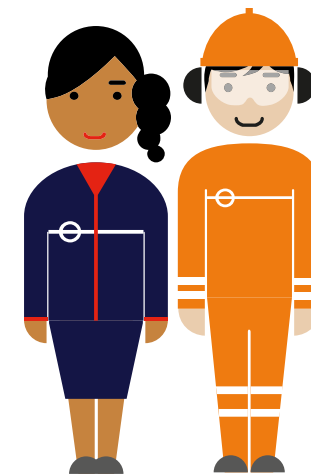


# Service Control JWP Directors Review

## Hammersmith SCC – SCL2 Competence & Pay Progression

9<sup>th</sup> April 2018



This document reflects ongoing work and discussions within LU on options for the future of London Underground. It does not represent LU's final position on the contents' which are subject to ongoing consultation with our Trade unions

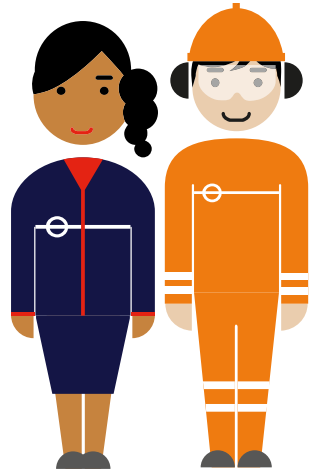
**EVERY JOURNEY MATTERS**

# Hammersmith SCC – SCL2 Competence - Guaranteed Minimum Pay Points

Summary: subject to commitment to developing to SCL2 Controller activity competence across all lines

- Four guaranteed minimum pay points created within the existing Pay Band
- Movement to each pay point determined by achieving prescribed competence
- Movement beyond each pay point continues to be achievable by demonstrating additional performance.
- Similar progression would exist for Service Managers who achieve SCL2 (Line Controller) CBTC/Cross-line competence and “Step Down” under the PCSA agreement
- Similar progression would exist for Service Controller Level 1 who hold SCL2 (Line Controller) CBTC/Cross-line competence and “Step Up” under the PCSA agreement
- Minimum pay thresholds are based on 25%, 55% and 85% of the salary range

Note: Pay Bands shown are based on 2017 Pay Implementation Notice and are now subject to the 3.85% 2018 Pay Award



# Hammersmith SCC – SCL2 Competence - Guaranteed Minimum Pay Points - Service Controller L2

## Skills Threshold A - On Appointment to the Grade

SCL2	£64,664.00 ~ £68,727.00
SCL2 (instructor)	£67,455.00 ~ £71,692.00

## Skills threshold B – Achieving CBTC competence and completing flying hours log book

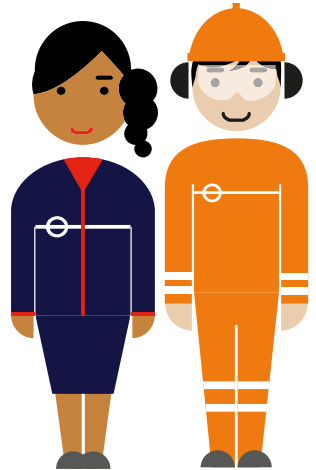
SCL2	£65,680.25 ~ £68,727.00
SCL2 (instructor)	£68,514.25 ~ £71,692.00

## Skills threshold C – Achieving cross-line competence

SCL2	£66,899.75 ~ £68,727.00
SCL2 (instructor)	£69,785.35 ~ £71,692.00

## Skills Threshold D - Successful completion of a minimum number of shifts in cross-line operations and joining the Hammersmith SCC combined SCL2 Roster

SCL2	£68,119.25 ~ £68,727.00
SCL2 (instructor)	£71,056.45 ~ £71,692.00



# Hammersmith SCC – SCL2 Competence - Performance Progression Framework - Service Controller L1

## Skills Threshold A - Core SCL1 Salary Range

SCL1	£58,540 ~ £63,101
SCL1 (Instructor)	£61,062 ~ £65,825

## Skills threshold B – Achieving SCL2 Competence and commencing Log Book on one line

SCL1	£59,680.25 ~ £63,101
SCL1 (Instructor)	£62,252.25 ~ £65,825

## Skills threshold C – Achieving cross-line competence as SCL2 and commencing log book on SSR Network

SCL1	£61,048.55 ~ £63,101
SCL1 (Instructor)	£63,680.55 ~ £65,825

## Skills threshold D – Successfully maintained competence in cross-line operations at SCL2 level over a 2 year period

SCL1	£62,406.85 ~ £63,101
SCL1 (Instructor)	£65,108.85 ~ £65,823



# Hammersmith SCC – SCL2 Competence - Performance Progression Framework - Service Manager

## Skills Threshold A - On Appointment to the Grade

SM2	£76,432.00 ~ £80,205.00
SM2 (Instructor)	£79,734.00 ~ £83,672.00

## Skills threshold B – Achieving SCL2 Competence and commencing Log Book on one line

SM2	£77,375.25 ~ £80,205.00
SM2 (Instructor)	£80,718.50 ~ £83,672.00

## Skills threshold C – Achieving cross-line competence as SCL2 and commencing log book on SSR Network

SM2	£78,507.15 ~ £80,205.00
SM2 (Instructor)	£81,899.90 ~ £83,672.00

## Skills threshold D – Successfully maintained competence in cross-line operations at SCL2 level over a 2 year period

SM2	£79,639.05 ~ £80,205.00
SM2 (Instructor)	£83,081.30 ~ £83,672.00

