

**Pay Proposals – Summary Table SLMG**

Proposal	Existing terms	Initial proposals	Final offer
<b>SLMG</b>	<p>2 pay scale points per grade</p> <p>New starters progress to level 2 on second year anniversary following successful completion of probation</p>	<p>4 pay scale points per grade</p> <p>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</p> <p>On implementation, colleagues with 1 year’s service at L2 will move to L4 (subject to satisfactory performance review)</p>	<p>Proposal reviewed:</p> <p>4 pay scale points per grade</p> <p>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</p> <p>On implementation, colleagues with 1 year’s service at L2 will move to L4, subject to satisfactory performance review</p> <p>Transitional protection for employees on L1, on implementation colleagues with 1 year’s service at L1 will move to L3. New L2 mid-point increment will apply to new appointments only</p>
<b>Grades above Director</b>	Fixed salary point within band with no progression (Corporate Director, Strategic Director, CEX)	Mirror 4-point pay grade structure and progression as per SLMG	Mirror 4-point pay grade structure and progression as per SLMG
<b>Appraisal linked increments</b>	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>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>

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		Introduction of a 'grandparent' check	Introduction of a 'grandparent' check
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