

## Pay Award 1st April 2013

## AFC Work Outside Normal Hours %

USH allowance per hour

Band 1

Point	PA	PCM	RPH
1	14294	1191.17	7.3102
2	14653	1221.08	7.4938
3	15013	1251.08	7.6779

25%	21%	17%	13%	9%	5%
1.83	1.54	1.24	0.95	0.66	0.37
1.87	1.57	1.27	0.97	0.67	0.37
1.92	1.61	1.31	1.00	0.69	0.38

Band 2

Point	PA	PCM	RPH
1	14294	1191.17	7.3102
2	14653	1221.08	7.4938
3	15013	1251.08	7.6779
4	15432	1286.00	7.8922
5	15851	1320.92	8.1064
6	16271	1355.92	8.3212
7	16811	1400.92	8.5974
8	17425	1452.08	8.9114

25%	21%	17%	13%	9%	5%
1.83	1.54	1.24	0.95	0.66	0.37
1.87	1.57	1.27	0.97	0.67	0.37
1.92	1.61	1.31	1.00	0.69	0.38
1.97	1.66	1.34	1.03	0.71	0.39
2.03	1.70	1.38	1.05	0.73	0.41
2.08	1.75	1.41	1.08	0.75	0.42
2.15	1.81	1.46	1.12	0.77	0.43
2.23	1.87	1.51	1.16	0.80	0.45

Band 3

Point	PA	PCM	RPH
6	16271	1355.92	8.3212
7	16811	1400.92	8.5974
8	17425	1452.08	8.9114
9	17794	1482.83	9.1001
10	18285	1523.75	9.3512
11	18838	1569.83	9.6340
12	19268	1605.67	9.8540

25%	21%	17%	13%	9%	5%
2.08	1.75	1.41	1.08	0.75	0.42
2.15	1.81	1.46	1.12	0.77	0.43
2.23	1.87	1.51	1.16	0.80	0.45
2.28	1.91	1.55	1.18	0.82	0.46
2.34	1.96	1.59	1.22	0.84	0.47
2.41	2.02	1.64	1.25	0.87	0.48
2.46	2.07	1.68	1.28	0.89	0.49

Band 4

Point	PA	PCM	RPH
11	18838	1569.83	9.6340
12	19268	1605.67	9.8540
13	19947	1662.25	10.2012
14	20638	1719.83	10.5546

25%	21%	17%	13%	9%	5%
2.41	2.02	1.64	1.25	0.87	0.48
2.46	2.07	1.68	1.28	0.89	0.49
2.55	2.14	1.73	1.33	0.92	0.51
2.64	2.22	1.79	1.37	0.95	0.53

15	21265	1772.08	10.8753
16	21388	1782.33	10.9382
17	22016	1834.67	11.2593

2.72	2.28	1.85	1.41	0.98	0.54
2.73	2.30	1.86	1.42	0.98	0.55
2.81	2.36	1.91	1.46	1.01	0.56

**Band 5**

Point	PA	PCM	RPH
16	21388	1782.33	10.9382
17	22016	1834.67	11.2593
18	22903	1908.58	11.7130
19	23825	1985.42	12.1845
20	24799	2066.58	12.6826
21	25783	2148.58	13.1858
22	26822	2235.17	13.7172
23	27901	2325.08	14.2690

25%	21%	17%	13%	9%	5%
2.73	2.30	1.86	1.42	0.98	0.55
2.81	2.36	1.91	1.46	1.01	0.56
2.93	2.46	1.99	1.52	1.05	0.59
3.05	2.56	2.07	1.58	1.10	0.61
3.17	2.66	2.16	1.65	1.14	0.63
3.30	2.77	2.24	1.71	1.19	0.66
3.43	2.88	2.33	1.78	1.23	0.69
3.57	3.00	2.43	1.85	1.28	0.71

**Band 6**

Point	PA	PCM	RPH
21	25783	2148.58	13.1858
22	26822	2235.17	13.7172
23	27901	2325.08	14.2690
24	28755	2396.25	14.7058
25	29759	2479.92	15.2192
26	30764	2563.67	15.7332
27	31768	2647.33	16.2467
28	32898	2741.50	16.8246
29	34530	2877.50	17.6592

25%	21%	17%	13%	9%	5%
3.30	2.77	2.24	1.71	1.19	0.66
3.43	2.88	2.33	1.78	1.23	0.69
3.57	3.00	2.43	1.85	1.28	0.71
3.68	3.09	2.50	1.91	1.32	0.74
3.80	3.20	2.59	1.98	1.37	0.76
3.93	3.30	2.67	2.05	1.42	0.79
4.06	3.41	2.76	2.11	1.46	0.81
4.21	3.53	2.86	2.19	1.51	0.84
4.41	3.71	3.00	2.30	1.59	0.88

**Band 7**

Point	PA	PCM	RPH
26	30764	2563.67	15.7332
27	31768	2647.33	16.2467
28	32898	2741.50	16.8246
29	34530	2877.50	17.6592
30	35536	2961.33	18.1737
31	36666	3055.50	18.7516

25%	21%	17%	13%	9%	5%
3.93	3.30	2.67	2.05	1.42	0.79
4.06	3.41	2.76	2.11	1.46	0.81
4.21	3.53	2.86	2.19	1.51	0.84
4.41	3.71	3.00	2.30	1.59	0.88
4.54	3.82	3.09	2.36	1.64	0.91
4.69	3.94	3.19	2.44	1.69	0.94

<b>32</b>	<b>37921</b>	<b>3160.08</b>	<b>19.3934</b>
<b>33</b>	<b>39239</b>	<b>3269.92</b>	<b>20.0674</b>
<b>34</b>	<b>40558</b>	<b>3379.83</b>	<b>20.7420</b>

<b>4.85</b>	<b>4.07</b>	<b>3.30</b>	<b>2.52</b>	<b>1.75</b>	<b>0.97</b>
<b>5.02</b>	<b>4.21</b>	<b>3.41</b>	<b>2.61</b>	<b>1.81</b>	<b>1.00</b>
<b>5.19</b>	<b>4.36</b>	<b>3.53</b>	<b>2.70</b>	<b>1.87</b>	<b>1.04</b>

**Band 8 Range A**

<b>Point</b>	<b>PA</b>	<b>PCM</b>	<b>RPH</b>
<b>33</b>	<b>39239</b>	<b>3269.92</b>	<b>20.0674</b>
<b>34</b>	<b>40558</b>	<b>3379.83</b>	<b>20.7420</b>
<b>35</b>	<b>42190</b>	<b>3515.83</b>	<b>21.5766</b>
<b>36</b>	<b>43822</b>	<b>3651.83</b>	<b>22.4113</b>
<b>5</b>	<b>45707</b>	<b>3808.92</b>	<b>23.3753</b>
<b>38</b>	<b>47088</b>	<b>3924.00</b>	<b>24.0815</b>

<b>25%</b>	<b>21%</b>	<b>17%</b>	<b>13%</b>	<b>9%</b>	<b>5%</b>
<b>5.02</b>	<b>4.21</b>	<b>3.41</b>	<b>2.61</b>	<b>1.81</b>	<b>1.00</b>
<b>5.19</b>	<b>4.36</b>	<b>3.53</b>	<b>2.70</b>	<b>1.87</b>	<b>1.04</b>
<b>5.39</b>	<b>4.53</b>	<b>3.67</b>	<b>2.80</b>	<b>1.94</b>	<b>1.08</b>
<b>5.60</b>	<b>4.71</b>	<b>3.81</b>	<b>2.91</b>	<b>2.02</b>	<b>1.12</b>
<b>5.84</b>	<b>4.91</b>	<b>3.97</b>	<b>3.04</b>	<b>2.10</b>	<b>1.17</b>
<b>6.02</b>	<b>5.06</b>	<b>4.09</b>	<b>3.13</b>	<b>2.17</b>	<b>1.20</b>

**Band 8 Range B**

<b>Point</b>	<b>PA</b>	<b>PCM</b>	<b>RPH</b>
<b>37</b>	<b>45707</b>	<b>3808.92</b>	<b>23.3753</b>
<b>38</b>	<b>47088</b>	<b>3924.00</b>	<b>24.0815</b>
<b>39</b>	<b>49473</b>	<b>4122.75</b>	<b>25.3013</b>
<b>40</b>	<b>52235</b>	<b>4352.92</b>	<b>26.7138</b>
<b>41</b>	<b>54998</b>	<b>4583.17</b>	<b>28.1268</b>
<b>42</b>	<b>56504</b>	<b>4708.67</b>	<b>28.8970</b>

<b>25%</b>	<b>21%</b>	<b>17%</b>	<b>13%</b>	<b>9%</b>	<b>5%</b>
<b>5.84</b>	<b>4.91</b>	<b>3.97</b>	<b>3.04</b>	<b>2.10</b>	<b>1.17</b>
<b>6.02</b>	<b>5.06</b>	<b>4.09</b>	<b>3.13</b>	<b>2.17</b>	<b>1.20</b>
<b>6.33</b>	<b>5.31</b>	<b>4.30</b>	<b>3.29</b>	<b>2.28</b>	<b>1.27</b>
<b>6.68</b>	<b>5.61</b>	<b>4.54</b>	<b>3.47</b>	<b>2.40</b>	<b>1.34</b>
<b>7.03</b>	<b>5.91</b>	<b>4.78</b>	<b>3.66</b>	<b>2.53</b>	<b>1.41</b>
<b>7.22</b>	<b>6.07</b>	<b>4.91</b>	<b>3.76</b>	<b>2.60</b>	<b>1.44</b>

**Band 8 Range C**

<b>Point</b>	<b>PA</b>	<b>PCM</b>	<b>RPH</b>
<b>41</b>	<b>54998</b>	<b>4583.17</b>	<b>28.1268</b>
<b>42</b>	<b>56504</b>	<b>4708.67</b>	<b>28.8970</b>
<b>43</b>	<b>59016</b>	<b>4918.00</b>	<b>30.1817</b>
<b>44</b>	<b>61779</b>	<b>5148.25</b>	<b>31.5947</b>
<b>45</b>	<b>65922</b>	<b>5493.50</b>	<b>33.7135</b>
<b>46</b>	<b>67805</b>	<b>5650.42</b>	<b>34.6765</b>

<b>25%</b>	<b>21%</b>	<b>17%</b>	<b>13%</b>	<b>9%</b>	<b>5%</b>
<b>7.03</b>	<b>5.91</b>	<b>4.78</b>	<b>3.66</b>	<b>2.53</b>	<b>1.41</b>
<b>7.22</b>	<b>6.07</b>	<b>4.91</b>	<b>3.76</b>	<b>2.60</b>	<b>1.44</b>
<b>7.55</b>	<b>6.34</b>	<b>5.13</b>	<b>3.92</b>	<b>2.72</b>	<b>1.51</b>
<b>7.90</b>	<b>6.63</b>	<b>5.37</b>	<b>4.11</b>	<b>2.84</b>	<b>1.58</b>
<b>8.43</b>	<b>7.08</b>	<b>5.73</b>	<b>4.38</b>	<b>3.03</b>	<b>1.69</b>
<b>8.67</b>	<b>7.28</b>	<b>5.90</b>	<b>4.51</b>	<b>3.12</b>	<b>1.73</b>

**Band 8 Range D**

<b>Point</b>	<b>PA</b>	<b>PCM</b>	<b>RPH</b>
<b>45</b>	<b>65922</b>	<b>5493.50</b>	<b>33.7135</b>
<b>46</b>	<b>67805</b>	<b>5650.42</b>	<b>34.6765</b>
<b>47</b>	<b>70631</b>	<b>5885.92</b>	<b>36.1218</b>

<b>25%</b>	<b>21%</b>	<b>17%</b>	<b>13%</b>	<b>9%</b>	<b>5%</b>
<b>8.43</b>	<b>7.08</b>	<b>5.73</b>	<b>4.38</b>	<b>3.03</b>	<b>1.69</b>
<b>8.67</b>	<b>7.28</b>	<b>5.90</b>	<b>4.51</b>	<b>3.12</b>	<b>1.73</b>
<b>9.03</b>	<b>7.59</b>	<b>6.14</b>	<b>4.70</b>	<b>3.25</b>	<b>1.81</b>

<b>48</b>	<b>74084</b>	<b>6173.67</b>	<b>37.8877</b>
<b>49</b>	<b>77850</b>	<b>6487.50</b>	<b>39.8137</b>
<b>50</b>	<b>81618</b>	<b>6801.50</b>	<b>41.7407</b>

<b>9.47</b>	<b>7.96</b>	<b>6.44</b>	<b>4.93</b>	<b>3.41</b>	<b>1.89</b>
<b>9.95</b>	<b>8.36</b>	<b>6.77</b>	<b>5.18</b>	<b>3.58</b>	<b>1.99</b>
<b>10.44</b>	<b>8.77</b>	<b>7.10</b>	<b>5.43</b>	<b>3.76</b>	<b>2.09</b>

**Band 9**

<b>Point</b>		<b>PCM</b>	<b>RPH</b>
<b>49</b>	<b>77850</b>	<b>6487.50</b>	<b>39.8137</b>
<b>50</b>	<b>81618</b>	<b>6801.50</b>	<b>41.7407</b>
<b>51</b>	<b>85535</b>	<b>7127.92</b>	<b>43.7439</b>
<b>52</b>	<b>89640</b>	<b>7470.00</b>	<b>45.8433</b>
<b>53</b>	<b>93944</b>	<b>7828.67</b>	<b>48.0444</b>
<b>54</b>	<b>98453</b>	<b>8204.42</b>	<b>50.3504</b>

<b>25%</b>	<b>21%</b>	<b>17%</b>	<b>13%</b>	<b>9%</b>	<b>5%</b>
<b>9.95</b>	<b>8.36</b>	<b>6.77</b>	<b>5.18</b>	<b>3.58</b>	<b>1.99</b>
<b>10.44</b>	<b>8.77</b>	<b>7.10</b>	<b>5.43</b>	<b>3.76</b>	<b>2.09</b>
<b>10.94</b>	<b>9.19</b>	<b>7.44</b>	<b>5.69</b>	<b>3.94</b>	<b>2.19</b>
<b>11.46</b>	<b>9.63</b>	<b>7.79</b>	<b>5.96</b>	<b>4.13</b>	<b>2.29</b>
<b>12.01</b>	<b>10.09</b>	<b>8.17</b>	<b>6.25</b>	<b>4.32</b>	<b>2.40</b>
<b>12.59</b>	<b>10.57</b>	<b>8.56</b>	<b>6.55</b>	<b>4.53</b>	<b>2.52</b>