**Monmouth Pay Spine summary of main changes**

The new pay spine is based on:

* A bottom hourly rate of £9.00 meant to reduce the supplements currently paid for the Living Wage.
* A reduction of the number of pay points
* Roughly equal steps between pay points in relation to hourly rates
* As a result of the above, a merger of current pay points at the bottom end of the scale e.g. current points 6 and 7, 8 and 9, 10 and 11, 12 and 13, 14 and 15, and 16 and 17 up to the top of the current Band C.
* Again as consequence of the equal steps, inclusion of 5 new pay points between the current points 20 and 21, 22 and 23, 24 and 25, 25 and 26, 27 and 28. In effect introducing a ‘new’ pay band overall.

The proposal identified aims to reduce the incremental impact of having 3 grades with 6 and 7 increments, whilst retaining as far as possible the current incremental progression of 5 increments in each band and in addition maintaining the fit with the existing job evaluation scheme. The proposed option retains the existing 13 grade structure and apart from grades at the bottom of the scale retain the 5 incremental points identified as most equitable.