



Total Pay & Reward illustrations

On the right is an example of what your illustration will look like. Your illustration will show your current and proposed situation. When you receive your illustration, you will need to:

- Read through it carefully
- Check the details are correct and you have one illustration for each job you have
- Once you receive your ballot paper (if you are a member of a recognised union) vote on the proposals

For more information on your Total Pay & Reward illustration, please watch our animation at eryc.link/TPR

Any questions, please speak to your manager.

1 Your current post title, number and position number – which do not change.

2 Your current hours and weeks worked per year.

3 Your proposed hours and weeks worked per year – this will be 37 hours maximum for everyone.

4 If you work part-time, the FTE and FTE salary rows will show your full-time equivalent time worked and salary.

5 This shows your current grade and scale point.

6 This is your proposed grade (from 1-11), the range of pay for that grade and which scale point you will transfer on to. There will be between 1-5 scale points within your grade.

7 This shows your current salary (or full-time equivalent) for the next two years.

8 Your proposed salary (or full-time equivalent) for the next two years. You may move up the scale points during this time. This shows changes in the next six months and a year.

9 Your current actual salary.

10 Your proposed actual salary for the next three years. You may move up the scale points during this time, which is why it may show an increase.

11 If you currently receive pay supplements they will be shown here.

12 Any supplements which continue under the proposals will be shown here.

13 Your current shift allowances and overtime pay shown here (if applicable).

14 Proposed new allowances and new 'unsocial hours' payments shown here.

15 Your total earning – if you have allowances and/or unsocial hours or overtime these will have been added to your salary here.

16 If your salary is decreasing the amount of pay protection you will get is here. This will run for up to 24 months.

17 If your new shifts are less than your proposed shifts you will be given the amount shown here for up to two years.

18 Your current annual leave entitlement.

19 Your proposed new annual leave. If your leave is increasing this will be phased in over the next two years.

Your illustration should arrive in the post by Thursday, 9 November.

If you work in a school, your illustration will be sent to the school.

Your Post Details		
1	Post	Post Title
	Post Number	POST12345
	Position Number	PN1234567
	Current Details	Impact of Proposal
2	Contracted Hours	37
	Weeks Worked Per Year	52
4	FTE	£12345
	Grade	ERYC99
5	Grade Pay Range	£22,334 to £22,344
	SCP	99
	FTE Salary	
7	01/04/2024	£22,344
	01/10/2024	£23,789
	01/04/2025	£24,567
	Actual Salary	
9	01/04/2024	£22,344
	01/10/2024	£23,789
	01/04/2025	£24,567
	Pay Supplements	
11	Market Supplement	£0.00
	Cash Emolument	£0.00
	Contractual Overtime	£0.00
	Allowances	
13	Shift Allowance	£1,234
	Estimated Unsocial Hours Pay	£0
	Total Earnings	£23,911
15	Pay Protection	N/A
	Shift Allowance Protection	N/A
	Annual Leave	
18	2024/25	25
		185
	2025/26	29
		214.6
	2026/27	29
		214.6

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