

## What do the employers' proposals mean?

Spinal Column Point	Basic pay to 31 March 2014	Unconsolidated award paid in December 2015: To cover 1 April – 31 December 2014	% of current pay	3 months basic pay increase of 2.2%: Jan-March 2015	Unconsolidated lump sum paid December 2014 plus 3 months of 2.2% basic pay increase: 1 Jan - 31 Mar 2015	% increase including unconsolidated lump sum and 3 months 2.2% basic pay increase: 1 Jan- 31 March 2015	New basic pay from Jan 2015	1 Jan 2015 – 31 March 2016: £ increase in basic pay	1 Jan 2015 – 31 March 2016: % increase in basic pay
5	£12,435	£325	2.61%	£266.25	£591.25	4.75%	£13,500.00	£1,065.00	8.56%
6	£12,614	£325	2.58%	£250.00	£575.00	4.56%	£13,614.00	£1,000.00	7.93%
7	£12,915	£325	2.52%	£200.00	£525.00	4.07%	£13,715.00	£800.00	6.19%
8	£13,321	£150	1.13%	£137.50	£287.50	2.16%	£13,871.00	£550.00	4.13%
9	£13,725	£150	1.09%	£87.50	£237.50	1.73%	£14,075.00	£350.00	2.55%
10	£14,013	£100	0.71%	£81.25	£181.25	1.29%	£14,338.00	£325.00	2.32%
11	£14,880	£100	0.67%	£81.84	£181.84	1.22%	£15,207.36	£327.36	2.20%
12	£15,189	£100	0.66%	£83.54	£183.54	1.21%	£15,523.16	£334.16	2.20%
13	£15,598	£100	0.64%	£85.79	£185.79	1.19%	£15,941.16	£343.16	2.20%
14	£15,882	£100	0.63%	£87.35	£187.35	1.18%	£16,231.40	£349.40	2.20%
15	£16,215	£100	0.62%	£89.18	£189.18	1.17%	£16,571.73	£356.73	2.20%
16	£16,604	£100	0.60%	£91.32	£191.32	1.15%	£16,969.29	£365.29	2.20%
17	£16,998	£100	0.59%	£93.49	£193.49	1.14%	£17,371.96	£373.96	2.20%
18	£17,333	£100	0.58%	£95.33	£195.33	1.13%	£17,714.33	£381.33	2.20%
19	£17,980	£100	0.56%	£98.89	£198.89	1.11%	£18,375.56	£395.56	2.20%
20	£18,638	£100	0.54%	£102.51	£202.51	1.09%	£19,048.04	£410.04	2.20%
21	£19,317	£100	0.52%	£106.24	£206.24	1.07%	£19,741.97	£424.97	2.20%
22	£19,817	£100	0.50%	£108.99	£208.99	1.05%	£20,252.97	£435.97	2.20%
23	£20,400	£100	0.49%	£112.20	£212.20	1.04%	£20,848.80	£448.80	2.20%
24	£21,067	£100	0.47%	£115.87	£215.87	1.02%	£21,530.47	£463.47	2.20%
25	£21,734	£100	0.46%	£119.54	£219.54	1.01%	£22,212.15	£478.15	2.20%

Spinal Column Point	Basic pay to 31 March 2014	Unconsolidated award paid in December 2015: To cover 1 April – 31 December 2014	% of current pay	3 months basic pay increase of 2.2%: Jan-March 2015	Unconsolidated lump sum paid December 2014 plus 3 months of 2.2% basic pay Increase from 1 Jan - 31 Mar 2015	% increase including unconsolidated lump sum and 3 months 2.2% basic pay increase 1 Jan – 31 March 2015	New basic pay from Jan 2015	1 Jan 2015 – 31 March 2016 : £ increase in basic pay	1 Jan 2015 – 31 March 2016: % increase in basic pay
26	£22,443	£100	0.45%	£123.44	£223.44	1.00%	£22,936.75	£493.75	2.20%
27	£23,188	£100	0.43%	£127.53	£227.53	0.98%	£23,698.14	£510.14	2.20%
28	£23,945	£100	0.42%	£131.70	£231.70	0.97%	£24,471.79	£526.79	2.20%
29	£24,892	£100	0.40%	£136.91	£236.91	0.95%	£25,439.62	£547.62	2.20%
30	£25,727	£100	0.39%	£141.50	£241.50	0.94%	£26,292.99	£565.99	2.20%
31	£26,539	£100	0.38%	£145.96	£245.96	0.93%	£27,122.86	£583.86	2.20%
32	£27,323	£100	0.37%	£150.28	£250.28	0.92%	£27,924.11	£601.11	2.20%
33	£28,127	£100	0.36%	£154.70	£254.70	0.91%	£28,745.79	£618.79	2.20%
34	£28,922	£100	0.35%	£159.07	£259.07	0.90%	£29,558.28	£636.28	2.20%
35	£29,528	£100	0.34%	£162.40	£262.40	0.89%	£30,177.62	£649.62	2.20%
36	£30,311	£100	0.33%	£166.71	£266.71	0.88%	£30,977.84	£666.84	2.20%
37	£31,160	£100	0.32%	£171.38	£271.38	0.87%	£31,845.52	£685.52	2.20%
38	£32,072	£100	0.31%	£176.40	£276.40	0.86%	£32,777.58	£705.58	2.20%
39	£33,128	£100	0.30%	£182.20	£282.20	0.85%	£33,856.82	£728.82	2.20%
40	£33,998	£100	0.29%	£186.99	£286.99	0.84%	£34,745.96	£747.96	2.20%
41	£34,894	£100	0.29%	£191.92	£291.92	0.84%	£35,661.67	£767.67	2.20%
42	£35,784	£100	0.28%	£196.81	£296.81	0.83%	£36,571.25	£787.25	2.20%
43	£36,676	£100	0.27%	£201.72	£301.72	0.82%	£37,482.87	£806.87	2.20%
44	£37,578	£100	0.27%	£206.68	£306.68	0.82%	£38,404.72	£826.72	2.20%
45	£38,422	£100	0.26%	£211.32	£311.32	0.81%	£39,267.28	£845.28	2.20%
46	£39,351	£100	0.25%	£216.43	£316.43	0.80%	£40,216.72	£865.72	2.20%
47	£40,254	£100	0.25%	£221.40	£321.40	0.80%	£41,139.59	£885.59	2.20%
48	£41,148	£100	0.24%	£226.31	£326.31	0.79%	£42,053.26	£905.26	2.20%

49	£42,032	£100	0.24%	£231.18	£331.18	0.79%	£42,956.70	£924.70	2.20%
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