

How the Pay Offer is a real-term cut from the 2021/22 pay rates

Band	Pay Step Point	2021/22 Scales	PRB Pay Increase	2022/23 Scales	Lump Sum	Plus Lump Adjust CPI 2022	Plus Lump Adjust RPI 2022	2023/24 Scales	Key Columns		With Lump Sum	
									2023/24 Adjust CPI 22-23	2023/24 Adjust RPI 22-23	2023/24+Lump Adjust CPI 22-23	2023/24+Lump Adjust RPI 22-23
1	Single point	£18,870	£1,400	£20,270	£1,655	£20,096.24	£19,646.06	£22,383	£19,337	£18,417	£20,766.26	£19,779.09
2	Entry point	£18,870	£1,400	£20,270	£1,676	£20,115.49	£19,664.87	£22,383	£19,337	£18,417	£20,784.40	£19,796.37
	Final point	£19,918	£1,400	£21,318	£1,676	£21,076.08	£20,603.94	£22,383	£19,337	£18,417	£20,784.40	£19,796.37
3	Entry Point	£20,330	£1,400	£21,730	£1,685	£21,461.96	£20,981.18	£22,817	£19,711	£18,774	£21,166.67	£20,160.47
	Final Point	£21,777	£1,400	£23,177	£1,714	£22,814.85	£22,303.76	£24,336	£21,024	£20,024	£22,504.28	£21,434.49
4	Entry Point	£22,549	£1,400	£23,949	£1,729	£23,536.21	£23,008.96	£25,146	£21,724	£20,691	£23,217.51	£22,113.81
	Final Point	£24,882	£1,400	£26,282	£1,776	£25,717.69	£25,141.58	£27,596	£23,840	£22,707	£25,374.35	£24,168.12
5	Entry Point	£25,655	£1,400	£27,055	£1,891	£26,531.62	£25,937.28	£28,408	£24,541	£23,375	£26,174.87	£24,930.59
	Intermediate	£27,780	£1,400	£29,180	£1,934	£28,518.79	£27,879.93	£30,639	£26,469	£25,211	£28,139.58	£26,801.91
	Final Point	£31,534	£1,400	£32,934	£2,009	£32,028.41	£31,310.93	£34,581	£29,874	£28,454	£31,609.58	£30,106.95
6	Entry Point	£32,306	£1,400	£33,706	£2,024	£32,749.77	£32,016.13	£35,391	£30,574	£29,121	£32,322.81	£30,786.28
	Intermediate	£34,172	£1,400	£35,572	£2,061	£34,494.04	£33,721.33	£37,351	£32,267	£30,733	£34,047.40	£32,428.88
	Final Point	£39,027	£1,561	£40,588	£2,162	£39,184.23	£38,306.45	£42,617	£36,817	£35,067	£38,684.60	£36,845.65
7	Entry Point	£40,057	£1,602	£41,659	£2,183	£40,185.15	£39,284.95	£43,742	£37,788	£35,992	£39,674.23	£37,788.24
	Intermediate	£42,121	£1,685	£43,806	£2,226	£42,192.48	£41,247.31	£45,996	£39,736	£37,847	£41,658.90	£39,678.55
	Final Point	£45,839	£1,834	£47,673	£2,303	£45,807.52	£44,781.36	£50,057	£43,244	£41,188	£45,233.13	£43,082.87
8a	Entry point	£47,126	£1,400	£48,526	£2,321	£46,605.87	£45,561.83	£50,952	£44,017	£41,925	£46,022.42	£43,834.65
	Final point	£53,219	£1,400	£54,619	£2,442	£52,301.56	£51,129.93	£57,350	£49,544	£47,189	£51,653.84	£49,198.36
8b	Entry point	£54,764	£1,400	£56,164	£2,573	£53,837.76	£52,631.72	£58,972	£50,946	£48,524	£53,168.46	£50,640.98
	Final point	£63,862	£1,400	£65,262	£2,755	£62,343.72	£60,947.13	£68,525	£59,198	£56,384	£61,578.37	£58,651.11
8c	Entry point	£65,664	£1,400	£67,064	£2,791	£64,028.41	£62,594.09	£70,417	£60,833	£57,941	£63,244.04	£60,237.60
	Final point	£75,874	£1,400	£77,274	£2,995	£73,573.79	£71,925.63	£81,138	£70,094	£66,762	£72,681.64	£69,226.56
8d	Entry point	£78,192	£1,400	£79,592	£3,142	£75,833.18	£74,134.41	£83,572	£72,197	£68,765	£74,911.26	£71,350.19
	Final point	£90,387	£1,400	£91,787	£3,386	£87,234.65	£85,280.47	£96,376	£83,259	£79,301	£86,183.98	£82,087.04
9	Entry point	£93,735	£1,400	£95,135	£3,503	£90,410.63	£88,385.30	£99,892	£86,296	£82,194	£89,321.98	£85,075.87
	Final point	£108,075	£1,400	£109,475	£3,789	£103,816.68	£101,491.04	£114,949	£99,303	£94,583	£102,576.69	£97,700.49

Entries in red are less than the corresponding pay in 2021/22

Consumer Price Index (CPI) inflation rates are shown in the Office for Budget Responsibility Annex A Table A.1, as 9.1% (2022) and 6.1% (2023 forecast)

Retail Price Index (RPI) inflation rates are shown in the Office for Budget Responsibility Annex A Table A.1, as 11.6% (2022) and 8.9% (2023 forecast)

When comparing the offer for 2022-23, including the Lump Sum, with the 2021-22 rates, the total is adjusted for inflation in 2022

The Lump Sum is a one-off payment, is not carried forward when forming the rates for 2023-24 and is not pensionable

When comparing the offer for 2023-24 with the 2021-22 rates, the total is adjusted for inflation in 2022 and 2023

For example, using CPI, gross pay of £22,383 in 2023-24 is divided by 1.091*1.061 to give £19,337

The final two columns include the Lump Sum, despite its limitation