

2006 Pay Award

General

Pay progression charts assume eligibility for one-step progression for each year of the three year period.

If you are not eligible for a one-step progression and are on the minimum of your pay scale you will automatically move to the new minimum. While if you are not eligible for a one-step progression and are above the minimum of your pay scale you will move across to the point on the new pay scale that is of equal or next highest value.

How to calculate your annual pay increase:

- Step 1 Identify your grade title shown on pages 1- 6.
- Step 2 Press control and Click to follow link to your respective pay progression chart.
- Step 3 Identify your current salary step and current salary (see columns 2 & 3). Then read horizontally across that row on the page to identify your new salary for 2006, 2007 and 2008. The last column shows the total percentage consolidated increase over the 3 year period.

For example:

An Administrative Assistant is found on page 1. When you press control and click you jump to your respective pay progression chart on page 7. Eligible staff on the min point £11,209 would move to £12,106 from 1 August 2006 and then to £12,520 from 1 August 2007 and then to £13,130 from 1 August 2008 giving a total consolidated increase of 17.1% over the three year period.

Professional & Technical Officer is found on page 4. When you press control and click you jump to your respective pay progression chart on page 22. Eligible staff on point 6 £20,105 would move to £21,151 from 1 August 2006 and then to £22,055 from 1 August 2007 and then to £23,066 from 1 August 2008 giving a total consolidated increase of 14.7% over the three year period.

Pay Progression Charts Final Offer

Grade title	Scale code	Page Number
Accommodation Manager (Enniskillen)	241	11
Accommodation Manager/ess	193	13
Accountant (Grade 7)	098	19
Accountant DP	122	17
Administrative Assistant	338	7
Administrative Assistant (New Deal)	338	7
Administrative Assistant London	339	29
Administrative Officer	356	7
Administrative Officer (New Deal)	356	7
Administrative Officer London	368	29
Agricultural Economist	157	25
Alkali and Radiochemical Inspector	099	20/21
Area Foreman	244	22/23
Area Forest Engineer	244	22/23
Area Inspector (TSB)	182	25
Area Transport Manager	133	23
Assistant Accommodation Manager/ess	237	10/11
Assistant Agricultural Economist	305	26
Assistant Area Transport Manager	186	23
Assistant Auditor (Envir)	193	13
Assistant Auditor (H&SS)	237	10/11
Assistant Chief Inspector (SSI)	034	21/22
Assistant Custodian	302	8
Assistant Draughtsman Illustrator	323	26/27
Assistant Information Officer	237	10/11
Assistant Inspector (New Deal)	119	16
Assistant Librarian	269	26
Assistant Manager/Warden	407	11
Assistant Programmer	356	7
Assistant Scientific Officer	362	27
Assistant Supervisor (Office Machines) (Obsol)	356	7
Assistant Supervisor (Water) (Personal)	311	26/27
Assistant Valuer	244	22/23
Assistant Warden	323	26/27
Associate Inspector	119	16
AT/SO	200	28/29
Audio Visual Technician	237	10/11
Audit Assistant (H&SS)	284	8
Audit Assistant (H&SS) (Accountant)	289	32
Auditor (Envir)	119	16
Auditor (H&SS)	193	13
Auditor (H&SS) (Accountant)	195	13/14
Auditor DP (MIIA & BATS)	266	17/18
Auditor DP (MIIA or BATS)	264	17
Auditor DP IT (MIIA & BATS)	277	17/18
Auditor DP IT (MIIA or BATS)	270	17
Auditor SO (MIIA and BATS)	254	14
Auditor Staff Officer (MIIA or BATS)	252	15
Auditor Staff Officer IT (MIIA & BATS)	249	30/31

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Auditor Staff Officer IT (MIIA or BATS)	257	31
Careers Adviser	237	10/11
Careers Service Manager	193	13
Catering Adviser	119	16
Catering Manager III	294	26
Chief Alkali and Radiochemical Inspector	068	22
Chief Clerk of Works	133	23
Chief Fisheries Officer	070	19
Chief Law Clerk	119	16
Chief Mapper	193	13
Chief Typing Manager	206	13
Cleaner	330	8
Clerk of Works 1	186	23
Clerk of Works II	244	22/23
Conservation Grade E	251	25
Conservation Grade F	342	26
Conservation Grade G	403	31/32
Curatorial Grade D	145	23/24
Curatorial Grade D+4 (DOE)	146	24/25
Curatorial Grade E	251	25
Curatorial Officer F	276	26
Custodian	301	7/8
Dental Officer	041	22
Dental Surgery Assistant	338	7
Deputy Catering Adviser	193	13
Deputy Catering Advisor	223	26
Deputy Chief Driving Examiner	119	16
Deputy Chief Examiner (PSV)	133	23
Deputy Chief Fisheries Officer	117	24
Deputy Chief Trading Standards Officer	132	24
Deputy Chief Veterinary Research Officer	025	31
Deputy Development Executive	119	16
Deputy Economist	119	16
Deputy Principal	119	16
Deputy Principal Information Officer	119	16
Deputy Principal London	123	17
Deputy Principal Statistician	119	16
Deputy Registrar Land Registry	035	32/33
Development Executive	086	20
Divisional Veterinary Officer	067	20
Donaghadee Harbour Master/Foreman of Works	244	22/23
Drawing Office Manager	120	16
Driver and Traffic Examiner	313	9
Education Officer	119	16
Enforcement Officer	313	9
Environment Health Officer	119	16
Environment Policy Adviser	119	16
EOI Accountant	240	29/30
EOII Accountant	289	32
Estates Superintendent	186	23
Executive Officer II London	296	29

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Executive Officer I	237	10/11
Executive Officer II	284	8
Field Monument Warden	355	8
Fire Officer	215	31
Fire Officer 1	186	23
Fire Officer II	244	22/23
Fire Surveyor	133	23
Fisheries Officer 1	374	11
Fisheries Officer II	410	9/10
Food Technology Technician	407	11
Forest Officer I	137	28
Forest Officer II	190	28
Forest Officer III	202	27/28
Grade 6 (Unified)	026, 052	21
Grade 7 (Unified)	083, 085	18
Grade 7 Accountant (DHSS)	097	19
Grade 7 London	089	20
Graduate Trainee	291	23
Health Care Planning Advisor	119	16
Higher Instructional Officer	220	11/12
Higher Mapping and Charting Officer	213	25
Higher Photographic Officer	304	25
Higher Psychologist	079	25
Higher Scientific Officer	212	25
Housing Inspector II	244	22/23
HPTO (All Disciplines)	186	23
ICT Level 2	356	7
Imports Inspector	410	9/10
Information Officer	193	13
Inspector (Health & Safety)	143	24
Inspector (SSI)	090	19
Inspector (TSB)	226	26
Inspector Group 1	410	9/10
Inspector Group 2	407	11
Inspector Group 3	374	11
Inspector Group 4	193	13
Inspector Group 5	336	14
Inspector I (Agriculture)	070	19
Inspector II (Agriculture)	117	24
Inspector III Agriculture	157	25
Inspector II (Health & Safety)	238	26
Inspector IV (Agriculture)	305	26
Instructional Officer	261	10
Investigation Officer	193	13
Land Survey Technician III	244	22/23
Law Clerk I	237	10/11
Law Clerk II	284	8
Legal Assistant	124	18
Librarian	181	25
Management Accountant	119	16
Management Training Adviser	119	16

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Manager Warden	374	11
Mapper	356	7
Mapping & Charting Technical Grade 1	324	27
Mapping & Charting Technical Grade II	283	27
Mapping and Charting Officer	245	26
Meat Inspector	216	12/13
Medical Attendant	370	7
Medical Officer	041	22
Medicines Enforcement Officer	193	13
Nurse Grade C	333	7
Nurse Grade G	219	16
Nurse Planning Adviser	119	16
Nursing Officer	110	20
Nutritional Associate	119	16
O Level Trainee	380	23
Personal Secretary	343	8
Personal Secretary London	349	29
Pharmaceutical Officer	118	24
Photographic Officer	306	26
Pollution Inspector	055	21
Post Mortem Attendant	353	27
Poultry Meat Inspector	407	11
Principal Auditor H&SS (Accountant)	098	19
Principal Inspector (Health & Safety)	082	19
Principal Legal Officer	081	19
Principal Nurse	086	20
Principal Pharmaceutical Officer	113	20
Principal Statistician London	089	20
Programmer	284	8
Programmer Analyst	237	10/11
PTO (All Disciplines)	244	22/23
Registrar	121	16/17
Research Assistant (Historic Monuments)	251	25
Scientific Officer.	274	26
Security Guard	365	7/8
Security Officer	360	29
Security Surveyor	193	13
Senior Agricultural Economist	117	24
Senior Assistant Economist	200	28/29
Senior Assistant Statistician	200	28/29
Senior Audit Assistant	237	10/11
Senior Audit Assistant (Accounting)	240	29/30
Senior Auditor (H&SS)	119	16
Senior Auditor (H&SS) (Accountant)	122	17
Senior Careers Adviser	211	13
Senior Driving and Traffic Examiner	258	32
Senior Enforcement Officer	235	12
Senior Fire Officer	209	19/20
Senior Fisheries Officer	157	25
Senior Housing Inspector	186	23
Senior Imports Inspector	407	11

Pay Progression Charts Final Offer

Senior Instructional Officer	185	15
Senior Law Clerk	193	13
Senior Legal Assistant	053	22
Senior Librarian	133	23
Senior Mapper	284	8
Senior Mapping and Charting Officer	163	23/24
Senior Meat Inspector	207	15
Senior Occupational Health Nurse	106	18
Senior Personal Secretary	326	9
Senior Principal Legal Officer	076	21
Senior Psychologist	073	23/24
Senior Scientific Officer	155	23/24
Senior Systems Analyst	119	16
Senior Telecomms Engineer	133	23
Senior Valuation Assistant	259	26
Senior Veterinary Research Officer II	067	20
Senior Warden	407	11
Senior Work Study Officer	193	13
Ships 2nd Engineer/Mate	273	26
Social Security Officer I	282	9
Social Security Officer IIA	364	7
Social Security Officer IIB	359	7
SPTO (All Disciplines)	133	23
Staff Officer	193	13
Staff Officer Accountant	195	13/14
Staff Officer London	197	14/15
Stores Officer C.	278	26
Stores Officer Grade D	308	26/27
Student	312, 334	32
Supervising Examiner (ADI/Driving Tests)	204	15/16
Supervisor of Security Guards	303	10
Supplies Officer	119	16
Support Grade 1 Security Guard	365	7/8
Support Grade Band 1	367	7/8
Support Grade Band 2	393	8
Support Grade Band 2 Security Guard	398	8
Support Manager 2	246	12
Support Manager 3	292	10
Support manager 3 (supervisor of Security Guards)	303	10
Supt Mapper	237	10/11
Supt (Office Machines) (Obsol)	284	8
Systems Analyst,	193	13
Technical Grade 1	323	26/27
Technical Grade II	377	27
Telecoms Engineering Technician	287	30
Telecoms Technician Engineer I	187	31
Telecoms Technician Engineer II	222	30
Traffic Examiner EOII	284	8
Trainee Careers Advisors	284	8
Trainee Inspector TSS	389	26/27
Training Service Manager	119	16
Typing Manager	279	8/9

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Typist	310	7
Typist London	314	29
Unified Grade 6	026, 052	21
Unified Grade 7	083, 085	18
Valuation Assistant	271	27
Valuer 1	131	23/24
Valuer II.	188	25
Vehicle Inspector	323	26/27
Vehicle/Driving Examiner	244	22/23
Warden	244	22/23
Works Technical Officer	244	22/23

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
338,310	Max	13,453	Max	13,723	Max	13,997	Max	14,420	7.2%
	8	13,127	6	13,561	Max	13,997	Max	14,420	9.8%
	7	12,834	5	13,319	5	13,808	Max	14,420	12.4%
	6	12,548	4	13,076	4	13,525	4	14,201	13.2%
	5	12,268	3	12,833	3	13,241	3	13,872	13.1%
	4	11,995	2	12,510	2	12,917	2	13,493	12.5%
	3	11,726	Min 1	12,106	Min 1	12,520	Min 1	13,130	12.0%
	2	11,466	Min 1	12,106	Min 1	12,520	Min 1	13,130	14.5%
	Min 1	11,209	Min 1	12,106	Min 1	12,520	Min 1	13,130	17.1%
356, 364, 370	Max	16,112	Max	16,435	Max	16,764	Max	17,099	6.1%
	8	15,722	6	16,116	Max	16,764	Max	17,099	8.8%
	7	15,372	6	16,116	Max	16,764	Max	17,099	11.2%
	6	15,028	5	15,639	5	16,412	Max	17,099	13.8%
	5	14,529	4	15,161	4	15,885	4	16,714	15.0%
	4	14,045	3	14,683	3	15,358	3	16,136	14.9%
	3	13,579	2	14,046	2	14,731	2	15,539	14.4%
	2	12,979	2	14,046	2	14,731	2	15,539	19.7%
	Min 1	12,268	Min 1	13,050	Min 1	14,060	Min 1	14,890	21.4%
359	Max	16,112	Max	16,435	Max	16,764	Max	17,099	6.1%
	8	15,722	6	16,116	Max	16,764	Max	17,099	8.8%
	7	15,372	6	16,116	Max	16,764	Max	17,099	11.2%
	6	15,028	5	15,639	5	16,412	Max	17,099	13.8%
	5	14,529	4	15,161	4	15,885	4	16,714	15.0%
	4	14,045	3	14,683	3	15,358	3	16,136	14.9%
	3	13,579	2	14,046	2	14,731	2	15,539	14.4%
	2	13,127	2	14,046	2	14,731	2	15,539	18.4%
	Min 1	12,548	2	14,046	2	14,731	2	15,539	23.8%
333	Max	14,825	Max	16,435	Max	16,764	Max	17,099	15.3%
	8	14,466	6	16,116	Max	16,764	Max	17,099	15.5%
	7	14,175	5	15,639	5	16,412	Max	17,099	13.8%
	6	13,890	4	15,161	4	15,885	4	16,714	16.2%
	5	13,609	3	14,683	3	15,358	3	16,136	14.2%
	4	13,337	3	14,683	3	15,358	3	16,136	16.5%
	3	13,068	2	14,046	2	14,731	2	15,539	18.9%
	2	12,806	2	14,046	2	14,731	2	15,539	21.3%
	Min 1	12,546	2	14,046	2	14,731	2	15,539	18.7%
301,365, 367	Max	14,676	Max	16,435	Max	16,764	Max	17,099	13.9%
	8	14,321	6	16,116	Max	16,764	Max	17,099	12.7%
	7	14,032	5	15,639	5	16,412	Max	17,099	15.0%
	6	13,749	4	15,161	4	15,885	4	16,714	13.0%
	5	13,472	3	14,683	3	15,358	3	16,136	15.3%
	4	13,200	3	14,683	3	15,358	3	16,136	17.7%
	3	12,935	2	14,046	2	14,731	2	15,539	20.1%
	2	12,673	2	14,046	2	14,731	2	15,539	17.5%
	Min 1	12,673	Min 1	13,050	Min 1	14,060	Min 1	14,890	

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
	Min 1	12,295	Min 1	13,050	Min 1	14,060	Min 1	14,890	21.1%
302, 393, 398			Max	13,723	Max	13,997	Max	14,420	
			6	13,561	Max	13,997	Max	14,420	
	Max	12,988	5	13,319	5	13,808	Max	14,420	11.0%
	7	12,673	4	13,076	4	13,525	4	14,201	12.1%
	6	12,420	3	12,833	3	13,241	3	13,872	11.7%
	5	12,168	2	12,510	2	12,917	2	13,493	10.9%
	4	11,924	2	12,510	2	12,917	2	13,493	13.2%
	3	11,684	Min 1	12,106	Min 1	12,520	Min 1	13,130	12.4%
	2	11,449	Min 1	12,106	Min 1	12,520	Min 1	13,130	14.7%
Min 1	11,219	Min 1	12,106	Min 1	12,520	Min 1	13,130	17.0%	
330			Max	13,723	Max	13,997	Max	14,420	
			6	13,561	Max	13,997	Max	14,420	
			5	13,319	5	13,808	Max	14,420	
			4	13,076	4	13,525	4	14,201	
			3	12,833	3	13,241	3	13,872	
	Max	11,777	2	12,510	2	12,917	2	13,493	14.6%
Min 1	11,209	Min 1	12,106	Min 1	12,520	Min 1	13,130	17.1%	
355	Max	16,112	Max	16,435	Max	16,764	Max	17,099	6.1%
	7	15,722	6	16,116	Max	16,764	Max	17,099	8.8%
	6	15,372	6	16,116	Max	16,764	Max	17,099	11.2%
	5	15,028	5	15,639	5	16,412	Max	17,099	13.8%
	4	14,529	4	15,161	4	15,885	4	16,714	15.0%
	3	14,045	3	14,683	3	15,358	3	16,136	14.9%
	2	13,735	2	14,046	2	14,731	2	15,539	13.1%
	Min 1	13,428	2	14,046	2	14,731	2	15,539	15.7%
		Min 1	13,050	Min 1	14,060	Min 1	14,890		
284,343	Max	19,913	Max	20,311	Max	20,717	Max	21,132	6.1%
	12	19,431	11	20,105	Max	20,717	Max	21,132	8.8%
			10	19,898	10	20,491	Max	21,132	
	11	19,039	9	19,692	9	20,264	9	20,884	9.7%
	10	18,655	8	19,382	8	20,037	8	20,637	10.6%
	9	18,280	7	19,038	7	19,697	7	20,390	11.5%
	8	17,913	6	18,654	6	19,357	6	20,018	11.8%
	7	17,550	5	18,247	5	18,904	5	19,647	11.9%
	6	17,197	4	17,834	4	18,450	4	19,152	11.4%
	5	16,851	3	17,421	3	17,997	3	18,657	10.7%
	4	16,512	3	17,421	3	17,997	3	18,657	13.0%
	3	16,015	2	16,802	2	17,543	2	18,163	13.4%
	2	15,221	Min 1	16,183	Min 1	16,863	Min 1	17,668	16.1%
	Min 1	14,321	Min 1	16,183	Min 1	16,863	Min 1	17,668	23.4%
279	Max	20,882	Max	20,986	Max	21,091	Max	21,197	1.5%
	9	20,377	Max	20,986	Max	21,091	Max	21,197	4.0%
	8	19,922	9	20,479	Max	21,091	Max	21,197	6.4%
	7	19,478	8	20,022	9	20,681	Max	21,197	8.8%
	6	19,043	7	19,575	8	20,329	9	20,884	9.7%
	5	18,618	6	19,138	7	19,983	8	20,637	10.8%
	4	18,203	5	18,711	6	19,578	7	20,390	12.0%
	3	17,797	4	18,294	5	19,179	6	20,018	12.5%
	2	17,401	3	17,886	4	18,723	5	19,647	12.9%
	Min 1	17,013	2	17,488	3	18,271	4	19,152	12.6%

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Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
			Min 1	17,098	2	17,826	3	18,657	
					Min 1	17,383	2	18,163	
							Min 1	17,668	
326	Max	20,187	Max	20,311	Max	20,717	Max	21,132	4.7%
	9	19,698	Max	20,311	Max	20,717	Max	21,132	7.3%
	8	19,258	10	19,898	10	20,491	Max	21,132	9.7%
			9	19,692	9	20,264	9	20,884	
	7	18,830	8	19,382	8	20,037	8	20,637	9.6%
	6	18,410	7	19,038	7	19,697	7	20,390	10.8%
	5	17,999	6	18,654	6	19,357	6	20,018	11.2%
	4	17,598	5	18,247	5	18,904	5	19,647	11.6%
	3	17,205	4	17,834	4	18,450	4	19,152	11.3%
	2	16,823	3	17,421	3	17,997	3	18,657	10.9%
	Min 1	16,448	3	17,421	3	17,997	3	18,657	13.4%
			2	16,802	2	17,543	2	18,163	
			Min 1	16,183	Min 1	16,863	Min 1	17,668	
313	Max	20,528	Max	20,631	Max	20,733	Max	21,132	2.9%
	12	20,031	Max	20,631	Max	20,733	Max	21,132	5.5%
	11	19,628	10	20,186	10	20,540	Max	21,132	7.7%
			9	19,964	9	20,346	9	20,884	
	10	19,233	8	19,630	8	20,153	8	20,637	7.3%
	9	18,847	7	19,297	7	19,862	7	20,390	8.2%
	8	18,466	6	18,852	6	19,572	6	20,018	8.4%
	7	18,095	6	18,852	6	19,572	6	20,018	10.6%
	6	17,729	5	18,407	5	19,108	5	19,647	10.8%
	5	17,373	4	17,962	4	18,605	4	19,152	10.2%
	4	17,024	3	17,517	3	18,024	3	18,657	9.6%
	3	16,512	3	17,517	3	18,024	3	18,657	13.0%
	2	15,534	2	16,850	2	17,598	2	18,163	16.9%
Min 1	14,614	Min 1	16,183	Min 1	16,863	Min 1	17,668	20.9%	
282	Max	19,913	Max	20,311	Max	20,717	Max	21,132	6.1%
	12	19,431	11	20,105	Max	20,717	Max	21,132	8.8%
			10	19,898	10	20,491	Max	21,132	
	11	19,039	9	19,692	9	20,264	9	20,884	9.7%
	10	18,655	8	19,382	8	20,037	8	20,637	10.6%
	9	18,280	7	19,038	7	19,697	7	20,390	11.5%
	8	17,913	6	18,654	6	19,357	6	20,018	11.8%
	7	17,550	5	18,247	5	18,904	5	19,647	11.9%
	6	17,197	4	17,834	4	18,450	4	19,152	11.4%
	5	16,851	3	17,421	3	17,997	3	18,657	10.7%
	4	16,512	3	17,421	3	17,997	3	18,657	13.0%
	3	16,179	2	16,802	2	17,543	2	18,163	12.3%
	2	15,534	Min 1	16,183	Min 1	16,863	Min 1	17,668	13.7%
Min 1	14,614	Min 1	16,183	Min 1	16,863	Min 1	17,668	20.9%	
410	Max	19,913	Max	20,311	Max	20,717	Max	21,132	6.1%
	12	19,431	11	20,105	Max	20,717	Max	21,132	8.8%
			10	19,898	10	20,491	Max	21,132	
	11	19,039	9	19,692	9	20,264	9	20,884	9.7%
	10	18,655	8	19,382	8	20,037	8	20,637	10.6%
	9	18,280	7	19,038	7	19,697	7	20,390	11.5%
		6	18,654	6	19,357	6	20,018	11.8%	

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
	7	17,550	5	18,247	5	18,904	5	19,647	11.9%
	6	17,197	4	17,834	4	18,450	4	19,152	11.4%
	5	16,851	3	17,421	3	17,997	3	18,657	10.7%
	4	16,015	3	17,421	3	17,997	3	18,657	16.5%
			2	16,802	2	17,543	2	18,163	
	3	15,221	Min 1	16,183	Min 1	16,863	Min 1	17,668	16.1%
	2	14,321	Min 1	16,183	Min 1	16,863	Min 1	17,668	23.4%
	Min 1	13,472	Min 1	16,183	Min 1	16,863	Min 1	17,668	31.1%
292,303			Max	20,311	Max	20,717	Max	21,132	
			11	20,105	Max	20,717	Max	21,132	
			10	19,898	10	20,491	Max	21,132	
			9	19,692	9	20,264	9	20,884	
	Max	18,734	8	19,382	8	20,037	8	20,637	10.2%
	10	18,280	7	19,038	7	19,697	7	20,390	11.5%
	9	17,913	6	18,654	6	19,357	6	20,018	11.8%
	8	17,550	5	18,247	5	18,904	5	19,647	11.9%
	7	17,197	4	17,834	4	18,450	4	19,152	11.4%
	6	16,851	3	17,421	3	17,997	3	18,657	10.7%
	5	16,512	3	17,421	3	17,997	3	18,657	13.0%
	4	16,179	2	16,802	2	17,543	2	18,163	12.3%
	3	15,854	Min 1	16,183	Min 1	16,863	Min 1	17,668	11.4%
	2	15,534	Min 1	16,183	Min 1	16,863	Min 1	17,668	13.7%
	Min 1	15,221	Min 1	16,183	Min 1	16,863	Min 1	17,668	16.1%
261	Max	23,914	Max	24,034	Max	24,154	Max	24,275	1.5%
	11	23,336	Max	24,034	Max	24,154	Max	24,275	4.0%
			11	23,784	Max	24,154	Max	24,275	
	10	22,864	10	23,534	11	23,898	Max	24,275	6.2%
			9	23,284	10	23,642	10	24,013	
	9	22,404	8	22,910	9	23,387	9	23,751	6.0%
	8	21,954	7	22,535	8	23,003	8	23,489	7.0%
	7	21,511	6	22,036	7	22,619	7	23,097	7.4%
	6	21,076	5	21,536	6	22,108	6	22,704	7.7%
	5	20,653	5	21,536	6	22,108	6	22,704	9.9%
	4	20,236	4	21,037	5	21,596	5	22,180	9.6%
	3	19,829	3	20,537	4	21,085	4	21,657	9.2%
	2	19,431	3	20,537	4	21,085	4	21,657	11.5%
	Min 1	19,039	2	19,788	3	20,573	3	21,133	11.0%
			Min 1	19,039	2	19,806	2	20,610	
					Min 1	19,039	Min 1	19,806	
237	Max	24,581	Max	25,073	Max	25,574	Max	26,086	6.1%
	12	23,986	11	24,746	Max	25,574	Max	26,086	8.8%
			10	24,419	10	25,222	Max	26,086	
	11	22,927	9	24,092	9	24,870	9	25,708	12.1%
	10	22,438	8	23,602	8	24,518	8	25,331	12.9%
	9	21,959	7	22,900	7	23,991	7	24,953	13.6%
	8	21,490	6	22,430	6	23,463	6	24,387	13.5%
	7	21,025	5	21,804	5	22,759	5	23,821	13.3%
	6	20,574	4	21,151	4	22,055	4	23,066	12.1%
	5	20,129	4	21,151	4	22,055	4	23,066	14.6%
	4	19,693	3	20,497	3	21,351	3	22,311	13.3%
	3	18,879	3	20,497	3	21,351	3	22,311	18.2%

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years	
374	2	17,913	2	19,516	2	20,647	2	21,556	20.3%	
	Min 1	16,851	Min 1	18,536	Min 1	19,592	Min 1	20,801	23.4%	
	Max	25,419	Max	25,546	Max	25,673	Max	26,086	2.6%	
	12	24,804	Max	25,546	Max	25,673	Max	26,086	5.2%	
				11	25,196	Max	25,673	Max	26,086	
	11	24,058	10	24,845	10	25,369	Max	26,086	8.4%	
	10	23,573	9	24,495	9	25,065	9	25,708	9.1%	
	9	23,098	8	23,969	8	24,761	8	25,331	9.7%	
	8	22,633	7	23,443	7	24,305	7	24,953	10.3%	
	7	22,177	6	22,742	6	23,788	6	24,387	10.0%	
	6	21,730	6	22,742	6	23,788	6	24,387	12.2%	
	5	21,295	5	22,041	5	22,997	5	23,821	11.9%	
	4	20,444	4	21,340	4	22,268	4	23,066	12.8%	
	3	19,233	3	20,639	3	21,416	3	22,311	16.0%	
2	18,095	2	19,588	2	20,747	2	21,556	19.1%		
Min 1	17,024	Min 1	18,536	Min 1	19,592	Min 1	20,801	22.2%		
407	Max	24,581	Max	25,073	Max	25,574	Max	26,086	6.1%	
	12	23,986	11	24,746	Max	25,574	Max	26,086	8.8%	
			10	24,419	10	25,222	Max	26,086		
	11	23,157	9	24,092	9	24,870	9	25,708	11.0%	
	10	22,665	8	23,602	8	24,518	8	25,331	11.8%	
	9	22,181	7	22,900	7	23,991	7	24,953	12.5%	
	8	21,706	6	22,430	6	23,463	6	24,387	12.4%	
	7	21,239	5	21,804	5	22,759	5	23,821	12.2%	
	6	20,574	5	21,804	5	22,759	5	23,821	15.8%	
	5	19,529	4	21,151	4	22,055	4	23,066	18.1%	
	4	18,346	3	20,497	3	21,351	3	22,311	21.6%	
	3	17,229	Min 1	18,536	Min 1	19,592	Min 1	20,801	20.7%	
	2	16,179	Min 1	18,536	Min 1	19,592	Min 1	20,801	28.6%	
	Min 1	15,221	Min 1	18,536	Min 1	19,592	Min 1	20,801	36.7%	
241	Max	24,581	Max	25,073	Max	25,574	Max	26,086	6.1%	
	12	23,986	11	24,746	Max	25,574	Max	26,086	8.8%	
			10	24,419	10	25,222	Max	26,086		
	11	23,157	9	24,092	9	24,870	9	25,708	11.0%	
	10	22,665	8	23,602	8	24,518	8	25,331	11.8%	
	9	22,181	7	22,900	7	23,991	7	24,953	12.5%	
	8	21,706	6	22,430	6	23,463	6	24,387	12.4%	
	7	21,239	5	21,804	5	22,759	5	23,821	12.2%	
	6	20,783	5	21,804	5	22,759	5	23,821	14.6%	
	5	20,335	4	21,151	4	22,055	4	23,066	13.4%	
	4	19,693	3	20,497	3	21,351	3	22,311	13.3%	
	3	18,879	3	20,497	3	21,351	3	22,311	18.2%	
	2	17,913	2	19,516	2	20,647	2	21,556	20.3%	
	Min 1	16,851	Min 1	18,536	Min 1	19,592	Min 1	20,801	23.4%	
220	Max	28,140	Max	28,281	Max	28,421	Max	28,564	1.5%	
	12	27,459	Max	28,281	Max	28,421	Max	28,564	4.0%	
			11	27,965	Max	28,421	Max	28,564		
	11	26,907	10	27,648	11	28,098	Max	28,564	6.2%	
	10	26,364	9	27,332	10	27,774	10	28,234	7.1%	
			8	26,857	9	27,451	9	27,903		
		7	26,383	8	26,966	8	27,573	6.7%		

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
	8	25,313	7	26,383	8	26,966	8	27,573	8.9%
	7	24,804	6	25,750	7	26,481	7	27,077	9.2%
	6	24,304	5	25,118	6	25,834	6	26,581	9.4%
	5	23,815	4	24,485	5	25,188	5	25,920	8.8%
	4	23,336	3	23,852	4	24,541	4	25,259	8.2%
	3	22,864	3	23,852	4	24,541	4	25,259	10.5%
	2	22,404	2	22,903	3	23,894	3	24,598	9.8%
	Min 1	21,954	2	22,903	3	23,894	3	24,598	12.0%
246			Min 1	21,954	2	22,924	2	23,937	
					Min 1	21,954	Min 1	22,924	
	Max	24,581	Max	25,073	Max	25,574	Max	26,086	6.1%
	11	23,986	10	24,615	Max	25,574	Max	26,086	8.8%
	10	22,190	9	24,157	10	25,162	Max	26,086	17.6%
			8	23,635	9	24,744	9	25,708	
			7	23,112	8	24,294	8	25,331	
	9	21,644	6	22,393	7	23,749	7	24,953	15.3%
	8	21,103	6	22,393	7	23,749	7	24,953	18.2%
	7	20,572	5	21,608	6	23,107	6	24,387	18.5%
	6	20,050	4	20,824	5	22,337	5	23,821	18.8%
	5	19,533	4	20,824	5	22,337	5	23,821	22.0%
	4	19,026	3	20,039	4	21,567	4	23,066	21.2%
	3	18,528	2	19,320	3	20,798	3	22,311	20.4%
	2	18,036	2	19,320	3	20,798	3	22,311	23.7%
	Min 1	17,550	Min 1	18,500	2	20,061	2	21,556	22.8%
235	Max	25,419	Max	25,546	Max	25,673	Max	26,086	2.6%
	12	24,804	Max	25,546	Max	25,673	Max	26,086	5.2%
			11	25,196	Max	25,673	Max	26,086	
	11	24,304	10	24,845	10	25,316	Max	26,086	7.3%
	10	23,815	9	24,495	9	24,959	9	25,708	7.9%
	9	23,336	8	23,969	8	24,602	8	25,331	8.5%
	8	22,864	7	23,443	7	24,067	7	24,953	9.1%
	7	22,404	7	23,443	7	24,067	7	24,953	11.4%
	6	21,954	6	22,742	6	23,532	6	24,387	11.1%
	5	21,511	5	22,041	5	22,818	5	23,821	10.7%
	4	21,076	5	22,041	5	22,818	5	23,821	13.0%
	3	20,444	4	21,340	4	22,105	4	23,066	12.8%
	2	19,628	3	20,639	3	21,391	3	22,311	13.7%
	Min 1	18,466	3	20,639	3	21,391	3	22,311	20.8%
216			2	19,588	2	20,677	2	21,556	
			Min 1	18,536	Min 1	19,592	Min 1	20,801	
	Max	25,419	Max	25,546	Max	25,674	Max	26,086	2.6%
	12	24,804	Max	25,546	Max	25,674	Max	26,086	5.2%
			11	25,196	Max	25,674	Max	26,086	
	11	24,304	10	24,845	10	25,342	Max	26,086	7.3%
	10	23,815	9	24,495	9	24,985	9	25,708	7.9%
	9	22,864	8	23,969	8	24,603	8	25,331	10.8%
	8	21,954	7	23,443	7	24,068	7	24,953	13.7%
	7	21,076	6	22,742	6	23,532	6	24,387	15.7%
	6	20,236	5	21,950	5	22,819	5	23,821	17.7%
			4	21,070	4	22,105	4	23,066	
5	19,039	3	20,639	3	21,391	3	22,311	17.2%	

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
	4	17,913	2	19,588	2	20,677	2	21,556	20.3%
	3	16,851	Min 1	18,536	Min 1	19,692	Min 1	20,801	23.4%
	2	15,854	Min 1	18,536	Min 1	19,692	Min 1	20,801	31.2%
	Min 1	14,915	Min 1	18,536	Min 1	19,692	Min 1	20,801	39.5%
211	Max	24,906	Max	25,073	Max	25,574	Max	26,086	4.7%
	12	24,304	Max	25,073	Max	25,574	Max	26,086	7.3%
			11	24,746	Max	25,574	Max	26,086	
	11	23,815	10	24,419	10	25,222	Max	26,086	9.5%
	10	23,336	9	24,092	9	24,870	9	25,708	10.2%
	9	22,864	8	23,602	8	24,518	8	25,331	10.8%
	8	22,404	7	22,900	7	23,991	7	24,953	11.4%
	7	21,954	6	22,430	6	23,463	6	24,387	11.1%
	6	21,511	6	22,430	6	23,463	6	24,387	13.4%
	5	21,076	5	21,804	5	22,759	5	23,821	13.0%
	4	20,236	4	21,151	4	22,055	4	23,066	14.0%
	3	19,233	3	20,497	3	21,351	3	22,311	16.0%
	2	18,095	2	19,516	2	20,647	2	21,556	19.1%
	Min 1	17,024	Min 1	18,536	Min 1	19,592	Min 1	20,801	22.2%
193	Max	28,759	Max	29,335	Max	29,922	Max	30,520	6.1%
	12	28,063	11	28,935	Max	29,922	Max	30,520	8.8%
			10	28,535	10	29,492	Max	30,520	
	11	26,618	9	28,135	9	29,063	9	30,061	12.9%
	10	26,035	8	27,535	8	28,633	8	29,601	13.7%
	9	25,461	7	26,600	7	27,989	7	29,142	14.5%
	8	24,899	6	26,000	6	27,345	6	28,453	14.3%
	7	24,347	5	25,334	5	26,486	5	27,764	14.0%
	6	23,805	4	24,534	4	25,627	4	26,845	12.8%
	5	23,271	4	24,534	4	25,627	4	26,845	15.4%
	4	22,748	3	23,734	3	24,768	3	25,927	14.0%
	3	22,012	3	23,734	3	24,768	3	25,927	17.8%
	2	21,295	2	22,533	2	23,910	2	25,008	17.4%
	Min 1	20,031	Min 1	21,333	Min 1	22,621	Min 1	24,089	20.3%
206	Max	28,759	Max	29,335	Max	29,922	Max	30,520	6.1%
	9	28,063	11	28,935	Max	29,922	Max	30,520	8.8%
			10	28,535	10	29,492	Max	30,520	
	8	27,016	9	28,135	9	29,063	9	30,061	11.3%
	7	26,121	8	27,535	8	28,633	8	29,601	13.3%
	6	25,252	7	26,600	7	27,989	7	29,142	15.4%
			6	26,000	6	27,345	6	28,453	
	5	24,412	5	25,334	5	26,486	5	27,764	13.7%
	4	23,599	4	24,534	4	25,627	4	26,845	13.8%
	3	22,553	3	23,734	3	24,768	3	25,927	15.0%
	2	21,558	3	23,734	3	24,768	3	25,927	20.3%
	Min 1	20,147	2	22,533	2	23,910	2	25,008	24.1%
			Min 1	21,333	Min 1	22,621	Min 1	24,089	
195			Max	32,335	Max	32,922	Max	33,520	
			11	31,935	Max	32,922	Max	33,520	
	Max	30,838	10	31,535	10	32,492	Max	33,520	8.7%
	12	30,092	9	31,135	9	32,063	9	33,061	9.9%
	11	29,486	8	30,535	8	31,633	8	32,601	10.6%

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Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
	10	28,891	7	29,600	7	30,989	7	32,142	11.3%
	9	28,310	6	29,000	6	30,345	6	31,453	11.1%
	8	27,739	5	28,334	5	29,486	5	30,764	10.9%
	7	27,181	5	28,334	5	29,486	5	30,764	13.2%
	6	26,633	4	27,534	4	28,627	4	29,845	12.1%
	5	26,098	3	26,734	3	27,768	3	28,927	10.8%
	4	25,572	3	26,734	3	27,768	3	28,927	13.1%
	3	25,056	3	26,734	3	27,768	3	28,927	15.4%
	2	24,058	2	25,533	2	26,910	2	28,008	16.4%
	Min 1	23,098	Min 1	24,333	Min 1	25,621	Min 1	27,089	17.3%
254			Max	31,535	Max	32,122	Max	32,720	
			11	31,135	Max	32,122	Max	32,720	
	Max	29,911	10	30,735	10	31,692	Max	32,720	9.4%
	12	29,187	9	30,335	9	31,263	9	32,261	10.5%
	11	28,600	8	29,735	8	30,833	8	31,801	11.2%
	10	28,023	7	28,800	7	30,189	7	31,342	11.8%
	9	27,459	6	28,200	6	29,545	6	30,653	11.6%
	8	26,907	5	27,534	5	28,686	5	29,964	11.4%
	7	26,364	5	27,534	5	28,686	5	29,964	13.7%
	6	25,834	4	26,734	4	27,827	4	29,045	12.4%
	5	25,313	3	25,934	3	26,968	3	28,127	11.1%
	4	24,804	3	25,934	3	26,968	3	28,127	13.4%
	3	24,304	3	25,934	3	26,968	3	28,127	15.7%
	2	23,098	2	24,733	2	26,110	2	27,208	17.8%
	Min 1	21,730	Min 1	23,533	Min 1	24,821	Min 1	26,289	21.0%
336	Max	29,012	Max	29,335	Max	29,922	Max	30,520	5.2%
	12	28,310	Max	29,335	Max	29,922	Max	30,520	7.8%
			11	28,935	Max	29,922	Max	30,520	
	11	27,739	10	28,535	10	29,492	Max	30,520	10.0%
	10	27,181	9	28,135	9	29,063	9	30,061	10.6%
	9	26,633	8	27,535	8	28,633	8	29,601	11.1%
	8	26,098	8	27,535	8	28,633	8	29,601	13.4%
	7	25,572	7	26,600	7	27,989	7	29,142	14.0%
	6	25,056	6	26,000	6	27,345	6	28,453	13.6%
	5	24,551	5	25,334	5	26,486	5	27,764	13.1%
	4	23,336	5	25,334	5	26,486	5	27,764	19.0%
			4	24,534	4	25,627	4	26,845	
	3	21,954	3	23,734	3	24,768	3	25,927	18.1%
	2	20,653	2	22,533	2	23,910	2	25,008	21.1%
	Min 1	19,431	Min 1	21,333	Min 1	22,621	Min 1	24,089	24.0%
197	Max	28,718	Max	29,335	Max	29,922	Max	30,520	6.3%
	12	28,023	11	28,935	Max	29,922	Max	30,520	8.9%
			10	28,535	10	29,492	Max	30,520	
	11	27,459	9	28,135	9	29,063	9	30,061	9.5%
	10	26,907	8	27,535	8	28,633	8	29,601	10.0%
	9	26,364	7	26,600	7	27,989	7	29,142	10.5%
	8	25,834	6	26,000	6	27,345	6	28,453	10.1%
	7	25,313	5	25,334	5	26,486	5	27,764	9.7%
	6	24,804	4	24,534	4	25,627	4	26,845	8.2%
	5	24,304	4	24,534	4	25,627	4	26,845	10.5%

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
	4	23,815	3	23,734	3	24,768	3	25,927	8.9%
	3	23,098	3	23,734	3	24,768	3	25,927	12.2%
	2	22,177	2	22,533	2	23,910	2	25,008	12.8%
	Min 1	20,863	Min 1	21,333	Min 1	22,621	Min 1	24,089	15.5%
252			Max	30,435	Max	31,022	Max	31,620	
			11	30,035	Max	31,022	Max	31,620	
	Max	28,718	10	29,635	10	30,592	Max	31,620	10.1%
	12	28,023	9	29,235	9	30,163	9	31,161	11.2%
	11	27,459	8	28,635	8	29,733	8	30,701	11.8%
	10	26,907	7	27,700	7	29,089	7	30,242	12.4%
	9	26,364	6	27,100	6	28,445	6	29,553	12.1%
	8	25,834	5	26,434	5	27,586	5	28,864	11.7%
	7	25,313	5	26,434	5	27,586	5	28,864	14.0%
	6	24,804	4	25,634	4	26,727	4	27,945	12.7%
	5	24,304	3	24,834	3	25,868	3	27,027	11.2%
	4	23,815	3	24,834	3	25,868	3	27,027	13.5%
	3	23,098	3	24,834	3	25,868	3	27,027	17.0%
	2	22,177	2	23,633	2	25,010	2	26,108	17.7%
	Min 1	20,863	Min 1	22,433	Min 1	23,721	Min 1	25,189	20.7%
185	Max	30,525	Max	30,678	Max	30,831	Max	30,985	1.5%
	11	29,786	Max	30,678	Max	30,831	Max	30,985	4.0%
			11	30,365	Max	30,831	Max	30,985	
	10	29,187	10	30,052	10	30,511	Max	30,985	6.2%
			9	29,740	9	30,190	9	30,657	
	9	28,600	8	29,271	8	29,870	8	30,329	6.0%
	8	28,023	7	28,802	7	29,390	7	30,001	7.1%
	7	27,459	6	28,177	6	28,909	6	29,509	7.5%
	6	26,907	5	27,552	5	28,269	5	29,017	7.8%
	5	26,364	4	26,926	4	27,628	4	28,361	7.6%
	4	25,834	4	26,926	4	27,628	4	28,361	9.8%
	3	25,313	3	26,301	3	26,988	3	27,705	9.4%
	2	24,804	2	25,363	2	26,347	2	27,049	9.1%
	Min 1	24,304	2	25,363	2	26,347	2	27,049	11.3%
			Min 1	24,426	Min 1	25,400	Min 1	26,347	
207	Max	28,759	Max	29,335	Max	29,922	Max	30,520	6.1%
	12	28,063	11	28,935	Max	29,922	Max	30,520	8.8%
			10	28,535	10	29,492	Max	30,520	
	11	26,884	9	28,135	9	29,063	9	30,061	11.8%
	10	26,296	8	27,535	8	28,633	8	29,601	12.6%
	9	25,717	7	26,600	7	27,989	7	29,142	13.3%
	8	25,151	6	26,000	6	27,345	6	28,453	13.1%
	7	24,592	5	25,334	5	26,486	5	27,764	12.9%
	6	24,046	5	25,334	5	26,486	5	27,764	15.5%
	5	23,509	4	24,534	4	25,627	4	26,845	14.2%
	4	22,980	3	23,734	3	24,768	3	25,927	12.8%
	3	22,012	3	23,734	3	24,768	3	25,927	17.8%
	2	21,076	2	22,533	2	23,910	2	25,008	18.7%
	Min 1	19,829	Min 1	21,333	Min 1	22,621	Min 1	24,089	21.5%
204	Max	28,759	Max	29,335	Max	29,922	Max	30,520	6.1%
	12	28,063	11	28,935	Max	29,922	Max	30,520	8.8%
	11	26,597	9	28,135	9	29,063	9	30,061	13.0%

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
			8	27,535	8	28,633	8	29,601	
	10	25,993	7	26,600	7	27,989	7	29,142	12.1%
	9	25,399	6	26,000	6	27,345	6	28,453	12.0%
	8	24,814	6	26,000	6	27,345	6	28,453	14.7%
	7	24,239	5	25,334	5	26,486	5	27,764	14.5%
	6	23,675	4	24,534	4	25,627	4	26,845	13.4%
	5	23,118	3	23,734	3	24,768	3	25,927	12.2%
	4	22,574	3	23,734	3	24,768	3	25,927	14.9%
	3	22,038	3	23,734	3	24,768	3	25,927	17.6%
	2	21,076	2	22,533	2	23,910	2	25,008	18.7%
	Min 1	20,236	Min 1	21,333	Min 1	22,621	Min 1	24,089	19.0%
219	Max	28,759	Max	29,335	Max	29,922	Max	30,520	6.1%
	10	28,063	10	28,948	11	29,922	10	30,520	8.8%
	9	26,317	9	28,562	10	29,505	10	30,520	16.0%
			8	27,790	9	29,081	9	30,061	
	8	25,696	7	27,018	8	28,466	8	29,601	15.2%
	7	25,084	6	26,245	7	27,735	7	29,142	16.2%
	6	24,484	5	25,473	6	27,005	6	28,453	16.2%
	5	23,894	4	24,701	5	26,159	5	27,764	16.2%
	4	23,310	3	23,929	4	25,314	4	26,845	15.2%
	3	22,738	3	23,929	4	25,314	4	26,845	18.1%
	2	22,176	2	22,770	3	24,468	3	25,927	16.9%
	Min 1	21,188	2	22,770	3	24,468	3	25,927	22.4%
			Min 1	21,612	2	23,430	2	25,008	
					Min	22,621	Min	24,089	
119,120	Max	36,650	Max	37,383	Max	38,131	Max	38,893	6.1%
	12	35,763	11	36,833	Max	38,131	Max	38,893	8.8%
	11	35,045	10	36,284	10	37,544	Max	38,893	11.0%
	10	34,341	9	35,734	9	36,957	9	38,268	11.4%
	9	33,649	8	34,910	8	36,370	8	37,643	11.9%
	8	32,973	7	34,086	7	35,489	7	37,018	12.3%
	7	32,310	6	32,987	6	34,609	6	36,080	11.7%
	6	31,661	6	32,987	6	34,609	6	36,080	14.0%
	5	31,025	5	31,888	5	33,435	5	35,143	13.3%
	4	29,786	5	31,888	5	33,435	5	35,143	18.0%
	3	28,023	4	30,788	4	32,261	4	33,893	20.9%
			3	29,689	3	31,087	3	32,643	
	2	26,364	2	28,041	2	29,914	2	31,393	19.1%
	Min 1	24,804	Min 1	26,392	Min 1	28,153	Min 1	30,142	21.5%
121	Max	36,650	Max	37,383	Max	38,131	Max	38,893	6.1%
	12	35,763	11	36,833	Max	38,131	Max	38,893	8.8%
	11	34,691	10	36,284	10	37,544	Max	38,893	12.1%
			9	35,734	9	36,957	9	38,268	
	10	33,309	8	34,910	8	36,370	8	37,643	13.0%
	9	31,985	7	34,086	7	35,489	7	37,018	15.7%
	8	30,710	6	32,987	6	34,609	6	36,080	17.5%
			5	31,888	5	33,435	5	35,143	
	7	29,187	4	30,788	4	32,261	4	33,893	16.1%
	6	27,459	3	29,689	3	31,087	3	32,643	18.9%
	5	25,834	2	28,041	2	29,914	2	31,393	21.5%
	4	24,304	Min 1	26,392	Min 1	28,153	Min 1	30,142	24.0%

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years	
	3	22,864	Min 1	26,392	Min 1	28,153	Min 1	30,142	31.8%	
	2	21,511	Min 1	26,392	Min 1	28,153	Min 1	30,142	40.1%	
	Min 1	20,236	Min 1	26,392	Min 1	28,153	Min 1	30,142	49.0%	
122	Max	36,650	Max	37,383	Max	38,131	Max	38,893	6.1%	
	12	35,763	11	36,833	Max	38,131	Max	38,893	8.8%	
	11	35,045	10	36,284	10	37,544	Max	38,893	11.0%	
	10	34,341	9	35,734	9	36,957	9	38,268	11.4%	
	9	33,649	8	34,910	8	36,370	8	37,643	11.9%	
	8	32,973	7	34,086	7	35,489	7	37,018	12.3%	
	7	32,310	6	32,987	6	34,609	6	36,080	11.7%	
	6	31,661	6	32,987	6	34,609	6	36,080	14.0%	
	5	31,025	5	31,888	5	33,435	5	35,143	13.3%	
	4	29,786	5	31,888	5	33,435	5	35,143	18.0%	
	3	28,600	4	30,788	4	32,261	4	33,893	18.5%	
	2	26,907	3	29,689	3	31,087	3	32,643	21.3%	
	Min 1	25,313	2	28,041	2	29,914	2	31,393	24.0%	
			Min 1	26,392	Min 1	28,153	Min 1	30,142		
123	Max	37,024	Max	37,383	Max	38,131	Max	38,893	5.0%	
	12	36,128	11	36,833	Max	38,131	Max	38,893	7.7%	
	11	35,403	10	36,284	10	37,544	Max	38,893	9.9%	
	10	34,691	9	35,734	9	36,957	9	38,268	10.3%	
	9	33,993	8	34,910	8	36,370	8	37,643	10.7%	
	8	33,309	7	34,086	7	35,489	7	37,018	11.1%	
	7	32,640	6	32,987	6	34,609	6	36,080	10.5%	
	6	31,985	6	32,987	6	34,609	6	36,080	12.8%	
	5	31,341	5	31,888	5	33,435	5	35,143	12.1%	
	4	30,710	5	31,888	5	33,435	5	35,143	14.4%	
	3	29,187	4	30,788	4	32,261	4	33,893	16.1%	
				3	29,689	3	31,087	3	32,643	
	2	27,459	2	28,041	2	29,914	2	31,393	14.3%	
Min 1	25,834	Min 1	26,392	Min 1	28,153	Min 1	30,142	16.7%		
264, 270	Max	36,650	Max	37,383	Max	38,131	Max	38,893	6.1%	
	12	35,763	11	36,833	Max	38,131	Max	38,893	8.8%	
	11	35,045	10	36,284	10	37,544	Max	38,893	11.0%	
	10	34,341	9	35,734	9	36,957	9	38,268	11.4%	
	9	33,649	8	34,910	8	36,370	8	37,643	11.9%	
	8	32,973	7	34,086	7	35,489	7	37,018	12.3%	
	7	32,310	6	32,987	6	34,609	6	36,080	11.7%	
	6	31,661	6	32,987	6	34,609	6	36,080	14.0%	
	5	31,025	5	31,888	5	33,435	5	35,143	13.3%	
	4	30,400	5	31,888	5	33,435	5	35,143	15.6%	
	3	29,187	4	30,788	4	32,261	4	33,893	16.1%	
	2	27,459	3	29,689	3	31,087	3	32,643	18.9%	
	Min 1	25,834	2	28,041	2	29,914	2	31,393	21.5%	
			Min 1	26,392	Min 1	28,153	Min 1	30,142		
266, 277	Max	36,650	Max	37,383	Max	38,131	Max	38,893	6.1%	
	12	35,763	11	36,833	Max	38,131	Max	38,893	8.8%	
	11	35,045	10	36,284	10	37,544	Max	38,893	11.0%	
	10	34,341	9	35,734	9	36,957	9	38,268	11.4%	
	9	33,649	8	34,910	8	36,370	8	37,643	11.9%	
	8	32,973	7	34,086	7	35,489	7	37,018	12.3%	

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
	7	32,310	6	32,987	6	34,609	6	36,080	11.7%
	6	31,661	6	32,987	6	34,609	6	36,080	14.0%
	5	31,025	5	31,888	5	33,435	5	35,143	13.3%
	4	30,400	5	31,888	5	33,435	5	35,143	15.6%
	3	29,786	4	30,788	4	32,261	4	33,893	13.8%
	2	28,600	4	30,788	4	32,261	4	33,893	18.5%
	Min 1	26,907	3	29,689	3	31,087	3	32,643	21.3%
			2	28,041	2	29,914	2	31,393	
			Min 1	26,392	Min 1	28,153	Min 1	30,142	
124	Max	36,650	Max	37,383	Max	38,131	Max	38,893	6.1%
	12	35,763	11	36,833	Max	38,131	Max	38,893	8.8%
	11	35,045	10	36,284	10	37,544	Max	38,893	11.0%
	10	34,341	9	35,734	9	36,957	9	38,268	11.4%
	9	33,649	8	34,910	8	36,370	8	37,643	11.9%
	8	32,310	7	34,086	7	35,489	7	37,018	14.6%
	7	31,025	6	32,987	6	34,609	6	36,080	16.3%
	6	29,786	5	31,888	5	33,435	5	35,143	18.0%
	5	28,023	4	30,788	4	32,261	4	33,893	20.9%
			3	29,689	3	31,087	3	32,643	
	4	26,364	2	28,041	2	29,914	2	31,393	19.1%
	3	24,804	Min 1	26,392	Min 1	28,153	Min 1	30,142	21.5%
	2	23,336	Min 1	26,392	Min 1	28,153	Min 1	30,142	29.2%
	Min 1	21,954	Min 1	26,392	Min 1	28,153	Min 1	30,142	37.3%
106			Max	37,383	Max	38,131	Max	38,893	
			8	36,534	Max	38,131	Max	38,893	
	Max	34,136	7	35,685	8	37,207	Max	38,893	13.9%
	8	33,309	6	34,835	7	36,283	8	38,018	14.1%
	7	32,640	5	33,986	6	35,359	7	37,143	13.8%
	6	31,985	4	33,137	5	34,435	6	36,268	13.4%
	5	31,341	4	33,137	5	34,435	6	36,268	15.7%
	4	30,710	3	31,863	4	33,511	5	35,393	15.2%
	3	30,092	3	31,863	4	33,511	5	35,393	17.6%
	2	29,486	2	30,589	3	32,125	4	34,518	17.1%
	Min 1	28,891	2	30,589	3	32,125	4	34,518	19.5%
			Min 1	28,891	2	30,739	3	33,205	
					Min 1	28,891	2	31,892	
							Min 1	30,142	
083, 085, 081	Max	47,866	Max	48,824	Max	49,800	Max	50,796	6.1%
	12	46,707	11	48,139	Max	49,800	Max	50,796	8.8%
			10	47,454	10	49,066	Max	50,796	
	11	45,429	9	46,768	9	48,332	9	50,013	10.1%
	10	44,153	8	45,741	8	47,598	8	49,229	11.5%
	9	42,879	7	44,713	7	46,497	7	48,445	13.0%
	8	41,603	6	43,342	6	45,396	6	47,269	13.6%
	7	40,328	5	41,972	5	43,928	5	46,094	14.3%
	6	39,017	4	40,602	4	42,460	4	44,526	14.1%
	5	37,778	3	39,231	3	40,992	3	42,958	13.7%
	4	36,503	3	39,231	3	40,992	3	42,958	17.7%
	3	34,978	2	37,176	2	39,524	2	41,391	18.3%
	2	33,453	Min 1	35,120	Min 1	37,322	Min 1	39,823	19.0%
	Min 1	31,927	Min 1	35,120	Min 1	37,322	Min 1	39,823	24.7%

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
070	Max	47,866	Max	48,824	Max	49,800	Max	50,796	6.1%
	12	46,707	11	48,139	Max	49,800	Max	50,796	8.8%
			10	47,454	10	49,066	Max	50,796	
	11	45,429	9	46,768	9	48,332	9	50,013	10.1%
	10	44,153	8	45,741	8	47,598	8	49,229	11.5%
	9	42,879	7	44,713	7	46,497	7	48,445	13.0%
	8	41,603	6	43,342	6	45,396	6	47,269	13.6%
	7	40,328	5	41,972	5	43,928	5	46,094	14.3%
	6	39,017	4	40,602	4	42,460	4	44,526	14.1%
	5	37,778	3	39,231	3	40,992	3	42,958	13.7%
	4	36,503	3	39,231	3	40,992	3	42,958	17.7%
	3	34,978	2	37,176	2	39,524	2	41,391	18.3%
	2	33,453	Min 1	35,120	Min 1	37,322	Min 1	39,823	19.0%
Min 1	31,927	Min 1	35,120	Min 1	37,322	Min 1	39,823	24.7%	
082	Max	47,866	Max	48,824	Max	49,800	Max	50,796	6.1%
	12	46,707	11	48,139	Max	49,800	Max	50,796	8.8%
			10	47,454	10	49,066	Max	50,796	
	11	45,429	9	46,768	9	48,332	9	50,013	10.1%
	10	44,153	8	45,741	8	47,598	8	49,229	11.5%
	9	42,879	7	44,713	7	46,497	7	48,445	13.0%
	8	41,603	6	43,342	6	45,396	6	47,269	13.6%
	7	40,328	5	41,972	5	43,928	5	46,094	14.3%
	6	39,017	4	40,602	4	42,460	4	44,526	14.1%
	5	37,778	3	39,231	3	40,992	3	42,958	13.7%
	4	36,503	3	39,231	3	40,992	3	42,958	17.7%
	3	35,165	2	37,176	2	39,524	2	41,391	17.7%
	2	33,825	2	37,176	2	39,524	2	41,391	22.4%
Min 1	32,484	Min 1	35,120	Min 1	37,322	Min 1	39,823	22.6%	
090, 098, 097	Max	47,866	Max	48,824	Max	49,800	Max	50,796	6.1%
	12	46,707	11	48,139	Max	49,800	Max	50,796	8.8%
			10	47,454	10	49,066	Max	50,796	
	11	45,429	9	46,768	9	48,332	9	50,013	10.1%
	10	44,153	8	45,741	8	47,598	8	49,229	11.5%
	9	42,879	7	44,713	7	46,497	7	48,445	13.0%
	8	41,603	6	43,342	6	45,396	6	47,269	13.6%
	7	40,328	5	41,972	5	43,928	5	46,094	14.3%
	6	39,017	4	40,602	4	42,460	4	44,526	14.1%
	5	37,778	3	39,231	3	40,992	3	42,958	13.7%
	4	36,503	3	39,231	3	40,992	3	42,958	17.7%
	3	34,996	2	37,176	2	39,524	2	41,391	18.3%
	2	33,487	Min 1	35,120	Min 1	37,322	Min 1	39,823	18.9%
Min 1	31,981	Min 1	35,120	Min 1	37,322	Min 1	39,823	24.5%	
209	Max	47,866	Max	48,824	Max	49,800	Max	50,796	6.1%
	11	46,707	11	48,139	Max	49,800	Max	50,796	8.8%
			10	47,454	10	49,066	Max	50,796	
	10	45,574	9	46,768	9	48,332	9	50,013	9.7%
	9	44,442	8	45,741	8	47,598	8	49,229	10.8%
	8	43,307	7	44,713	7	46,497	7	48,445	11.9%
	7	42,174	6	43,342	6	45,396	6	47,269	12.1%
	6	41,041	6	43,342	6	45,396	6	47,269	15.2%
5	39,909	5	41,972	5	43,928	5	46,094	15.5%	

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
	4	38,775	4	40,602	4	42,460	4	44,526	14.8%
	3	37,642	3	39,231	3	40,992	3	42,958	14.1%
	2	36,503	3	39,231	3	40,992	3	42,958	17.7%
	Min 1	35,164	2	37,176	2	39,524	2	41,391	17.7%
			Min 1	35,164	Min 1	37,322	Min 1	39,823	
086, 110, 113	Max	47,866	Max	48,824	Max	49,800	Max	50,796	6.1%
	12	46,707	11	48,139	Max	49,800	Max	50,796	8.8%
			10	47,454	10	49,066	Max	50,796	
	11	45,429	9	46,768	9	48,332	9	50,013	10.1%
	10	44,153	8	45,741	8	47,598	8	49,229	11.5%
	9	42,879	7	44,713	7	46,497	7	48,445	13.0%
	8	41,603	6	43,342	6	45,396	6	47,269	13.6%
	7	40,328	5	41,972	5	43,928	5	46,094	14.3%
	6	39,017	4	40,602	4	42,460	4	44,526	14.1%
	5	37,778	3	39,231	3	40,992	3	42,958	13.7%
	4	36,503	3	39,231	3	40,992	3	42,958	17.7%
	3	34,978	2	37,176	2	39,524	2	41,391	18.3%
2	33,453	Min 1	35,120	Min 1	37,322	Min 1	39,823	19.0%	
Min 1	31,927	Min 1	35,120	Min 1	37,322	Min 1	39,823	24.7%	
067	Max	47,928	Max	48,824	Max	49,800	Max	50,796	6.0%
	8	46,768	Max	48,824	Max	49,800	Max	50,796	8.6%
	7	45,574	8	47,781	Max	49,800	Max	50,796	11.5%
			7	46,739	8	48,717	Max	50,796	
	6	44,442	6	45,696	7	47,635	8	49,699	11.8%
	5	43,307	5	44,654	6	46,552	7	48,601	12.2%
	4	42,174	4	43,611	5	45,470	6	47,504	12.6%
	3	41,041	4	43,611	5	45,470	6	47,504	15.7%
	2	39,909	3	42,047	4	44,387	5	46,407	16.3%
	Min 1	37,831	2	40,483	3	42,763	4	45,310	19.8%
		Min 1	38,398	2	41,139	3	43,664		
				Min 1	38,974	2	42,018		
						Min 1	39,823		
089	Max	50,017	Max	48,824	Max	49,800	Max	50,796	1.6%
	12	48,806	11	48,139	Max	49,800	Max	50,796	4.1%
			10	47,454	10	49,066	Max	50,796	
	11	47,437	9	46,768	9	48,332	9	50,013	5.4%
	10	46,071	8	45,741	8	47,598	8	49,229	6.9%
	9	44,704	7	44,713	7	46,497	7	48,445	8.4%
	8	43,337	6	43,342	6	45,396	6	47,269	9.1%
	7	41,970	5	41,972	5	43,928	5	46,094	9.8%
	6	40,604	4	40,602	4	42,460	4	44,526	9.7%
	5	39,237	3	39,231	3	40,992	3	42,958	9.5%
	4	37,871	3	39,231	3	40,992	3	42,958	13.4%
	3	36,503	2	37,176	2	39,524	2	41,391	13.4%
	2	34,716	Min 1	35,120	Min 1	37,322	Min 1	39,823	14.7%
Min 1	32,930	Min 1	35,120	Min 1	37,322	Min 1	39,823	20.9%	
099	Max	58,807	Max	59,101	Max	59,397	Max	59,694	1.5%
	12	57,384	Max	59,101	Max	59,397	Max	59,694	4.0%
	11	56,063	12	57,671	Max	59,397	Max	59,694	6.5%
	10	54,741	11	56,343	12	57,959	Max	59,694	9.0%
	9	53,421	10	55,015	11	56,625	11	58,249	9.0%

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
	8	52,101	9	53,688	10	55,290	10	56,908	9.2%
	7	50,779	8	52,362	9	53,957	9	55,566	9.4%
	6	49,459	7	51,033	8	52,623	8	54,226	9.6%
	5	47,409	6	49,706	7	51,288	7	52,886	11.6%
	4	45,355	5	47,646	6	49,955	6	51,544	13.6%
	3	43,300	4	45,582	5	47,884	5	50,205	15.9%
	2	41,246	3	43,517	4	45,810	4	48,124	16.7%
	Min 1	39,193	2	41,246	3	43,734	3	46,039	17.5%
			Min 1	39,193	2	41,246	2	43,734	
					Min 1	39,193	Min 1	44,246	
055	Max	58,807	Max	59,101	Max	59,397	Max	59,694	1.5%
	12	57,384	Max	59,101	Max	59,397	Max	59,694	4.0%
	11	55,894	12	57,671	Max	59,397	Max	59,694	6.8%
	10	54,408	11	56,173	11	57,959	Max	59,694	9.7%
	9	52,921	10	54,680	10	56,454	11	58,249	10.1%
	8	51,435	9	53,186	9	54,953	10	56,737	10.3%
	7	49,947	8	51,692	8	53,452	9	55,228	10.6%
	6	48,461	7	50,197	7	51,951	8	53,719	10.8%
	5	46,974	6	48,703	6	50,448	7	52,210	11.1%
	4	45,488	5	47,209	5	48,947	6	50,700	11.5%
	3	41,714	4	45,715	4	47,445	5	49,192	17.9%
	2	37,944	3	41,923	3	45,944	4	47,682	25.7%
	Min 1	34,172	2	38,134	2	42,132	3	46,174	35.1%
			Min 1	35,120	Min 1	38,235	2	42,975	
							Min 1	39,823	
026, 052, 076	Max	58,807	Max	59,983	Max	61,183	Max	62,407	6.1%
	12	57,384	11	58,983	Max	61,183	Max	62,407	8.8%
	11	55,894	10	57,683	10	59,683	Max	62,407	11.7%
	10	54,408	9	55,983	9	58,133	9	60,807	11.8%
	9	52,921	9	55,983	9	58,133	9	60,807	14.9%
	8	51,435	8	54,230	8	56,533	8	59,057	14.8%
	7	49,947	7	52,460	7	54,933	7	57,257	14.6%
	6	48,461	6	50,720	6	53,133	6	55,457	14.4%
	5	46,974	5	48,980	5	51,333	5	53,657	14.2%
	4	45,488	4	47,240	4	49,533	4	51,857	14.0%
	3	42,786	3	45,500	3	47,733	3	50,057	17.0%
	2	40,086	2	43,000	2	45,900	2	48,257	20.4%
	Min 1	37,387	Min 1	40,500	Min 1	43,600	Min 1	46,400	24.1%
034	Max	58,807	Max	59,983	Max	61,183	Max	62,407	6.1%
	11	57,384	11	58,983	Max	61,183	Max	62,407	8.8%
	10	56,063	10	57,683	10	59,683	Max	62,407	11.3%
	9	54,741	10	57,683	10	59,683	Max	62,407	14.0%
	8	53,421	9	55,983	9	58,133	9	60,807	13.8%
	7	52,101	8	54,230	8	56,533	8	59,057	13.4%
	6	50,779	7	52,460	7	54,933	7	57,257	12.8%
	5	49,459	7	52,460	7	54,933	7	57,257	15.8%
	4	47,163	6	50,720	6	53,133	6	55,457	17.6%
			5	48,980	5	51,333	5	53,657	
			4	47,240	4	49,533	4	51,857	15.6%
			3	45,500	3	47,733	3	50,057	17.6%
	Min 1	40,276	2	43,000	2	45,900	2	48,257	19.8%

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
			Min 1	40,500	Min 1	43,600	Min 1	46,400	
041	Max	58,807	Max	59,983	Max	61,183	Max	62,407	6.1%
	12	57,384	11	58,983	Max	61,183	Max	62,407	8.8%
	11	55,894	10	57,683	10	59,683	Max	62,407	11.7%
	10	54,408	9	55,983	9	58,133	9	60,807	11.8%
	9	52,921	9	55,983	9	58,133	9	60,807	14.9%
	8	51,435	8	54,230	8	56,533	8	59,057	14.8%
	7	49,947	7	52,460	7	54,933	7	57,257	14.6%
	6	48,461	6	50,720	6	53,133	6	55,457	14.4%
	5	46,974	5	48,980	5	51,333	5	53,657	14.2%
	4	45,488	4	47,240	4	49,533	4	51,857	14.0%
	3	42,786	3	45,500	3	47,733	3	50,057	17.0%
	2	40,086	2	43,000	2	45,900	2	48,257	20.4%
	Min 1	37,387	Min 1	40,500	Min 1	43,600	Min 1	46,400	24.1%
068	Max	68,523	Max	68,866	Max	69,210	Max	69,556	1.5%
	12	66,864	Max	68,866	Max	69,210	Max	69,556	4.0%
	11	64,966	12	67,198	Max	69,210	Max	69,556	7.1%
	10	63,071	11	65,291	11	67,534	Max	69,556	10.3%
	9	61,176	10	63,386	10	65,617	11	67,872	10.9%
	8	59,280	9	61,482	9	63,703	10	65,945	11.2%
	7	57,386	8	59,576	8	61,789	9	64,022	11.6%
	6	55,491	7	57,673	7	59,874	8	62,098	11.9%
	5	53,595	6	55,768	6	57,961	7	60,174	12.3%
	4	51,700	5	53,863	5	56,047	6	58,251	12.7%
	3	48,914	4	51,959	4	54,132	5	56,328	15.2%
	2	46,128	3	49,159	3	52,218	4	54,403	17.9%
	Min 1	43,342	2	46,359	2	49,404	3	52,479	21.1%
		Min 1	43,559	Min 1	46,590	2	50,145		
						Min 1	46,823		
053	Max	58,807	Max	59,983	Max	61,183	Max	62,407	6.1%
	12	57,384	11	58,983	Max	61,183	Max	62,407	8.8%
	11	55,894	10	57,683	10	59,683	Max	62,407	11.7%
	10	54,408	9	55,983	9	58,133	9	60,807	11.8%
	9	52,921	9	55,983	9	58,133	9	60,807	14.9%
	8	51,435	8	54,230	8	56,533	8	59,057	14.8%
	7	49,947	7	52,460	7	54,933	7	57,257	14.6%
	6	48,461	6	50,720	6	53,133	6	55,457	14.4%
	5	46,974	5	48,980	5	51,333	5	53,657	14.2%
	4	45,488	4	47,240	4	49,533	4	51,857	14.0%
	3	42,786	3	45,500	3	47,733	3	50,057	17.0%
	2	40,086	2	43,000	2	45,900	2	48,257	20.4%
	Min 1	37,387	Min 1	40,500	Min 1	43,600	Min 1	46,400	24.1%
244	Max	24,581	Max	25,073	Max	25,574	Max	26,086	6.1%
	12	23,986	11	24,746	Max	25,574	Max	26,086	8.8%
			10	24,419	10	25,222	Max	26,086	
	11	23,292	9	24,092	9	24,870	9	25,708	10.4%
	10	22,618	8	23,602	8	24,518	8	25,331	12.0%
	9	21,962	7	22,900	7	23,991	7	24,953	13.6%
	8	21,323	6	22,430	6	23,463	6	24,387	14.4%
	7	20,706	5	21,804	5	22,759	5	23,821	15.0%
	6	20,105	4	21,151	4	22,055	4	23,066	14.7%

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years	
	10	33,480	8	34,910	8	36,370	8	37,643	12.4%	
	9	32,193	7	34,086	7	35,489	7	37,018	15.0%	
	8	30,956	6	32,987	6	34,609	6	36,080	16.6%	
	7	29,475	5	31,888	5	33,435	5	35,143	19.2%	
				4	30,788	4	32,261	4	33,893	
	6	28,063	3	29,689	3	31,087	3	32,643	16.3%	
	5	26,722	3	29,689	3	31,087	3	32,643	22.2%	
	4	25,442	2	28,041	2	29,914	2	31,393	23.4%	
	3	24,223	Min 1	26,392	Min 1	28,153	Min 1	30,142	24.4%	
	2	23,065	Min 1	26,392	Min 1	28,153	Min 1	30,142	30.7%	
	Min 1	21,747	Min 1	26,392	Min 1	28,153	Min 1	30,142	38.6%	
143, 117	Max	39,361	Max	39,558	Max	39,756	Max	39,954	1.5%	
	12	38,409	Max	39,558	Max	39,756	Max	39,954	4.0%	
	11	37,293	11	38,807	Max	39,756	Max	39,954	7.1%	
	10	36,212	10	38,057	10	39,108	Max	39,954	10.3%	
	9	34,481	9	37,290	9	38,282	9	39,303	14.0%	
				8	36,180	8	37,644	8	38,473	
	8	32,830	7	35,054	7	36,687	7	37,832	15.2%	
	7	30,956	6	33,553	6	35,730	6	36,870	19.1%	
	6	29,187	5	32,051	5	34,453	5	35,908	23.0%	
	5	27,520	4	30,550	4	33,177	4	34,626	25.8%	
	4	25,946	3	29,049	3	31,901	3	33,343	28.5%	
	3	24,463	2	26,797	2	29,987	2	32,061	31.1%	
	2	23,065	Min 1	24,545	Min 1	27,343	Min 1	30,142	30.7%	
	Min 1	21,747	Min 1	24,545	Min 1	27,343	Min 1	30,142	38.6%	
132, 118	13	37,847	Max	38,036	Max	38,226	Max	38,893	2.8%	
	12	36,931	Max	38,036	Max	38,226	Max	38,893	5.3%	
	11	35,860	Max	38,036	Max	38,226	Max	38,893	8.5%	
				11	36,833	Max	38,226	Max	38,893	
	10	34,820	10	36,284	10	37,544	Max	38,893	11.7%	
				9	35,734	9	36,957	9	38,268	
	9	33,810	8	34,910	8	36,370	8	37,643	11.3%	
	8	32,830	7	34,086	7	35,489	7	37,018	12.8%	
	7	30,956	6	32,987	6	34,609	6	36,080	16.6%	
	6	29,187	5	31,888	5	33,435	5	35,143	20.4%	
				4	30,788	4	32,261	4	33,893	
	5	27,520	3	29,689	3	31,087	3	32,643	18.6%	
	4	25,946	2	28,041	2	29,914	2	31,393	21.0%	
3	24,463	Min 1	26,392	Min 1	28,153	Min 1	30,142	23.2%		
2	23,065	Min 1	26,392	Min 1	28,153	Min 1	30,142	30.7%		
	Min 1	21,747	Min 1	26,392	Min 1	28,153	Min 1	30,142	38.6%	
146	Max	39,361	Max	39,558	Max	39,756	Max	39,954	1.5%	
	12	38,409	Max	39,558	Max	39,756	Max	39,954	4.0%	
	11	37,293	11	38,807	Max	39,756	Max	39,954	7.1%	
				10	38,057	10	39,108	Max	39,954	
	10	36,212	9	37,306	9	38,282	9	39,303	8.5%	
	9	34,481	9	37,306	9	38,282	9	39,303	14.0%	
				8	36,180	8	37,644	8	38,473	
	8	32,830	7	35,054	7	36,687	7	37,832	15.2%	
7	31,569	6	33,553	6	35,730	6	36,870	16.8%		
6	30,058	5	32,051	5	34,453	5	35,908	19.5%		

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years	
	5	28,342	4	30,550	4	33,177	4	34,626	22.2%	
	4	26,722	3	29,049	3	31,901	3	33,343	24.8%	
	3	25,193	2	26,797	2	29,987	2	32,061	27.3%	
	2	23,753	2	26,797	2	29,987	2	32,061	35.0%	
	Min 1	22,398	Min 1	24,545	Min 1	27,343	Min 1	30,142	34.6%	
079, 181, 188, 212, 213, 251, 304	Max	28,759	Max	29,335	Max	29,922	Max	30,520	6.1%	
	12	28,063	11	28,935	Max	29,922	Max	30,520	8.8%	
			10	28,535	10	29,492	Max	30,520		
	11	27,250	9	28,135	9	29,063	9	30,061	10.3%	
	10	26,461	8	27,535	8	28,633	8	29,601	11.9%	
	9	25,692	7	26,600	7	27,989	7	29,142	13.4%	
	8	24,949	6	26,000	6	27,345	6	28,453	14.0%	
	7	24,223	5	25,334	5	26,486	5	27,764	14.6%	
	6	23,520	4	24,534	4	25,627	4	26,845	14.1%	
	5	22,618	3	23,734	3	24,768	3	25,927	14.6%	
	4	21,323	3	23,734	3	24,768	3	25,927	21.6%	
				2	22,533	2	23,910	2	25,008	
		3	20,105	Min 1	21,333	Min 1	22,621	Min 1	24,089	19.8%
	2	18,958	Min 1	21,333	Min 1	22,621	Min 1	24,089	27.1%	
	Min 1	17,875	Min 1	21,333	Min 1	22,621	Min 1	24,089	34.8%	
157	Max	33,644	Max	33,812	Max	33,981	Max	34,151	1.5%	
	12	32,830	Max	33,812	Max	33,981	Max	34,151	4.0%	
	11	31,569	11	33,063	Max	33,981	Max	34,151	8.2%	
	10	30,354	10	32,315	10	33,222	Max	34,151	12.5%	
	9	28,620	9	31,566	9	32,463	9	33,382	16.6%	
			8	30,305	8	31,705	8	32,613		
	8	26,986	7	29,444	7	30,629	7	31,844	18.0%	
	7	25,442	6	28,072	6	29,554	6	30,754	20.9%	
	6	23,986	5	26,824	5	28,163	5	29,665	23.7%	
			4	25,441	4	26,898	4	28,255		
	5	22,618	3	24,078	3	25,507	3	27,101	19.8%	
	4	21,323	3	24,078	3	25,507	3	27,101	27.1%	
			2	22,581	2	24,089	2	25,563		
	3	20,105	Min 1	21,333	Min 1	22,920	Min 1	24,089	19.8%	
	2	18,958	Min 1	21,333	Min 1	22,920	Min 1	24,089	27.1%	
	Min 1	17,875	Min 1	21,333	Min 1	22,920	Min 1	24,089	34.8%	
182	Max	31,106	Max	31,262	Max	31,418	Max	31,575	1.5%	
	12	30,354	Max	31,262	Max	31,418	Max	31,575	4.0%	
	11	29,475	11	30,765	Max	31,418	Max	31,575	7.1%	
			10	30,269	10	30,914	Max	31,575		
	10	28,620	9	29,772	9	30,409	9	31,063	8.5%	
	9	27,520	8	29,028	8	29,905	8	30,551	11.0%	
	8	26,461	7	28,283	7	29,149	7	30,039	13.5%	
	7	25,442	6	27,290	6	28,392	6	29,270	15.0%	
	6	23,986	5	26,297	5	27,384	5	28,502	18.8%	
	5	22,618	4	25,304	4	26,375	4	27,478	21.5%	
			3	24,312	3	25,367	3	26,454		
	4	21,323	2	22,822	2	24,089	2	25,430	19.3%	
	3	20,105	Min 1	21,333	Min 1	22,920	Min 1	24,089	19.8%	
2	18,958	Min 1	21,333	Min 1	22,920	Min 1	24,089	27.1%		
Min 1	17,875	Min 1	21,333	Min 1	22,920	Min 1	24,089	34.8%		

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
223, 238, 245, 259, 273, 274, 278, 294, 305, 306	Max	24,581	Max	25,073	Max	25,574	Max	26,086	6.1%
	12	23,986	11	24,746	Max	25,574	Max	26,086	8.8%
			10	24,419	10	25,222	Max	26,086	
	11	23,292	9	24,092	9	24,870	9	25,708	10.4%
	10	22,618	8	23,602	8	24,518	8	25,331	12.0%
	9	21,962	7	22,900	7	23,991	7	24,953	13.6%
	8	21,323	6	22,430	6	23,463	6	24,387	14.4%
	7	20,706	5	21,804	5	22,759	5	23,821	15.0%
	6	20,105	4	21,151	4	22,055	4	23,066	14.7%
	5	19,143	3	20,497	3	21,351	3	22,311	16.5%
	4	18,228	2	19,516	2	20,647	2	21,556	18.3%
	3	17,358	Min 1	18,536	Min 1	19,592	Min 1	20,801	19.8%
2	16,522	Min 1	18,536	Min 1	19,592	Min 1	20,801	25.9%	
Min 1	15,703	Min 1	18,536	Min 1	19,592	Min 1	20,801	32.5%	
226	Max	27,655	Max	27,793	Max	27,932	Max	28,072	1.5%
	12	26,986	Max	27,793	Max	27,932	Max	28,072	4.0%
	11	26,201	11	27,330	Max	27,932	Max	28,072	7.1%
			10	26,868	10	27,462	Max	28,072	
	10	25,442	9	26,405	9	26,993	9	27,595	8.5%
	9	24,463	8	25,710	8	26,523	8	27,118	10.9%
	8	23,065	7	25,016	7	25,818	7	26,642	15.5%
			6	24,090	6	25,113	6	25,926	
	7	22,179	5	23,165	5	24,174	5	25,211	13.7%
	6	21,323	4	22,239	4	23,234	4	24,258	13.8%
	5	20,504	4	22,239	4	23,234	4	24,258	18.3%
	4	19,332	3	21,313	3	22,294	3	23,304	20.5%
3	18,228	2	19,925	2	21,355	2	22,350	22.6%	
2	16,855	Min 1	18,536	Min 1	20,000	Min 1	21,400	27.0%	
Min 1	15,866	Min 1	18,536	Min 1	20,000	Min 1	21,400	34.9%	
269, 342, 276	Max	24,581	Max	25,073	Max	25,574	Max	26,086	6.1%
	12	23,986	11	24,746	Max	25,574	Max	26,086	8.8%
			10	24,419	10	25,222	Max	26,086	
	11	23,292	9	24,092	9	24,870	9	25,708	10.4%
	10	22,618	8	23,602	8	24,518	8	25,331	12.0%
	9	21,962	7	22,900	7	23,991	7	24,953	13.6%
	8	21,323	6	22,430	6	23,463	6	24,387	14.4%
	7	20,706	5	21,804	5	22,759	5	23,821	15.0%
	6	20,105	4	21,151	4	22,055	4	23,066	14.7%
	5	19,332	3	20,497	3	21,351	3	22,311	15.4%
	4	18,228	2	19,516	2	20,647	2	21,556	18.3%
	3	17,188	Min 1	18,536	Min 1	19,592	Min 1	20,801	21.0%
2	16,198	Min 1	18,536	Min 1	19,592	Min 1	20,801	28.4%	
Min 1	15,213	Min 1	18,536	Min 1	19,592	Min 1	20,801	36.7%	
308, 311, 323, 389	11	21,851	11	21,960	11	22,070	11	22,180	1.5%
	10	21,323	11	21,960	11	22,070	11	22,180	4.0%
	9	20,706	10	21,618	11	22,070	11	22,180	7.1%
	8	20,105	9	21,277	10	21,727	11	22,180	10.3%
	7	19,523	8	20,593	9	21,383	10	21,835	11.8%
	6	18,958	7	19,910	8	20,696	9	21,490	13.4%
	5	18,408	6	19,226	7	20,009	8	20,799	13.0%
4	17,527	5	18,543	6	19,322	7	20,109	14.7%	

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
	3	16,688	4	17,859	5	18,635	6	19,419	16.4%
	2	15,866	3	17,176	4	17,949	5	18,728	18.0%
	Min 1	15,050	2	16,150	3	17,262	4	18,038	19.9%
			Min 1	15,125	2	16,231	3	17,348	
					Min 1	15,201	2	16,312	
							Min 1	15,277	
271, 353, 362	Max	21,851	Max	21,960	Max	22,070	Max	22,180	1.5%
	12	21,323	Max	21,960	Max	22,070	Max	22,180	4.0%
	11	20,706	12	21,430	Max	22,070	Max	22,180	7.1%
	10	20,105	11	20,810	11	21,537	Max	22,180	10.3%
	9	19,523	10	20,206	10	20,914	11	21,644	10.9%
	8	18,958	9	19,621	9	20,307	10	21,018	10.9%
	7	18,408	8	19,053	8	19,719	9	20,408	10.9%
	6	17,875	7	18,500	7	19,148	8	19,817	10.9%
	5	17,358	6	17,964	6	18,593	7	19,244	10.9%
	4	16,855	5	17,445	5	18,054	6	18,686	10.9%
	3	15,866	4	16,939	4	17,532	5	18,144	14.4%
	2	14,889	3	15,945	3	17,024	4	17,620	18.3%
	Min 1	13,901	2	14,900	2	16,025	3	17,109	23.1%
			Min 1	13,971	Min 1	14,975	2	16,265	
							Min 1	15,049	
324	Max	21,851	Max	21,960	Max	22,070	Max	22,180	1.5%
	10	21,323	Max	21,960	Max	22,070	Max	22,180	4.0%
			9	21,651	Max	22,070	Max	22,180	
	9	20,706	8	21,342	9	21,760	Max	22,180	7.1%
	8	20,105	7	20,724	8	21,449	9	21,868	8.8%
	7	19,523	6	20,107	7	20,828	8	21,556	10.4%
	6	18,958	6	20,107	7	20,828	8	21,556	13.7%
	5	18,408	5	19,489	6	20,207	7	20,932	13.7%
	4	17,875	4	18,717	5	19,586	6	20,308	13.6%
	3	17,358	3	17,944	4	18,810	5	19,684	13.4%
	2	16,522	3	17,944	4	18,810	5	19,684	19.1%
	Min 1	15,703	2	17,018	3	18,034	4	18,904	20.4%
			Min 1	15,782	2	17,102	3	18,124	
					Min 1	15,860	2	17,188	
							Min 1	15,940	
283, 377	Max	17,273	Max	17,359	Max	17,446	Max	17,533	1.5%
	8	16,855	Max	17,359	Max	17,446	Max	17,533	4.0%
	7	16,360	7	16,938	Max	17,446	Max	17,533	7.2%
	6	15,866	6	16,517	7	17,023	Max	17,533	10.5%
	5	15,377	5	16,096	6	16,600	7	17,108	11.3%
	4	14,889	4	15,464	5	16,176	6	16,682	12.0%
	3	14,393	4	15,464	5	16,176	6	16,682	15.9%
	2	13,901	3	14,833	4	15,542	5	16,257	16.9%
	Min 1	13,083	2	13,991	3	14,907	4	15,619	19.4%
			Min 1	13,148	2	14,061	3	14,981	
					Min 1	13,214	2	14,131	
							Min 1	13,280	
202	Max	28,835	Max	29,461	Max	30,049	Max	30,651	6.3%
	12	28,137	11	29,077	Max	30,049	Max	30,651	8.9%
			10	28,692	10	29,636	Max	30,651	

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Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
	11	27,331	9	28,308	9	29,222	9	30,207	10.5%
	10	26,546	8	27,732	8	28,809	8	29,764	12.1%
	9	25,784	7	26,908	7	28,189	7	29,320	13.7%
	8	25,042	6	26,355	6	27,569	6	28,655	14.4%
	7	24,326	5	25,620	5	26,742	5	27,990	15.1%
	6	23,627	4	24,852	4	25,915	4	27,103	14.7%
	5	22,508	3	24,084	3	25,087	3	26,215	16.5%
	4	21,446	2	22,931	2	24,260	2	25,328	18.1%
	3	20,434	Min 1	21,780	Min 1	23,021	Min 1	24,441	19.6%
	2	19,464	Min 1	21,780	Min 1	23,021	Min 1	24,441	25.6%
	Min 1	18,512	Min 1	21,780	Min 1	23,021	Min 1	24,441	32.0%
190	Max	32,215	Max	33,002	Max	33,662	Max	34,335	6.6%
	12	31,436	11	32,552	Max	33,662	Max	34,335	9.2%
			10	32,102	10	33,179	Max	34,335	
	11	30,532	9	31,652	9	32,696	9	33,819	10.8%
	10	29,654	8	30,977	8	32,212	8	33,301	12.3%
	9	28,801	7	29,925	7	31,488	7	32,785	13.8%
	8	27,975	6	29,250	6	30,763	6	32,010	14.4%
	7	27,169	5	28,501	5	29,797	5	31,235	15.0%
	6	26,388	4	27,601	4	28,830	4	30,201	14.4%
	5	25,141	3	26,701	3	27,864	3	29,168	16.0%
	4	23,947	2	25,350	2	26,899	2	28,134	17.5%
3	22,594	Min 1	24,000	Min 1	25,449	Min 1	27,100	19.9%	
2	21,319	Min 1	24,000	Min 1	25,449	Min 1	27,100	27.1%	
	Min 1	20,115	Min 1	24,000	Min 1	25,449	Min 1	27,100	34.7%
137	Max	39,032	Max	40,187	Max	40,991	Max	41,810	7.1%
	12	38,087	11	39,595	Max	40,991	Max	41,810	9.8%
			10	39,005	10	40,360	Max	41,810	
	11	36,988	9	38,414	9	39,729	9	41,138	11.2%
	10	35,917	8	37,528	8	39,098	8	40,466	12.7%
	9	34,540	7	36,642	7	38,151	7	39,794	15.2%
	8	33,215	6	35,461	6	37,205	6	38,786	16.8%
	7	31,631	5	34,280	5	35,943	5	37,779	19.4%
			4	33,097	4	34,681	4	36,435	
	6	30,120	3	31,916	3	33,419	3	35,091	16.5%
	5	28,718	2	30,144	2	32,158	2	33,747	17.5%
	4	27,317	2	30,144	2	32,158	2	33,747	23.5%
	3	26,012	Min 1	28,371	Min 1	30,264	Min 1	32,403	24.6%
2	24,773	Min 1	28,371	Min 1	30,264	Min 1	32,403	30.8%	
	Min 1	23,362	Min 1	28,371	Min 1	30,264	Min 1	32,403	38.7%
200	Max	29,809	Max	29,958	Max	30,108	Max	30,520	2.4%
	11	29,088	Max	29,958	Max	30,108	Max	30,520	4.9%
			11	29,527	Max	30,108	Max	30,520	
	10	28,529	10	29,096	10	29,669	Max	30,520	7.0%
	9	27,981	9	28,664	9	29,230	9	30,061	7.4%
	8	27,440	8	28,017	8	28,792	8	29,601	7.9%
	7	26,911	8	28,017	8	28,792	8	29,601	10.0%
	6	26,133	7	27,371	7	28,133	7	29,142	11.5%
	5	25,164	6	26,508	6	27,475	6	28,453	13.1%
	4	24,251	5	25,646	5	26,598	5	27,764	14.5%
	3	22,913	4	24,783	4	25,720	4	26,845	17.2%

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
360	2	20,429	3	23,921	3	24,843	3	25,927	26.9%
			2	22,910	2	23,965	2	25,008	
	Min 1	18,213	Min 1	21,333	Min 1	23,000	Min 1	24,252	33.2%
	Max	16,112	Max	16,435	Max	16,764	Max	17,099	6.1%
	9	15,722	6	16,116	Max	16,764	Max	17,099	8.8%
	8	15,372	6	16,116	Max	16,764	Max	17,099	11.2%
	7	15,028	5	15,639	5	16,412	Max	17,099	13.8%
	6	14,694	4	15,161	4	15,885	4	16,714	13.7%
	5	14,366	4	15,161	4	15,885	4	16,714	16.3%
	4	14,045	3	14,683	3	15,358	3	16,136	14.9%
339, 314	3	13,731	2	14,046	2	14,731	2	15,539	13.2%
	2	13,428	2	14,046	2	14,731	2	15,539	15.7%
	Min 1	12,834	2	14,046	2	14,731	2	15,539	21.1%
			Min 1	13,050	Min 1	14,060	Min 1	14,890	
	Max	14,072	Max	13,723	Max	13,997	Max	14,420	2.5%
	8	13,731	6	13,561	Max	13,997	Max	14,420	5.0%
	7	13,428	5	13,319	5	13,808	Max	14,420	7.4%
	6	13,127	4	13,076	4	13,525	4	14,201	8.2%
	5	12,834	3	12,833	3	13,241	3	13,872	8.1%
	4	12,548	2	12,510	2	12,917	2	13,493	7.5%
368	3	12,268	Min 1	12,106	Min 1	12,520	Min 1	13,130	7.0%
	2	11,995	Min 1	12,106	Min 1	12,520	Min 1	13,130	9.5%
	Min 1	11,726	Min 1	12,106	Min 1	12,520	Min 1	13,130	12.0%
	Max	16,294	Max	16,435	Max	16,764	Max	17,099	4.9%
	8	15,900	6	16,116	Max	16,764	Max	17,099	7.5%
	7	15,545	6	16,116	Max	16,764	Max	17,099	10.0%
	6	15,198	5	15,639	5	16,412	Max	17,099	12.5%
	5	14,860	4	15,161	4	15,885	4	16,714	12.5%
	4	14,529	3	14,683	3	15,358	3	16,136	11.1%
	3	14,205	2	14,046	2	14,731	2	15,539	9.4%
296, 349	2	13,579	2	14,046	2	14,731	2	15,539	14.4%
	Min 1	12,979	Min 1	13,050	Min 1	14,060	Min 1	14,890	14.7%
	Max	19,913	Max	20,311	Max	20,717	Max	21,132	6.1%
	11	19,431	11	20,105	Max	20,717	Max	21,132	8.8%
			10	19,898	10	20,491	Max	21,132	
	10	19,039	9	19,692	9	20,264	9	20,884	9.7%
	9	18,655	8	19,382	8	20,037	8	20,637	10.6%
	8	18,280	7	19,038	7	19,697	7	20,390	11.5%
	7	17,913	6	18,654	6	19,357	6	20,018	11.8%
	6	17,550	5	18,247	5	18,904	5	19,647	11.9%
	5	17,197	4	17,834	4	18,450	4	19,152	11.4%
	4	16,851	3	17,421	3	17,997	3	18,657	10.7%
240	3	16,345	3	17,421	3	17,997	3	18,657	14.1%
	2	15,854	2	16,802	2	17,543	2	18,163	14.6%
	Min 1	14,915	Min 1	16,183	Min 1	16,863	Min 1	17,668	18.5%
			Min 1	16,183	Min 1	16,863	Min 1	17,668	
	Max	26,745	10	27,419	10	28,222	Max	29,086	8.8%
12	26,098	9	27,092	9	27,870	9	28,708	10.0%	
11	25,572	8	26,602	8	27,518	8	28,331	10.8%	

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
	10	25,056	7	25,900	7	26,991	7	27,953	11.6%
	9	24,551	6	25,430	6	26,463	6	27,387	11.6%
	8	24,058	5	24,804	5	25,759	5	26,821	11.5%
	7	23,573	4	24,151	4	25,055	4	26,066	10.6%
	6	23,098	4	24,151	4	25,055	4	26,066	12.8%
	5	22,633	3	23,497	3	24,351	3	25,311	11.8%
	4	22,177	3	23,497	3	24,351	3	25,311	14.1%
	3	21,511	2	22,516	2	23,647	2	24,556	14.2%
	2	20,653	Min 1	21,536	Min 1	22,592	Min 1	23,801	15.2%
	Min 1	19,829	Min 1	21,536	Min 1	22,592	Min 1	23,801	20.0%
222	Max	26,474	Max	26,606	Max	26,739	Max	26,873	1.5%
	10	25,834	Max	26,606	Max	26,739	Max	26,873	4.0%
			9	26,335	Max	26,739	Max	26,873	
	9	25,313	8	26,064	9	26,466	Max	26,873	6.2%
	8	24,804	7	25,521	8	26,194	9	26,599	7.2%
	7	24,304	6	24,979	7	25,649	8	26,325	8.3%
	6	23,815	5	24,436	6	25,103	7	25,777	8.2%
	5	23,336	5	24,436	6	25,103	7	25,777	10.5%
	4	22,864	4	23,758	5	24,558	6	25,229	10.3%
	3	22,404	3	23,080	4	23,877	5	24,681	10.2%
	2	21,954	3	23,080	4	23,877	5	24,681	12.4%
	Min 1	21,076	2	22,266	3	23,195	4	23,996	13.9%
			Min 1	21,181	2	22,377	3	23,311	
					Min 1	21,287	2	22,489	
							Min 1	21,393	
287	Max	24,655	Max	25,073	Max	25,574	Max	26,086	5.8%
	12	24,058	11	24,746	Max	25,574	Max	26,086	8.4%
			10	24,419	10	25,222	Max	26,086	
	11	23,573	9	24,092	9	24,870	9	25,708	9.1%
	10	23,098	8	23,602	8	24,518	8	25,331	9.7%
	9	22,633	8	23,602	8	24,518	8	25,331	11.9%
	8	22,177	7	22,900	7	23,991	7	24,953	12.5%
	7	21,730	6	22,430	6	23,463	6	24,387	12.2%
	6	21,295	5	21,804	5	22,759	5	23,821	11.9%
	5	20,444	5	21,804	5	22,759	5	23,821	16.5%
			4	21,151	4	22,055	4	23,066	
	4	19,628	3	20,497	3	21,351	3	22,311	13.7%
	3	18,466	3	20,497	3	21,351	3	22,311	20.8%
			2	19,516	2	20,647	2	21,556	
	2	17,373	Min 1	18,536	Min 1	19,592	Min 1	20,801	19.7%
	Min 1	16,345	Min 1	18,536	Min 1	19,592	Min 1	20,801	27.3%
249	Max	33,450	Max	34,335	Max	34,922	Max	35,520	6.2%
	12	32,640	10	33,535	10	34,492	Max	35,520	8.8%
	11	31,985	9	33,135	9	34,063	9	35,061	9.6%
	10	31,341	8	32,535	8	33,633	8	34,601	10.4%
	9	30,710	7	31,600	7	32,989	7	34,142	11.2%
	8	30,092	6	31,000	6	32,345	6	33,453	11.2%
	7	29,486	5	30,334	5	31,486	5	32,764	11.1%
	6	28,891	4	29,534	4	30,627	4	31,845	10.2%
	5	28,310	4	29,534	4	30,627	4	31,845	12.5%

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
	4	27,739	3	28,734	3	29,768	3	30,927	11.5%
	3	27,181	3	28,734	3	29,768	3	30,927	13.8%
	2	26,364	2	27,533	2	28,910	2	30,008	13.8%
	Min 1	25,056	2	27,533	2	28,910	2	30,008	19.8%
			Min 1	26,333	Min 1	27,621	Min 1	29,089	
257			Max	33,335	Max	33922	Max	34,520	
			11	32,935	Max	33922	Max	34,520	
	Max	32,118	10	32,535	10	33492	Max	34,520	7.5%
	12	31,341	9	32,135	9	33063	9	34,061	8.7%
	11	30,710	8	31,535	8	32633	8	33,601	9.4%
	10	30,092	8	31,535	8	32633	8	33,601	11.7%
	9	29,486	7	30,600	7	31989	7	33,142	12.4%
	8	28,891	6	30,000	6	31345	6	32,453	12.3%
	7	28,310	5	29,334	5	30486	5	31,764	12.2%
	6	27,739	4	28,534	4	29627	4	30,845	11.2%
	5	27,181	4	28,534	4	29627	4	30,845	13.5%
	4	26,633	3	27,734	3	28768	3	29,927	12.4%
	3	26,098	3	27,734	3	28768	3	29,927	14.7%
	2	25,572	2	26,533	2	27910	2	29,008	13.4%
	Min 1	25,056	2	26,533	2	27910	2	29,008	15.8%
			Min 1	25,333	Min 1	26621	Min 1	28,089	
025	Max	58,807	Max	59,983	Max	61,183	Max	62,407	6.1%
	7	57,384	11	58,983	Max	61,183	Max	62,407	8.8%
	6	56,063	10	57,683	10	59,683	Max	62,407	11.3%
	5	54,741	10	57,683	10	59,683	Max	62,407	14.0%
	4	53,421	9	55,983	9	58,133	9	60,807	13.8%
	3	52,101	8	54,230	8	56,533	8	59,057	13.4%
	2	50,779	7	52,460	7	54,933	7	57,257	12.8%
	Min 1	49,459	7	52,460	7	54,933	7	57,257	15.8%
			6	50,720	6	53,133	6	55,457	
			5	48,980	5	51,333	5	53,657	
			4	47,240	4	49,533	4	51,857	
			3	45,500	3	47,733	3	50,057	
			2	43,000	2	45,900	2	48,257	
			Min 1	40,500	Min 1	43,600	Min 1	46,400	
187, 215	Max	32,352	Max	32,514	Max	32,676	Max	32,840	1.5%
	12	31,569	Max	32,514	Max	32,676	Max	32,840	4.0%
	11	30,354	11	31,955	Max	32,676	Max	32,840	8.2%
			10	31,396	10	32,109	Max	32,840	
	10	29,187	9	30,837	9	31,542	9	32,264	10.5%
	9	28,063	8	29,998	8	30,975	8	31,689	12.9%
	8	26,986	7	29,160	7	30,124	7	31,114	15.3%
	7	25,442	6	28,041	6	29,273	6	30,251	18.9%
			5	26,923	5	28,139	5	29,388	
	6	23,986	4	25,805	4	27,005	4	28,237	17.7%
	5	22,618	3	24,089	3	25,870	3	27,086	19.8%
	4	21,323	2	23,010	2	24,089	2	25,936	21.6%
	3	20,105	Min 1	21,333	Min 1	23,200	Min 1	24,089	19.8%
	2	18,958	Min 1	21,333	Min 1	23,200	Min 1	24,089	27.1%
	Min 1	17,875	Min 1	21,333	Min 1	23,200	Min 1	24,089	34.8%
403	Max	21,851	Max	21,960	Max	22,070	Max	22,180	1.5%

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Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
	11	21,323	Max	21,960	Max	22,070	Max	22,180	4.0%
	10	20,706	10	21,555	Max	22,070	Max	22,180	7.1%
	9	20,105	9	21,149	10	21,673	Max	22,180	10.3%
	8	19,523	8	20,338	9	21,276	10	21,820	11.8%
	7	18,958	7	19,527	8	20,482	9	21,460	13.2%
	6	18,408	7	19,527	8	20,482	9	21,460	16.6%
	5	17,700	6	18,716	7	19,687	8	20,740	17.2%
	4	16,855	5	17,906	6	18,893	7	20,020	18.8%
	3	15,866	4	17,095	5	18,099	6	19,228	21.2%
	2	14,889	3	16,284	4	17,305	5	18,437	23.8%
	Min 1	13,579	2	15,067	3	16,511	4	17,645	29.9%
			Min 1	13,851	2	15,319	3	16,925	
					Min 1	14,128	2	15,989	
							Min 1	14,981	
312,334	Min 1	11,209	Min 1	12,106	Min 1	12,520	Min 1	13,130	17.1%
289	Max	22,959	Max	23,311	Max	23,717	Max	24,132	5.1%
	12	22,404	11	23,105	Max	23,717	Max	24,132	7.7%
			10	22,898	10	23,491	Max	24,132	
	11	21,954	9	22,692	9	23,264	9	23,884	8.8%
			8	22,382	8	22,697	8	23,018	
	10	21,511	7	22,038	7	22,697	7	23,390	8.7%
	9	21,076	6	21,654	6	22,357	6	23,018	9.2%
	8	20,653	5	21,247	5	21,904	5	22,647	9.7%
	7	20,236	4	20,834	4	21,450	4	22,152	9.5%
	6	19,829	3	20,421	3	20,997	3	21,657	9.2%
	5	19,431	3	20,421	3	20,997	3	21,657	11.5%
	4	19,039	2	19,802	2	20,543	2	21,163	11.2%
	3	18,655	Min 1	19,183	Min 1	19,863	Min 1	20,668	10.8%
2	18,280	Min 1	19,183	Min 1	19,863	Min 1	20,668	13.1%	
Min 1	17,550	Min 1	19,183	Min 1	19,863	Min 1	20,668	17.8%	
258	Max	24,581	Max	25,073	Max	25,574	Max	26,086	6.1%
	11	23,986	11	24,746	Max	25,574	Max	26,086	8.8%
			10	24,419	10	25,222	Max	26,086	
	10	22,909	9	24,092	9	24,870	9	25,708	12.2%
	9	22,402	8	23,602	8	24,518	8	25,331	13.1%
			7	22,900	7	23,991	7	24,953	
	8	21,904	6	22,430	6	23,463	6	24,387	11.3%
	7	21,413	6	22,430	6	23,463	6	24,387	13.9%
	6	20,935	5	21,804	5	22,759	5	23,821	13.8%
	5	20,461	4	21,151	4	22,055	4	23,066	12.7%
	4	19,997	3	20,497	3	21,351	3	22,311	11.6%
	3	19,543	3	20,497	3	21,351	3	22,311	14.2%
	2	19,095	3	20,497	3	21,351	3	22,311	16.8%
Min	18,655	2	19,516	2	20,647	2	21,556	15.6%	
		Min	18,536	Min	19,592	Min	20,801		
035	Max	58,807	Max	59,983	Max	61,183	Max	62,407	6.1%
	8	57,384	11	58,983	Max	61,183	Max	62,407	8.8%
	7	56,063	10	57,683	10	59,683	Max	62,407	11.3%
	6	54,741	10	57,683	10	59,683	Max	62,407	14.0%

Pay Progression Charts Final Offer

Scale	Current Salary Step	Current Salary	2006 Salary Step	1 Aug 2006 Salary	2007 Salary Step	1 Aug 2007 Salary	2008 Salary Step	1 Aug 2008 Salary	% inc over 3 years
	5	53,421	9	55,983	9	58,133	9	60,807	13.8%
	4	52,101	8	54,230	8	56,533	8	59,057	13.4%
	3	50,779	7	52,460	7	54,933	7	57,257	12.8%
	2	49,459	7	52,460	7	54,933	7	57,257	15.8%
	Min	47,163	6	50,720	6	53,133	6	55,457	17.6%
			5	48,980	5	51,333	5	53,657	
			4	47,240	4	49,533	4	51,857	
			3	45,500	3	47,733	3	50,057	
			2	43,000	2	45,900	2	48,257	
			Min 1	40,500	Min 1	43,600	Min 1	46,400	