

Individual Pay Journeys: proposed transitional pay rates

How to use this chart:

1. Identify what your annual basic pay will be as at the 31 March 2018.
2. Find your current basic pay (column titled Basic Pay 17/18 as at 31.03.18), the numbers to the right show your journey for each of the three years of the proposed pay deal.

Band	Basic Pay 17/18 as at 31.03.18	Basic pay 18/19	Basic pay 19/20	Basic pay 20/21
Band 1	£15,404	£17,460	£17,652	£18,005
	£15,671	£17,460	£17,652	£18,005
Band 2	£15,404	£17,460	£17,652	£19,337
	£15,671	£17,460	£17,652	£19,337
	£16,104	£17,460	£17,652	£19,337
	£16,536	£17,460	£17,983	£19,337
	£16,968	£17,787	£19,020	£19,337
	£17,524	£18,702	£19,020	£19,337
	£18,157	£18,702	£19,020	£19,337
Band 3	£16,968	£17,787	£18,813	£21,142
	£17,524	£18,429	£18,813	£21,142
	£18,157	£18,608	£19,332	£21,142
	£18,333	£19,122	£19,917	£21,142
	£18,839	£19,700	£20,795	£21,142
	£19,409	£20,448	£20,795	£21,142
	£19,852	£20,448	£20,795	£21,142
Band 4	£19,409	£20,150	£21,089	£24,157
	£19,852	£20,859	£21,819	£24,157
	£20,551	£21,582	£22,482	£24,157
	£21,263	£22,238	£22,707	£24,157
	£21,909	£22,460	£23,761	£24,157
	£22,128	£23,363	£23,761	£24,157
	£22,683	£23,363	£23,761	£24,157
Band 5	£22,128	£23,023	£24,214	£26,970
	£22,683	£23,951	£26,220	£27,416
	£23,597	£24,915	£26,220	£27,416
	£24,547	£25,934	£27,260	£30,615
	£25,551	£26,963	£28,358	£30,615
	£26,565	£28,050	£30,112	£30,615
	£27,635	£29,608	£30,112	£30,615
Band 6	£28,746	£29,608	£30,112	£30,615
	£26,565	£28,050	£30,401	£33,176
	£27,635	£29,177	£32,525	£33,176
	£28,746	£30,070	£32,525	£33,779
	£29,626	£31,121	£32,525	£33,779
	£30,661	£32,171	£33,587	£37,890
	£31,696	£33,222	£34,782	£37,890
	£32,731	£34,403	£37,267	£37,890
	£33,895	£36,644	£37,267	£37,890
£35,577	£36,644	£37,267	£37,890	

Band	Basic Pay 17/18 as at 31.03.18	Basic pay 18/19	Basic pay 19/20	Basic pay 20/21
Band 7	£31,696	£33,222	£37,570	£40,894
	£32,731	£34,403	£37,570	£40,894
	£33,895	£36,111	£38,765	£41,723
	£35,577	£37,161	£38,765	£41,723
	£36,612	£38,344	£40,092	£44,503
	£37,777	£39,656	£41,486	£44,503
	£39,070	£41,034	£43,772	£44,503
	£40,428	£43,041	£43,772	£44,503
	£41,787	£43,041	£43,772	£44,503
Band 8a	£40,428	£42,414	£44,606	£46,518
	£41,787	£44,121	£46,331	£48,519
	£43,469	£45,827	£48,324	£51,668
	£45,150	£47,798	£50,819	£51,668
	£47,092	£49,969	£50,819	£51,668
	£48,514	£49,969	£50,819	£51,668
Band 8b	£47,092	£49,242	£52,306	£55,450
	£48,514	£51,737	£55,226	£58,383
	£50,972	£54,625	£58,148	£62,001
	£53,818	£57,515	£60,983	£62,001
	£56,665	£59,964	£60,983	£62,001
	£58,217	£59,964	£60,983	£62,001
Band 8c	£56,665	£59,090	£61,777	£64,931
	£58,217	£61,105	£64,670	£69,285
	£60,202	£63,966	£69,007	£73,664
	£63,021	£68,256	£72,597	£73,664
	£67,247	£71,243	£72,597	£73,664
Band 8d	£69,168	£71,243	£72,597	£73,664
	£67,247	£70,206	£73,936	£77,863
	£69,168	£73,132	£77,550	£81,821
	£72,051	£76,707	£81,493	£87,754
	£75,573	£80,606	£86,687	£87,754
	£79,415	£85,333	£86,687	£87,754
Band 9	£83,258	£85,333	£86,687	£87,754
	£79,415	£84,507	£89,537	£94,213
	£83,258	£88,563	£93,835	£98,736
	£87,254	£92,814	£98,339	£104,927
	£91,442	£97,269	£103,860	£104,927
	£95,832	£102,506	£103,860	£104,927
	£100,431	£102,506	£103,860	£104,927

Annually earned pay points

Annually retained step points (5% or 10% at risk)