

3.1 A comparison of the implementation outcomes and four year costs of options three, four and five are shown in the table below. An assumption has been made that there will be no increments in year one for those staying on their current spine point, and all staff will receive at least one increment from year two in options three and four:-

Outcomes / Costs	Option 3 Retain current pay structure remove bottom 2 and top 3 points	Option 4 New pay structure 5 points	Option 4A New Pay Structure 6 Points	Option 5 New pay structure Salary Ranges
Year One – Implementation Costs	£587,063 (£843,060 if immediately move to bottom of new grade)	£464,656	£464,656	£377,479
Year Two – Incremental Costs	£707,887 (of which £274,030 are costs to bring those staff who were one away as result of implementation, to bottom of new grades) £700,404 (if all staff went to bottom of new grade in year 1)	£911,433	£1,066,682	Dependent on the agreed % increase ranges from a maximum of £106,010 for 0.25% to £848,080 for 2%
Year Three Incremental Costs	£632,506	£815,172	£920,366	Dependent on the agreed % increase ranges from a maximum of £108,395 for 0.25% to £882,004 for 2%
Year Four Incremental Costs	£645,238	£670,285	£774,652	Dependent on the agreed % increase ranges from a maximum of £108,666 for 0.25% to £899,644 for 2%
Green Circles	854 (30%)	396 (14%)	396 (14%)	305 (13%)
Average Increase	£687 pa £987 pa (if immediate move to new grade)	£1391 pa	£1391 pa	£1031 pa
White Circles	854 (30%)	1649 (58%)	1780 (63%)	2163 (77%)
Red Circles/Fixed Points	1104 (40%) (991 fixed points) (113 protected salary)	764 (27%)	634 (22%)	277 (10%)
Average amount of Salary Protection	£5406 pa (red circles only)	£2154 pa	£2524	£1604