	16,986	16,986	16,986	16,986			
	33	17,388	17,562	17,562	17,562	17,562			
	34	17,959	18,138	18,138	18,138	18,138			
	35	18,529	18,714	18,714	18,714	18,714			
	36	19,099	19,290	19,290	19,290	19,290			
Median Pay									
Rate Grade 3		17,674	17,850	17,850	17,850	17,850	20,027	-2,177	89.1
Max Grade 3		19,099	19,290	19,290	19,290	19,290	21,643	-2,353	89.1
Grade 4									
Paypoint									
	41	17,367	17,540	17,540	17,540	17,540			
	42	17,980	18,160	18,160	18,160	18,160			
	43	18,594	18,780	18,780	18,780	18,780			
	44	19,207	19,399	19,399	19,399	19,399			
	45	19,820	20,019	20,019	20,019	20,019			
	46	20,434	20,638	20,638	20,638	20,638			

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Median Pay								
Rate Grade 4	18,901	19,090	19,090	19,090	19,090	21,418	-2,328	89.1
Max Grade 4	20,434	20,638	20,638	20,638	20,638	23,155	-2,517	89.1

Grade 5
Paypoint

	2008/09 01.04.08	2009/10 01.04.09	2010/11 01.04.10	2011/12 01.04.11	2012/13 01.04.12	2012/13 RPI	Effect of Pay Freeze	Reduction
	£	£	£	£	£	£	£	%
51	18,806	18,994	18,994	18,994	18,994			
52	19,469	19,664	19,664	19,664	19,664			
53	20,132	20,333	20,333	20,333	20,333			
54	20,795	21,002	21,002	21,002	21,002			
55	21,457	21,672	21,672	21,672	21,672			
56	22,120	22,341	22,341	22,341	22,341			

Median Pay								
Rate Grade 5	20,464	20,668	20,668	20,668	20,668	23,189	-2,521	89.1
Max Grade 5	22,120	22,341	22,341	22,341	22,341	25,066	-2,725	89.1

Grade 6
Paypoint

	2008/09 01.04.08	2009/10 01.04.09	2010/11 01.04.10	2011/12 01.04.11	2012/13 01.04.12	2012/13 RPI	Effect of Pay Freeze	Reduction
	£	£	£	£	£	£	£	%
61	20,566	20,772	20,772	20,772	20,772			
62	21,294	21,507	21,507	21,507	21,507			
63	22,021	22,242	22,242	22,242	22,242			
64	22,749	22,976	22,976	22,976	22,976			
65	23,476	23,711	23,711	23,711	23,711			
66	24,204	24,446	24,446	24,446	24,446			

Median Pay								
Rate Grade 6	22,385	22,609	22,609	22,609	22,609	25,366	-2,757	89.1
Max Grade 6	24,204	24,446	24,446	24,446	24,446	27,427	-2,981	89.1

Grade 7
Paypoint

	2008/09 01.04.08	2009/10 01.04.09	2010/11 01.04.10	2011/12 01.04.11	2012/13 01.04.12	2012/13 RPI	Effect of Pay Freeze	Reduction
	£	£	£	£	£	£	£	%
71	22,391	22,615	22,615	22,615	22,615			
72	23,180	23,412	23,412	23,412	23,412			
73	23,970	24,209	24,209	24,209	24,209			
74	24,759	25,006	25,006	25,006	25,006			
75	25,548	25,803	25,803	25,803	25,803			
76	26,337	26,600	26,600	26,600	26,600			

Median Pay								
Rate Grade 7	24,365	24,608	24,608	24,608	24,608	27,609	-3,002	89.1
Max Grade 7	26,337	26,600	26,600	26,600	26,600	29,844	-3,244	89.1

Grade 8
Paypoint

	2008/09 01.04.08	2009/10 01.04.09	2010/11 01.04.10	2011/12 01.04.11	2012/13 01.04.12	2012/13 RPI	Effect of Pay Freeze	Reduction
	£	£	£	£	£	£	£	%
81	25,107	25,358	25,358	25,358	25,358			
82	25,995	26,255	26,255	26,255	26,255			
83	26,882	27,151	27,151	27,151	27,151			
84	27,770	28,048	28,048	28,048	28,048			
85	28,658	28,945	28,945	28,945	28,945			
86	29,546	29,841	29,841	29,841	29,841			

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Median Pay								
Rate Grade 8	27,326	27,600	27,600	27,600	27,600	30,965	-3,366	89.1
Max Grade 8	29,546	29,841	29,841	29,841	29,841	33,481	-3,640	89.1

Grade 9

Paypoint								
	2008/09	2009/10	2010/11	2011/12	2012/13	2012/13	Effect of	Reduction
	01.04.08	01.04.09	01.04.10	01.04.11	01.04.12	RPI	Pay Freeze	%
	£	£	£	£	£	£	£	%
91	25,107	25,358	25,358	25,358	25,358			
92	25,995	26,255	26,255	26,255	26,255			
93	26,882	27,151	27,151	27,151	27,151			
94	27,770	28,048	28,048	28,048	28,048			
95	28,658	28,945	28,945	28,945	28,945			
96	29,546	29,841	29,841	29,841	29,841			
Median Pay								
Rate Grade 9	27,326	27,600	27,600	27,600	27,600	30,965	-3,366	89.1
Max Grade 9	29,546	29,841	29,841	29,841	29,841	33,481	-3,640	89.1

Grade 10

Paypoint								
	2008/09	2009/10	2010/11	2011/12	2012/13	2012/13	Effect of	Reduction
	01.04.08	01.04.09	01.04.10	01.04.11	01.04.12	RPI	Pay Freeze	%
	£	£	£	£	£	£	£	%
101	32,076	32,397	32,397	32,397	32,397			
102	33,208	33,540	33,540	33,540	33,540			
103	34,339	34,862	34,862	34,862	34,862			
104	35,470	35,825	35,825	35,825	35,825			
105	36,602	36,968	36,968	36,968	36,968			
106	37,733	38,110	38,110	38,110	38,110			
Median Pay								
Rate Grade 10	34,905	35,344	35,344	35,344	35,344	39,553	-4,209	89.4
Max Grade 10	37,733	38,110	38,110	38,110	38,110	42,758	-4,648	89.1

Grade 11

Paypoint								
	2008/09	2009/10	2010/11	2011/12	2012/13	2012/13	Effect of	Reduction
	01.04.08	01.04.09	01.04.10	01.04.11	01.04.12	RPI	Pay Freeze	%
	£	£	£	£	£	£	£	%
111	36,777	37,145	37,145	37,145	37,145			
112	38,075	38,456	38,456	38,456	38,456			
113	39,373	39,767	39,767	39,767	39,767			
114	40,671	41,077	41,077	41,077	41,077			
115	41,968	42,388	42,388	42,388	42,388			
116	43,266	43,699	43,699	43,699	43,699			
Median Pay								
Rate Grade 11	40,022	40,422	40,422	40,422	40,422	45,352	-4,930	89.1
Max Grade 11	43,266	43,699	43,699	43,699	43,699	49,028	-5,329	89.1

Grade 12

Paypoint								
	2008/09	2009/10	2010/11	2011/12	2012/13	2012/13	Effect of	Reduction
	01.04.08	01.04.09	01.04.10	01.04.11	01.04.12	RPI	Pay Freeze	%
	£	£	£	£	£	£	£	%
121	41,228	41,641	41,641	41,641	41,641			
122	42,683	43,110	43,110	43,110	43,110			
123	44,138	44,580	44,580	44,580	44,580			
124	45,593	46,049	46,049	46,049	46,049			
125	47,048	47,519	47,519	47,519	47,519			
126	48,503	48,988	48,988	48,988	48,988			

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Median Pay								
Rate Grade 12	44,866	45,315	45,315	45,315	45,315	50,841	-5,526	89.1
Max Grade 12	48,503	48,988	48,988	48,988	48,988	54,963	-5,975	89.1