

Pay Proposals – Summary Table GLPC

Proposal	Existing terms	Initial proposals	Final offer
Grade A	2 pay scale points per grade New starters progress to level 2 on first year anniversary following successful completion of probation	Delete grade A Migrate A grade colleagues to grade B1	Delete grade A Migrate A grade colleagues to grade B1
Grades B - D	2 pay scale points per grade New starters progress to level 2 on first year anniversary following successful completion of probation	3 pay scale points per grade 3 rd point brings back an additional higher value increment On implementation, colleagues with 1 year's service at L2 will move to L3 (subject to satisfactory performance review)	Proposal reviewed: 3 pay scale points per grade 3 rd point brings back an additional higher value increment On implementation, colleagues with 1 year's service at L2 will move to L3
Grades E - K	2 pay scale points per grade New starters progress to level 2 on first year anniversary following successful completion of probation	4 pay scale points per grade Point 1 – current L1 Point 2 – brings back pre 2017 increment between L1 and L2 Point 3 – current L2 Point 4 – brings back an additional higher increment On implementation, colleagues with 1 year's service at L2 will move to L4 (subject to satisfactory performance review)	Proposal reviewed: 4 pay scale points per grade Point 1 – current L1 Point 2 – brings back pre 2017 increment between L1 and L2 Point 3 – current L2 Point 4 – brings back an additional higher increment On implementation, colleagues with 1 year's service at L2 will move to L4 Transitional protection for employees on L1, on implementation, colleagues with 1 year's service at

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			L1 will move to L3. New L2 mid-point increment will apply to new appointments only
Appraisal linked increments	New starters progress to level 2 on first year anniversary following successful completion of probation	<p>Progression to level 2 remains subject to successful completion of probation</p> <p>Progression to L3 and L4 subject to satisfactory performance review</p> <p>Progression on employment anniversary (24/36 months)</p> <p>Introduction of a 'grandparent' check</p>	<p>Proposal reviewed:</p> <p>No change to progression to L2 after 1 year, remains subject to successful completion of probation</p> <p>Progression to L3 (and L4 for E-K) on employment anniversary (24/36 months)</p>