

ANNEX B

**Table 11:
Pay Bands and Pay Points on Second and Third Pay Spines at 1 October
2004**

Point	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8				Band 9
								Range A	Range B	Range C	Range D	
1	11,135	<i>11,135*</i>										
2	11,508	11,508	<i>11,668*</i>									
3	11,827	11,827										
4	12,147	12,147	<i>12,147*</i>									
5		12,520										
6		12,893	<i>12,733*</i>									
7		13,266	13,266	<i>13,479*</i>								
8		13,745	13,745									
9		14,278	14,278	<i>14,278*</i>								
10			14,598									
11			15,024	<i>14,811*</i>								
12			15,504	15,504								
13			15,877	15,877	<i>15,877*</i>							
14				16,463	<i>16,516*</i>							
15				17,049	<i>17,049*</i>							
16				17,581								
17				18,114	18,114							
18				18,647	18,647	<i>18,913*</i>						
19					19,180							
20					19,819	<i>19,819*</i>						
21					20,458							
22					21,044	<i>20,778*</i>						
23					21,630	21,630						
24					22,483	22,483	<i>22,057*</i>					
25					23,442	23,442	<i>23,442*</i>					
26						24,401						
27						25,253	<i>24,827*</i>					
28						26,106	26,106					
29						26,958	26,958					
30						27,917	27,917					
31						29,302	29,302					
32							30,155	<i>30,155*</i>				
33							31,114	<i>31,114*</i>				
34							32,179	<i>32,179*</i>				
35							33,298	33,298				
36							34,417	34,417	<i>34,417*</i>			
37								35,802	<i>35,802*</i>			
38								37,187	<i>37,187*</i>			
39								38,786	38,786			
40								39,958	39,958	<i>39,958*</i>		
41									41,982	<i>41,982*</i>		
42									44,326	<i>44,326*</i>		
43									46,671	46,671		
44									47,949	47,949	<i>47,949*</i>	
45										50,080	<i>50,080*</i>	
46										52,425	<i>52,425*</i>	
47										55,941	55,941	
48										57,539	57,539	<i>57,539*</i>
49											59,937	<i>59,937*</i>
50											62,867	<i>62,867*</i>
51											66,063	66,063
52											69,260	69,260
53												72,584
54												76,068
55												79,720
56												83,546

*Pay rates in italic are special transitional points which apply only during assimilation to the new system. They are shown here for convenience. They are explained more fully in Section 46.

ANNEX C**Table 12:****Pay Bands and Pay Points on Second and Third Pay Spines From 1 April 2005**

Point	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8				Band 9
								Range A	Range B	Range C	Range D	
1	11,494	<i>11,494*</i>										
2	11,879	11,879	<i>12,044*</i>									
3	12,209	12,209										
4	12,539	12,539	<i>12,539*</i>									
5		12,924										
6		13,309	<i>13,144*</i>									
7		13,694	13,694	<i>13,914*</i>								
8		14,189	14,189									
9		14,739	14,739	<i>14,739*</i>								
10			15,069									
11			15,509	<i>15,289*</i>								
12			16,004	16,004								
13			16,389	16,389	<i>16,389*</i>							
14				16,994	<i>17,049*</i>							
15				17,598	<i>17,598*</i>							
16				18,148								
17				18,698	18,698							
18				19,248	19,248	<i>19,523*</i>						
19					19,798							
20					20,458	<i>20,458*</i>						
21					21,118							
22					21,723	<i>21,448*</i>						
23					22,328	22,328						
24					23,208	23,208	<i>22,768*</i>					
25					24,198	24,198	<i>24,198*</i>					
26						25,188						
27						26,068	<i>25,628*</i>					
28						26,948	26,948					
29						27,828	27,828					
30						28,817	28,817					
31						30,247	30,247					
32							31,127	<i>31,127*</i>				
33							32,117	<i>32,117*</i>				
34							33,217	<i>33,217*</i>				
35							34,372	34,372				
36							35,527	<i>35,527*</i>				
37								36,957	<i>36,957*</i>			
38								38,387	<i>38,387*</i>			
39								40,036	40,036			
40								41,246	41,246	<i>41,246*</i>		
41									43,336	<i>43,336*</i>		
42									45,756	<i>45,756*</i>		
43									48,176	48,176		
44									49,496	49,496	<i>49,496*</i>	
45										51,695	<i>51,695*</i>	
46										54,115	<i>54,115*</i>	
47										57,745	57,745	
48										59,395	59,395	<i>59,395*</i>
49											61,870	<i>61,870*</i>
50											64,894	<i>64,894*</i>
51											68,194	68,194
52											71,494	71,925
53												74,925
54												78,521
55												82,291
56												86,240

*Pay rates in italic are special transitional points which apply only during assimilation to the new system. They are shown here for convenience. They are explained more fully in Section 46.

ANNEX

**Table 12:
Pay Bands and Pay Points on Second and Third Pay Spines From 1 April 2006**

Point	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8				Band 9
								Range A	Range B	Range C	Range D	
1	11,782											
2	12,177	12,177										
3	12,514	12,514										
4	12,853	12,853	<i>12,853*</i>									
5		13,247										
6		13,642	<i>13,473*</i>									
7		14,037	14,037									
8		14,543	14,543									
9		15,107	15,107	<i>15,107*</i>								
10			15,446									
11			15,897	<i>15,671*</i>								
12			16,405	16,405								
13			16,799	16,799								
14				17,419	<i>17,475*</i>							
15				18,039	<i>18,039*</i>							
16				18,602								
17				19,166	19,166							
18				19,730	19,730							
19					20,294							
20					20,970	<i>20,970*</i>						
21					21,646							
22					22,266	<i>21,985*</i>						
23					22,886	22,886						
24					23,789	23,789						
25					24,803	24,803	<i>24,803*</i>					
26						25,818						
27						26,720	<i>26,269*</i>					
28						27,622	27,622					
29						28,524	28,524					
30						29,538	29,538					
31						31,004	31,004					
32							31,906					
33							32,921	<i>32,921*</i>				
34							34,048	<i>34,048*</i>				
35							35,232	35,232				
36							36,416	36,416				
37								37,881	<i>37,881*</i>			
38								39,346	<i>39,346*</i>			
39								41,038	41,038			
40								42,278	42,278			
41									44,420	<i>44,420*</i>		
42									46,900	<i>46,900*</i>		
43									49,381	49,381		
44									50,733	50,733		
45									52,988	52,988	<i>52,988*</i>	
46									55,469	<i>55,469*</i>		
47									59,189	59,189		
48									60,880	60,880		
49										63,417	<i>63,417*</i>	
50										66,517	<i>66,517*</i>	
51										69,899	69,899	
52										73,281	73,281	
53											76,798	
54											80,485	
55											84,349	
56											88,397	

Pay rates in italics are special transitional points which apply only during assimilation to the new system. They are shown here for convenience. They are explained more fully in Section 46.

APPENDIX B

RECOMMENDED NATIONAL SALARY SCALES FROM 1 APRIL 2007⁵⁰

Point	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8				Band 9
								Range A	Range B	Range C	Range D	
1	12,076											
2	12,481	12,481										
3	12,827	12,827										
4	13,174	13,174										
5		13,579										
6		13,983	<i>13,810*</i>									
7		14,388	14,388									
8		14,907	14,907									
9		15,485	15,485									
10			15,832									
11			16,294	<i>16,063*</i>								
12			16,815	16,815								
13			17,219	17,219								
14				17,855								
15				18,490	<i>18,490*</i>							
16				19,067								
17				19,645	19,645							
18				20,223	20,223							
19					20,801							
20					21,494							
21					22,187							
22					22,823	<i>22,534*</i>						
23					23,458	23,458						
24					24,383	24,383						
25					25,424	25,424						
26						26,464						
27						27,388	<i>26,926*</i>					
28						28,313	28,313					
29						29,237	29,237					
30						30,277	30,277					
31						31,779	31,779					
32							32,704					
33							33,744					
34							34,899	<i>34,899*</i>				
35							36,112	36,112				
36							37,326	37,326				
37								38,828				
38								40,330	<i>40,330*</i>			
39								42,064	42,064			
40								43,335	43,335			
41									45,530			
42									48,072	<i>48,072*</i>		
43									50,616	50,616		
44									52,002	52,002		
45										54,313		
46										56,856	<i>56,856*</i>	
47										60,669	60,669	
48										62,402	62,402	
49											65,003	
50											68,180	<i>68,180*</i>
51											71,646	71,646
52											75,114	75,114
53												78,718
54												82,497
55												86,457
56												90,607

*Pay rates in italic are special transitional points which apply only during assimilation to the new system. They are shown here for convenience.

⁵⁰ The recommended rates from 1 April 2007 have been calculated as follows: we have taken the rates applicable at October 2004 as our base, as this date reflects the intended national rollout of the new Agenda for Change pay system. We have applied the 3.225 and 2.5 per cent increases agreed by the parties as the 1 April 2005 and 2006 uplifts to the base respectively, and further applied our recommended uplift from 1 April 2007. The resulting figures have been rounded up to the nearest pound.