

## O&F Grades as at 01 August 2009

| Grade       | Point | Salary Value | Pens<br>Amount (using<br>CRSP max<br>10%<br>contribution) |      | NI (using<br>CRSP) | Total<br>Cost (using<br>CRSP) |  |
|-------------|-------|--------------|-----------------------------------------------------------|------|--------------------|-------------------------------|--|
|             |       |              |                                                           |      |                    |                               |  |
| O&F Level 1 | 1     | 13150        |                                                           | 1315 | 952                | <b>15417</b>                  |  |
|             | 2     | 13498        |                                                           | 1350 | 996                | <b>15844</b>                  |  |
|             | 3     | 13856        |                                                           | 1386 | 1042               | <b>16284</b>                  |  |
|             | 4     | 14170        |                                                           | 1417 | 1082               | <b>16669</b>                  |  |
|             | 5     | 14550        |                                                           | 1455 | 1131               | <b>17136</b>                  |  |
|             | 6     | 14942        |                                                           | 1494 | 1181               | <b>17617</b>                  |  |
|             | 7     | 15292        |                                                           | 1529 | 1226               | <b>18047</b>                  |  |
|             | 8     | 15719        |                                                           | 1572 | 1281               | <b>18572</b>                  |  |
|             | 9     | 16161        |                                                           | 1616 | 1337               | <b>19114</b>                  |  |
| O&F Level 2 | 9     | 16161        |                                                           | 1616 | 1337               | <b>19114</b>                  |  |
|             | 10    | 16629        |                                                           | 1663 | 1397               | <b>19689</b>                  |  |
|             | 11    | 17111        |                                                           | 1711 | 1459               | <b>20281</b>                  |  |
|             | 12    | 17606        |                                                           | 1761 | 1522               | <b>20889</b>                  |  |
|             | 13    | 18117        |                                                           | 1812 | 1587               | <b>21516</b>                  |  |
|             | 14    | 18643        |                                                           | 1864 | 1655               | <b>22162</b>                  |  |
|             | 15    | 19185        |                                                           | 1919 | 1724               | <b>22828</b>                  |  |
|             | 16    | 19743        |                                                           | 1974 | 1796               | <b>23513</b>                  |  |
|             | 17    | 20327        |                                                           | 2033 | 1870               | <b>24230</b>                  |  |
|             | 18    | 20938        |                                                           | 2094 | 1949               | <b>24981</b>                  |  |
| O&F Level 3 | 18    | 20938        |                                                           | 2094 | 1949               | <b>24981</b>                  |  |
|             | 19    | 21565        |                                                           | 2157 | 2029               | <b>25751</b>                  |  |
|             | 20    | 22236        |                                                           | 2224 | 2115               | <b>26575</b>                  |  |
|             | 21    | 22879        |                                                           | 2288 | 2197               | <b>27364</b>                  |  |
|             | 22    | 23566        |                                                           | 2357 | 2285               | <b>28208</b>                  |  |
|             | 23    | 24273        |                                                           | 2427 | 2375               | <b>29075</b>                  |  |
|             | 24    | 25001        |                                                           | 2500 | 2469               | <b>29970</b>                  |  |
|             | 25    | 25751        |                                                           | 2575 | 2565               | <b>30891</b>                  |  |
|             | 26    | 26523        |                                                           | 2652 | 2663               | <b>31838</b>                  |  |
|             | 27    | 27319        |                                                           | 2732 | 2765               | <b>32816</b>                  |  |
|             | 28    | 28139        |                                                           | 2814 | 2870               | <b>33823</b>                  |  |
|             | 29    | 28983        |                                                           | 2898 | 2978               | <b>34859</b>                  |  |

|                 |     |  |       |  |      |      |       |  |
|-----------------|-----|--|-------|--|------|------|-------|--|
|                 | 30  |  | 29853 |  | 2985 | 3090 | 35928 |  |
| OF1 16 YEAR OLD | 116 |  | 9204  |  | 920  | 447  | 10571 |  |
|                 | 216 |  | 9449  |  | 945  | 478  | 10872 |  |
|                 | 316 |  | 9699  |  | 970  | 510  | 11179 |  |
|                 | 416 |  | 9918  |  | 992  | 538  | 11448 |  |
|                 | 516 |  | 10185 |  | 1019 | 572  | 11776 |  |
|                 | 616 |  | 10459 |  | 1046 | 607  | 12112 |  |
|                 | 716 |  | 10704 |  | 1070 | 639  | 12413 |  |
|                 | 816 |  | 11003 |  | 1100 | 677  | 12780 |  |
|                 | 916 |  | 11312 |  | 1131 | 716  | 13159 |  |
| OF1 17 YEAR OLD | 117 |  | 11178 |  | 1118 | 699  | 12995 |  |
|                 | 217 |  | 11473 |  | 1147 | 737  | 13357 |  |
|                 | 317 |  | 11777 |  | 1178 | 776  | 13731 |  |
|                 | 417 |  | 12045 |  | 1205 | 810  | 14060 |  |
|                 | 517 |  | 12367 |  | 1237 | 851  | 14455 |  |
|                 | 617 |  | 12700 |  | 1270 | 894  | 14864 |  |
|                 | 717 |  | 12998 |  | 1300 | 932  | 15230 |  |
|                 | 817 |  | 13361 |  | 1336 | 979  | 15676 |  |
|                 | 917 |  | 13736 |  | 1374 | 1027 | 16137 |  |

|                        |                  |
|------------------------|------------------|
| <b>2 shift payment</b> | <b>£3,392.03</b> |
| <b>3 shift payment</b> | <b>£4,522.84</b> |

| Pens<br>Amount (using CPAS) | NI (using<br>CPAS) | Total<br>Cost (using<br>CPAS) |
|-----------------------------|--------------------|-------------------------------|
| 4734                        | 677                | <b>18561</b>                  |
| 4859                        | 708                | <b>19065</b>                  |
| 4988                        | 741                | <b>19585</b>                  |
| 5101                        | 769                | <b>20040</b>                  |
| 5238                        | 804                | <b>20592</b>                  |
| 5379                        | 840                | <b>21161</b>                  |
| 5505                        | 872                | <b>21669</b>                  |
| 5659                        | 910                | <b>22288</b>                  |
| 5818                        | 951                | <b>22930</b>                  |
| 5818                        | 951                | <b>22930</b>                  |
| 5986                        | 993                | <b>23608</b>                  |
| 6160                        | 1037               | <b>24308</b>                  |
| 6338                        | 1082               | <b>25026</b>                  |
| 6522                        | 1129               | <b>25768</b>                  |
| 6711                        | 1176               | <b>26530</b>                  |
| 6907                        | 1226               | <b>27318</b>                  |
| 7107                        | 1277               | <b>28127</b>                  |
| 7318                        | 1330               | <b>28975</b>                  |
| 7538                        | 1385               | <b>29861</b>                  |
| 7538                        | 1385               | <b>29861</b>                  |
| 7763                        | 1442               | <b>30770</b>                  |
| 8005                        | 1503               | <b>31744</b>                  |
| 8236                        | 1562               | <b>32677</b>                  |
| 8484                        | 1624               | <b>33674</b>                  |
| 8738                        | 1689               | <b>34700</b>                  |
| 9000                        | 1755               | <b>35756</b>                  |
| 9270                        | 1823               | <b>36844</b>                  |
| 9548                        | 1894               | <b>37965</b>                  |
| 9835                        | 1966               | <b>39120</b>                  |
| 10130                       | 2041               | <b>40310</b>                  |
| 10434                       | 2117               | <b>41534</b>                  |

|       |      |              |
|-------|------|--------------|
| 10747 | 2197 | <b>42797</b> |
| 3313  | 317  | <b>12834</b> |
| 3402  | 340  | <b>13191</b> |
| 3492  | 363  | <b>13554</b> |
| 3570  | 382  | <b>13870</b> |
| 3667  | 407  | <b>14259</b> |
| 3765  | 432  | <b>14656</b> |
| 3853  | 454  | <b>15011</b> |
| 3961  | 481  | <b>15445</b> |
| 4072  | 509  | <b>15893</b> |
| 4024  | 497  | <b>15699</b> |
| 4130  | 524  | <b>16127</b> |
| 4240  | 552  | <b>16569</b> |
| 4336  | 576  | <b>16957</b> |
| 4452  | 605  | <b>17424</b> |
| 4572  | 636  | <b>17908</b> |
| 4679  | 663  | <b>18340</b> |
| 4810  | 696  | <b>18867</b> |
| 4945  | 730  | <b>19411</b> |