

Appendix 2 - Options considered

No.	Option description	Approx cost (additional to that in the MTFP)	Notes
1	Increments added to all pay bands up to band 11	£766k plus additional £300k for other enhancements to the offer	Not considered to go far enough to seek votes to accept the offer
2	All pay bands lifted by 1 or 2 increments up to pay band 11	£2.418m plus additional £300k for other enhancements to the offer	Not considered to go far enough to seek votes to accept the offer
3	Increments added to all pay bands up to band 11 plus Head of Service bands consolidated	£256k plus additional £300k for other enhancements to the offer	Not considered to go far enough to seek votes to accept the offer Creates potential for further detriment at HOS level
4	All pay bands lifted by 1 or 2 increments up to pay band 11 plus Head of Service bands consolidated	£1.824m plus additional £300k for other enhancements to the offer	Not considered to go far enough to seek votes to accept the offer Creates potential for further detriment at HOS level
5	Indefinite protection for band 5 and below	£225k plus additional £300k for other enhancements to the offer	Too much risk associated with this option
6	1, 2 or 3 Increments added to all pay bands up to band 10 to create headroom and some pay bands lifted at the bottom	£1.452m plus additional £300k for other enhancements to the offer	Recommended option

Appendix 2 – Impact of Options considered

Option	Increase		No Change		Increase & No Change		Decrease	
	No	%	No	%	No	%	No	%
1	1835	38%	2520	52%	4355	90%	504	10%
2	2226	46%	2132	44%	4358	90%	501	10%
3	1835	38%	2520	52%	4355	90%	504	10%
4	2344	48%	2014	42%	4358	90%	501	10%
6	1972	40%	2519	52%	4491	92%	394	8%