Headline uplifts: 2.75%, 2.4%, 2.25%
Band 1 - changes in Year 2 - remove spine point 1
Band 5 - remove spine point 21 in Year 3 and and increase top by 0.33% in Years 2, 3 and 4
Flat cash - in Year 3 - £420 to points 1 to 13

			Without headline uplift or flat cash										With headline uplift and flat cash										Percentage increase between points		
			Year 1 2008/09		Year 2 2009/10			Year 3 2010/11			Year 4 2011/12		Year 1 2008/09		Year 2 2009/10			Year 3 2010/11					Year 1 2008/09	Year 2 2009/10	Year 3 2010/11
Spine point	2007/08 pay	Bands	2007/08 pay	% increase on previous year	2007/08 pay	% increase on previous year	% incr - removed point	2007/08 pay	% increase on previous year	% incr - removed point	2007/08 pay	% increase on previous year	2.75%	% increase on previous year	2.40%	% increase on previous year	% incr - removed point	Flat cash	2.25%	% increase on previous year	% incr - removed point		% increase on previous point	% increase on previous point	% increase on previous point
1	12,182	1	12,182	0.00%									12,517	2.75%											
2	12,577	1,2	12,577	0.00%	12,577	0.00%	3.24%	12,577	0.00%		12,577	0.00%	12,922	2.74%	13,233	2.41%	5.72%	420	13,653	3.17%			3.24%		
3	12,914	1,2	12,914	0.00%	12,914	0.00%		12,914	0.00%		12,914	0.00%	13,269	2.75%	13,588	2.40%		420	14,008	3.09%			2.69%	2.68%	2.60%
4	13,253	1,2	13,253	0.00%	13,253	0.00%		13,253	0.00%		13,253	0.00%	13,617	2.75%	13,944	2.40%		420	14,364	3.01%			2.62%	2.62%	2.54%
5	13,647	2	13,647	0.00%	13,647	0.00%		13,647	0.00%		13,647	0.00%	14,023	2.76%	14,359	2.40%		420	14,779	2.92%			2.98%	2.98%	2.89%
6	14,042	2	14,042	0.00%	14,042	0.00%		14,042	0.00%		14,042	0.00%	14,428	2.75%	14,774	2.40%		420	15,194	2.84%			2.89%	2.89%	2.81%
7	14,437	2,3	14,437	0.00%	14,437	0.00%		14,437	0.00%		14,437	0.00%	14,834	2.75%	15,190	2.40%		420	15,610	2.76%			2.81%	2.82%	2.74%
8	14,945	2,3	14,945	0.00%	14,945	0.00%		14,945	0.00%		14,945	0.00%	15,356	2.75%	15,725	2.40%		420	16,145	2.67%			3.52%	3.52%	3.43%
9	15,523	2,3	15,523	0.00%	15,523	0.00%		15,523	0.00%		15,523	0.00%	15,950	2.75%	16,333	2.40%		420	16,753	2.57%			3.87%	3.87%	3.77%
10	15,870	3	15,870	0.00%	15,870	0.00%		15,870	0.00%		15,870	0.00%	16,307	2.75%	16,698	2.40%		420	17,118	2.52%			2.24%	2.23%	2.18%
11	16,332	3	16,332	0.00%	16,332	0.00%		16,332	0.00%		16,332	0.00%	16,781	2.75%	17,184	2.40%		420	17,604	2.44%			2.91%	2.91%	2.84%
12	16,853	3,4	16,853	0.00%	16,853	0.00%		16,853	0.00%		16,853	0.00%	17,316	2.75%	17,732	2.40%		420	18,152	2.37%			3.19%	3.19%	3.11%
13	17,257	3,4	17,257	0.00%	17,257	0.00%		17,257	0.00%		17,257	0.00%	17,732	2.75%	18,157	2.40%		420	18,577	2.31%			2.40%	2.40%	2.34%
14	17,893	4	17,893	0.00%	17,893	0.00%		17,893	0.00%		17,893	0.00%	18,385	2.75%	18,826	2.40%			19,250	2.25%			3.68%	3.68%	3.62%
15	18,528	4	18,528	0.00%	18,528	0.00%		18,528	0.00%		18,528	0.00%	19,038	2.75%	19,495	2.40%			19,933	2.25%			3.55%	3.55%	3.55%
16	19,105	4	19,105	0.00%	19,105	0.00%		19,105	0.00%		19,105	0.00%	19,631	2.75%	20,102	2.40%			20,554	2.25%			3.11%	3.11%	3.12%
17	19,683	4,5	19,683	0.00%	19,683	0.00%		19,683	0.00%		19,683	0.00%	20,225	2.75%	20,710	2.40%			21,176	2.25%			3.03%	3.02%	3.03%
18	20,261	4,5	20,261	0.00%	20,261	0.00%		20,261	0.00%		20,261	0.00%	20,818	2.75%	21,318	2.40%			21,798	2.25%			2.93%	2.94%	2.94%
19	20,801	5	20,801	0.00%	21,054	1.22%		21,066	0.06%		21,077	0.05%	21,373	2.75%	22,152	3.64%			22,663	2.31%			2.67%	3.91%	3.97%
20	21,494	5	21,494	0.00%	21,878	1.79%		21,902	0.11%		21,927	0.11%	22,085	2.75%	23,019	4.23%			23,563	2.36%			3.33%	3.91%	3.97%
21	22,187	5	22,187	0.00%	22,187	0.00%							22,797	2.75%	23,345	2.40%							3.22%	1.42%	
22	22,823	5	22,823	0.00%	22,823	0.00%		22,823	0.00%	2.87%	22,823	0.00%	23,450	2.75%	24,013	2.40%			24,554	2.25%	5.18%		2.86%	2.86%	4.21%
23	23,458	5,6	23,458	0.00%	23,600	0.61%		23,676	0.32%		23,729	0.22%	24,103	2.75%	24,831	3.02%			25,472	2.58%			2.78%	3.41%	3.74%
24	24,383	5,5	24,383	0.00%	24,549	0.68%		24,617	0.28%		24,684	0.27%	25,054	2.75%	25,829	3.09%			26,483	2.53%			3.95%	4.02%	3.97%
25	25,424	5,6	25,424	0.00%	25,508	0.33%		25,593	0.33%		25,678	0.33%	26,123	2.75%	26,839	2.74%			27,534	2.59%			4.27%	3.91%	3.97%
26	26,464	6	26,464	0.00%	26,464	0.00%		26,464	0.00%		26,464	0.00%	27,191	2.75%	27,844	2.40%			28,470	2.25%			4.09%	3.74%	3.40%
27	27,388	6	27,388	0.00%	27,388	0.00%		27,388	0.00%		27,388	0.00%	28,141	2.75%	28,816	2.40%			29,464	2.25%			3.49%	3.49%	3.49%
28	28,313	6,7	28,313	0.00%	28,313	0.00%		28,313	0.00%		28,313	0.00%	29,091	2.75%	29,789	2.40%			30,460	2.25%			3.38%	3.38%	3.38%
29	29,237	6,7	29,237	0.00%	29,237	0.00%		29,237	0.00%		29,237	0.00%	30,041	2.75%	30,762	2.40%			31,454	2.25%			3.27%	3.27%	3.26%
30	30,277	6,7	30,277	0.00%	30,277	0.00%		30,277	0.00%		30,277	0.00%	31,109	2.75%	31,856	2.40%			32,573	2.25%			3.56%	3.56%	3.56%
31	31,779	6,7	31,779	0.00%	31,779	0.00%		31,779	0.00%		31,779	0.00%	32,653	2.75%	33,436	2.40%			34,189	2.25%			4.96%	4.96%	4.96%
32	32,704	7	32,704	0.00%	32,704	0.00%		32,704	0.00%		32,704	0.00%	33,603	2.75%	34,410	2.40%			35,184	2.25%			2.91%	2.91%	2.91%
33	33,744	7	33,744	0.00%	33,744	0.00%		33,744	0.00%		33,744	0.00%	34,672	2.75%	35,504	2.40%			36,303	2.25%			3.18%	3.18%	3.18%
34	34,899	7	34,899	0.00%	34,899	0.00%		34,899	0.00%		34,899	0.00%	35,859	2.75%	36,719	2.40%			37,545	2.25%			3.42%	3.42%	3.42%
35	36,112	7,8a	36,112	0.00%	36,112	0.00%		36,112	0.00%		36,112	0.00%	37,106	2.75%	37,996	2.40%			38,851	2.25%			3.48%	3.48%	3.48%
36	37,326	7,8a	37,326	0.00%	37,326	0.00%		37,326	0.00%		37,326	0.00%	38,352	2.75%	39,273	2.40%			40,157	2.25%			3.36%	3.36%	3.36%
37	38,828	8a	38,828	0.00%	38,828	0.00%		38,828	0.00%		38,828	0.00%	39,896	2.75%	40,853	2.40%			41,772	2.25%			4.03%	4.02%	4.02%
38	40,330	8a	40,330	0.00%	40,330	0.00%		40,330	0.00%		40,330	0.00%	41,439	2.75%	42,434	2.40%			43,388	2.25%			3.87%	3.87%	3.87%
39	42,064	8a,8b	42,064	0.00%	42,064	0.00%		42,064	0.00%		42,064	0.00%	43,221	2.75%	44,258	2.40%			45,254	2.25%			4.30%	4.30%	4.30%
40	43,335	8a,8b	43,335	0.00%	43,335	0.00%		43,335	0.00%		43,335	0.00%	44,527	2.75%	45,596	2.40%			46,621	2.25%			3.02%	3.02%	3.02%
41	45,530	8b	45,530	0.00%	45,530	0.00%		45,530	0.00%		45,530	0.00%	46,782	2.75%	47,905	2.40%			48,983	2.25%			5.06%	5.06%	5.07%
42	48,072	8b	48,072	0.00%	48,072	0.00%		48,072	0.00%		48,072	0.00%	49,394	2.75%	50,580	2.40%			51,718	2.25%			5.58%	5.58%	5.58%
43	50,616	8b,8c	50,616	0.00%	50,616	0.00%		50,616	0.00%		50,616	0.00%	52,007	2.75%	53,256	2.40%			54,454	2.25%			5.29%	5.29%	5.29%
44	52,002	8b,8c	52,002	0.00%	52,002	0.00%		52,002	0.00%		52,002	0.00%	53,432	2.75%	54,714	2.40%			55,945	2.25%			2.74%	2.74%	2.74%
45	54,313	8c	54,313	0.00%	54,313	0.00%		54,313	0.00%		54,313	0.00%	55,806	2.75%	57,146	2.40%			58,431	2.25%			4.44%	4.44%	4.44%
46	56,856	8c	56,856	0.00%	56,856	0.00%		56,856	0.00%		56,856	0.00%	58,419	2.75%	59,821	2.40%			61,167	2.25%			4.68%	4.68%	4.68%
47	60,669	8c,8d	60,669	0.00%	60,669	0.00%		60,669	0.00%		60,669	0.00%	62,337	2.75%	63,833	2.40%			65,270	2.25%			6.71%	6.71%	6.71%
48	62,402	8c,8d	62,402	0.00%	62,402	0.00%		62,402	0.00%		62,402	0.00%	64,118	2.75%	65,657	2.40%			67,134	2.25%			2.86%	2.86%	2.86%
49	65,003	8d	65,003	0.00%	65,003	0.00%		65,003	0.00%		65,003	0.00%	66,790	2.75%	68,393	2.40%			69,932	2.25%			4.17%	4.17%	4.17%
50	68,180	8d	68,180	0.00%	68,180	0.00%		68,180	0.00%		68,180	0.00%	70,055	2.75%	71,736	2.40%			73,351	2.25%			4.89%	4.89%	4.89%
51	71,646	8d,9	71,646	0.00%	71,646	0.00%		71,646	0.00%		71,646	0.00%	73,617	2.75%	75,383	2.40%			77,079	2.25%			5.08%	5.08%	5.08%
52	75,114	8d,9	75,114	0.00%	75,114	0.00%		75,114	0.00%		75,114	0.00%	77,179	2.75%	79,031	2.40%			80,810	2.25%			4.84%	4.84%	4.84%
53	78,718	9	78,718	0.00%	78,718	0.00%		78,718	0.00%		78,718	0.00%	80,883	2.75%	82,824	2.40%			84,688	2.25%			4.80%	4.80%	4.80%
54	82,497	9	82,497	0.00%	82,497	0.00%		82,497	0.00%		82,497	0.00%	84,765	2.75%	86,800	2.40%			88,753	2.25%			4.80%	4.80%	4.80%
55	86,457	9	86,457	0.00%	86,457	0.00%		86,457	0.00%		86,457	0.00%	88,835	2.75%	90,967	2.40%			93,014	2.25%			4.80%	4.80%	4.80%
56	90,607	9	90,607	0.00%	90,607	0.00%		90,607	0.00%		90,607	0.00%	93,098	2.75%	95,333	2.40%			97,478	2.25%			4.80%	4.80%	4.80%