

2005 Pay Offer dated 1 November 2005

HOW TO CALCULATE YOUR ANNUAL PAY INCREASE

GENERAL

1. Under the pay settlement the majority of pay scales will have their minima removed (see Pay Bulletin 2/05 paragraph 3). On those scales where the scale minimum will be removed, then Point 2 on the 2004 scale will become the new Minimum 1 on the 2005 scale; Point 3 on the 2004 scale will become Point 2 on the 2005 scale and so on (with a 0.2% increase in the value of each point to take account of the increase in rates of pay).
2. On those scales where the minimum will be removed, staff appointed on or after 1 October 2004 on the minimum of the 2004 pay scales will move automatically to Minimum 1 with effect from 1 August 2005.
3. On those pay scales where the minimum will not be removed, the 2004 Minimum will remain Minimum 1 of the 2005 pay scale; Point 2 on the 2004 scale will remain Point 2 of the 2005 scale, and so on (with the agreed increases in the value of each point to take account of increase to rates of pay).
4. Examples of how to calculate your annual pay award are set out below. These examples assume you were in post at your existing grade for more than 6 months at 31 March 2005.

Example 2: Administrative Officer – Satisfactory Performer (Box 1, 2, 3)

Pay scale minimum **has been removed** see paragraph 2 above.

2004 AO Pay scale	
Point	£
Max	15,691
8	15,341
7	14,998
6	14,500
5	14,017
4	13,552
3	12,953
2	12,244
Min 1	11,572

2005 AO Pay scale	
Point	£
Max	16,112
8	15,722
7	15,372
6	15,028
5	14,529
4	14,045
3	13,579
2	12,979
Min 1	12,268

New point

2004 Min removed

An AO on Point 4 of the AO scale at 31 July 2005 with a satisfactory performance mark - **£13,552** moves on progression to Point 4 on the 2005 AO scale - **£14,045**.

Difference between salary at 31 July and new salary is **£14,045 - £13,552 = £493 - i.e. 3.6%**

**Plus non-consolidated bonus £200 for Box 2
 £400 for Box 1**

Example 3: Professional and Technical Officer - Satisfactory Performer (Box 1, 2, 3)

Pay scale minimum **has been removed** see paragraph 2 above.

2004 PTO Pay scale	
Point	£
Max	23,938
12	23,246
11	22,573
10	21,918
9	21,280
8	20,665
7	20,065
6	19,105
5	18,192
4	17,323
3	16,489
2	15,672
Min 1	14,859

2005 PTO Pay scale	
Point	£
Max	24,581
12	23,986
11	23,292
10	22,618
9	21,962
8	21,323
7	20,706
6	20,105
5	19,143
4	18,228
3	17,358
2	16,522
Min 1	15,703

New point

2004 Min removed

If the minimum of your pay scale has not been removed

Step 1 Establish your current salary

Step 2 If you are below the maximum of the pay scale and your performance has been assessed as Box 3 or better, your one point progression will take you to a point which on the 2005 scale is 1 numerical point above your existing 2004 point.

Subject to eligibility, if you are a Box 1 or Box 2 performer you will also receive a non-consolidated performance bonus as set out below:

Box 1 £400

Box 2 £200

Example 4: 'O' Level Trainee - Satisfactory Performer (Box 1, 2, 3)

Pay scale minimum **has not been removed** (see paragraph 3 above).

2004 O Level Trainee Pay scale	
Point	£
Max	14,026
3	12,401
2	11,421
Min 1	10,816

2004 O Level Trainee Pay scale	
Point	£
Max	14,403
3	12,734
2	11,728
Min 1	11,209

An 'O' Level Trainee on Point Min 1 of the 'O' Level Trainee scale at 31 July 2005 with a satisfactory performance mark - **£10,816** moves on progression to Point 2 on the 2005 'O' Level Trainee scale - **£11,728**.

Difference between salary at 31 March and new salary is **£11,728 – £10,816 = £912**
i.e. 8.4%

Plus non-consolidated bonus

£200 for Box 2
£400 for Box 1