

Transport for London

To: Reward & Recognition

PAY SCALE TYPE 01
PAY SCALE AREA RC

Payroll Services Ref No TfL/13/01
Issued on 30/04/2013
Effective Date 01/04/2013
On Payroll Areas PA10; PA15; PA20;
PA25; PA40; PA41;
PA42

IMPLEMENTATION NOTICE - TfL PAYBANDS 1-3

Staff Group - TfL employees in TfL Corporate, London Rail and non-operational areas of Surface Transport

It has been agreed that salary rates will be increased by 3.2 % with effect from 01 April 2013.

PAY SCALE GROUP	POINT	LEVEL	FIXED SALARY EFFECTIVE FROM 01 April 2012	REVISED FIXED SALARY EFFECTIVE FROM 01 April 2013
Band1	9	9	£23,694	£24,452
Band1	10	10	£24,487	£25,271
Band1	11	11	£25,307	£26,117
Band1	12	12	£26,156	£26,993
Band1	13	13	£27,037	£27,902
Band1	14	14	£27,762	£28,650

PAY SCALE GROUP	LEVEL	SALARY RANGE EFFECTIVE FROM 01 April 2012	REVISED SALARY RANGE EFFECTIVE FROM 01 April 2013
Band1	over threshold	Minimum £27,763 Maximum £36,922	Minimum £28,651 Maximum £38,104
Band2			
Band2	over threshold	£29,658 £41,013	£30,607 £42,325
Band2	over threshold	£47,207 £58,348	£48,718 £60,215
Band3			
Band3	over threshold	£41,023 £59,303	£42,336 £61,201
Band3	over threshold	£65,350 £74,908	£67,441 £77,305

Part - time staff should be entered on SAP with the appropriate Capital Utilisation levels

To: Reward & Recognition

Transport for London

PAY SCALE TYPE 06
PAY SCALE AREA 15

Payroll Services Ref No: TfL/13/02
Issued on 30/04/2013
Effective Date 01/04/2013
On Payroll Area PA10

IMPLEMENTATION NOTICE: UNMERGED SUPPORT MANAGERS

Staff Group - TfL employees in TfL Corporate, London Rail and non-operational areas of Surface Transport

It has been agreed that salary rates will be increased by 3.2 % with effect from 01 April 2013.

LEGACY ONLY - THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS OR PROMOTIONS

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	SALARY RANGE EFFECTIVE FROM		REVISED SALARY RANGE EFFECTIVE FROM		OVERTIME RATE FROM	
				Minimum	Maximum	Minimum	Maximum	01-Apr-12 £ p/h	01-Apr-13 £ p/h
Unmerged Support Manager	N/A	SM02		£32,500	£44,861	£33,540	£46,297	£22.2604	£22.9727

The above overtime rates are applicable regardless of the time of day, or day of week the overtime is worked.

Part - time staff should be entered on SAP with the appropriate Capital Utilisation levels

Transport for London

To: Reward & Recognition

PAY SCALE TYPE: 06
PAY SCALE AREA: 16

Payroll Services Ref No: TfL/13/03
Issued on 30/04/2013
Effective Date 01/04/2013
On Payroll Area PA10

IMPLEMENTATION NOTICE: SUPPORT MANAGERS (MERGED TERMS AND CONDITIONS)

Staff Group - TfL employees in TfL Corporate, London Rail and non-operational areas of Surface Transport

It has been agreed that salary rates will be increased by 3.2 % with effect from 01 April 2013.

LEGACY ONLY - THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS OR PROMOTIONS

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	SALARY RANGE EFFECTIVE FROM		REVISED SALARY RANGE EFFECTIVE FROM		OVERTIME RATE FROM	
				Minimum	Maximum	Minimum	Maximum	01-Apr-12 £ p/h	01-Apr-13 £ p/h
		SMF1*		£41,545	£58,814	£42,874	£60,696	£27.4831	£28.3624
Support Manager	BAND F	SMF0		£37,393	£51,083	£38,590	£52,718	£24.2289	£25.0045
		SME1*		£37,393	£51,083	£38,590	£52,718	£24.2289	£25.0045
Support Manager	BAND E	SME0		£33,049	£45,229	£34,107	£46,676	£22.2851	£22.9982
		SMD1*		£33,049	£45,229	£34,107	£46,676	£22.2851	£22.9982
Support Manager	BAND D	SMD0		£29,950	£41,073	£30,908	£42,387	£19.4495	£20.0717

The above overtime rates are applicable regardless of the time of day, or day of week the overtime is worked.

* These Grades (Pay Scale Groups) are designated for regular Unsocial Hours working

Part - time staff should be entered on SAP with the appropriate Capital Utilisation levels

Transport for London

To: Reward & Recognition

PAY SCALE TYPE
PAY SCALE AREA

06
16

Payroll Services Ref No:
Issued on
Effective Date
On Payroll Area

TfL/13/04
30/04/2013
01/04/2013
PA10

IMPLEMENTATION NOTICE : MANAGEMENT STAFF (MERGED TERMS AND CONDITIONS)

Staff Group - TfL employees in TfL Corporate, London Rail and non-operational areas of Surface Transport

It has been agreed that salary rates will be increased by 3.2 % with effect from 01 April 2013.

LEGACY ONLY - THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS OR PROMOTIONS

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	SALARY RANGE EFFECTIVE FROM		REVISED SALARY RANGE EFFECTIVE FROM	OVERTIME RATE FROM * 01-Apr-12 £ p/h		OVERTIME RATE FROM * 01-Apr-13 £ p/h
				Minimum	Maximum		Minimum	Maximum	
Manager J	J1**	MMJ1		£53,971	£75,561	£55,698	£77,979	N/A	N/A
	J0	MMJ0		£50,473	£71,248	£52,088	£73,528	N/A	N/A
Manager H	H2***	MMH2		£53,971	£75,561	£55,698	£77,979	N/A	N/A
	H1**	MMH1		£50,987	£71,975	£52,619	£74,278	N/A	N/A
	H0	MMH0		£45,797	£64,997	£47,263	£67,077	N/A	N/A
Manager G	G2***	MMG2		£50,987	£71,975	£52,619	£74,278	N/A	N/A
	G1**	MMG1		£45,797	£64,997	£47,263	£67,077	N/A	N/A
	G0	MMG0		£41,128	£58,220	£42,444	£60,083	N/A	N/A

* Note - N/A = Fixed Rate not applicable

** These Grades (Pay Scale Groups) are designated for regular Unsociable Hours working

*** These Grades (Pay Scale Groups) are designated for higher Unsociable Hours working

Part - time staff should be entered on SAP with the appropriate Capital Utilisation levels

Transport for London

To: Reward & Recognition

PAY SCALE TYPE 06
PAY SCALE AREA 20

Payroll Services Ref No: TfL/13/05
Issued on 30/04/2013
Effective Date 01/04/2013
On Payroll Area PA10

IMPLEMENTATION NOTICE : ADMINISTRATIVE GRADE STAFF (MERGED TERMS AND CONDITIONS)

Staff Group - TfL employees in TfL Corporate, London Rail and non-operational areas of Surface Transport

It has been agreed that salary rates will be increased by 3.2 % with effect from 01 April 2013.

LEGACY ONLY - THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS OR PROMOTIONS

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	SALARY RANGE EFFECTIVE FROM		REVISED SALARY RANGE EFFECTIVE FROM		OVERTIME RATE FROM	OVERTIME RATE FROM
				01 April 2012		01 April 2013		01-Apr-12	01-Apr-13
				Minimum	Maximum	Minimum	Maximum	£ p/h	£ p/h
ADMINISTRATOR	BAND C	ADC0		£25,844	£37,283	£26,671	£38,476	N/A	N/A

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	FIXED SALARY EFFECTIVE FROM		REVISED FIXED SALARY EFFECTIVE FROM		OVERTIME RATE FROM	OVERTIME RATE FROM
				01 April 2012		01 April 2013		01-Apr-12	01-Apr-13
								£ p/h	£ p/h
ADMINISTRATOR	BAND B	A9B0		£28,035	£28,932	N/A	N/A		
		A8B0		£27,755	£28,643	N/A	N/A		
		A7B0		£27,387	£28,263	N/A	N/A		
		A6B0		£26,945	£27,807	N/A	N/A		
		A5B0		£26,411	£27,256	N/A	N/A		
		A4B0		£25,791	£26,616	N/A	N/A		
		A3B0		£25,050	£25,852	N/A	N/A		
		A2B0		£24,168	£24,941	N/A	N/A		
		A1B0		£23,173	£23,915	N/A	N/A		
		A0B0		£22,115	£22,823	N/A	N/A		
ADMINISTRATOR	BAND A	A8A0		£22,923	£23,657	N/A	N/A		
		A7A0		£22,610	£23,334	N/A	N/A		
		A6A0		£22,188	£22,898	N/A	N/A		
		A5A0		£21,671	£22,364	N/A	N/A		
		A4A0		£21,051	£21,725	N/A	N/A		
		A3A0		£20,336	£20,987	N/A	N/A		
		A2A0		£19,504	£20,128	N/A	N/A		
		A1A0		£18,667	£19,264	N/A	N/A		
		A0A0		£17,829	£18,400	N/A	N/A		

* Note - N/A = Fixed Rate not applicable

Part - time staff should be entered on SAP with the appropriate Capital Utilisation levels

Transport for London

To: Reward & Recognition

PAY SCALE TYPE 06
PAY SCALE AREA 24

Payroll Services Ref No: TfL/13/06
Issued on 30/04/2013
Effective Date 01/04/2013
On Payroll Area PA10

IMPLEMENTATION NOTICE : ADMINISTRATIVE GRADE STAFF (UNMERGED)

Staff Group - TfL employees in TfL Corporate, London Rail and non-operational areas of Surface Transport

It has been agreed that salary rates will be increased by 3.2 % with effect from 01 April 2013.

LEGACY ONLY - THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS OR PROMOTIONS

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	SALARY RANGE EFFECTIVE FROM		REVISED SALARY RANGE EFFECTIVE FROM		OVERTIME RATE FROM *	OVERTIME RATE FROM *
				01 April 2012		01 April 2013		01-Apr-12	01-Apr-13
				Minimum	Maximum	Minimum	Maximum	£ p/h	£ p/h
Administrative Grade 1	N/A	AG1		£28,000	£37,283	£28,896	£38,476	N/A	N/A

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	FIXED SALARY EFFECTIVE FROM		REVISED FIXED SALARY EFFECTIVE FROM		OVERTIME RATE FROM *	OVERTIME RATE FROM *
				01 April 2012		01 April 2013		01-Apr-12	01-Apr-13
								£ p/h	£ p/h
Administrative Grade 2	N/A	AG2	1	£32,998		£34,054		N/A	N/A
Administrative Grade 2	N/A	AG2	2	£31,800		£32,818		N/A	N/A
Administrative Grade 2	N/A	AG2	3	£30,505		£31,481		N/A	N/A
Administrative Grade 2	N/A	AG2	4	£29,251		£30,187		N/A	N/A
Administrative Grade 2	N/A	AG2	5	£27,999		£28,895		N/A	N/A
Administrative Grade 2	N/A	AG2	6	£26,844		£27,703		N/A	N/A
Administrative Grade 2	N/A	AG2	7	£25,592		£26,411		N/A	N/A
Administrative Grade 2	N/A	AG2	8	£24,244		£25,020		N/A	N/A
Administrative Grade 2	N/A	AG2	9	£23,088		£23,827		N/A	N/A
Administrative Grade 2	N/A	AG2	10	£21,932		£22,634		N/A	N/A
Administrative Grade 2	N/A	AG2	11	£20,873		£21,541		N/A	N/A
Administrative Grade 2	N/A	AG2	12	£19,622		£20,250		N/A	N/A
Administrative Grade 2	N/A	AG2	13	£18,463		£19,054		N/A	N/A
Administrative Grade 2	N/A	AG2	14	£17,308		£17,862		N/A	N/A

* Note - N/A = Fixed Rate not applicable

Part - time staff should be entered on SAP with the appropriate Capital Utilisation levels

Transport for London

To: Reward & Recognition

PAY SCALE TYPE 06
PAY SCALE AREA 69

Payroll Services Ref No: TfL/13/07
Issued on 30/04/2013
Effective Date 01/04/2013
On Payroll Area PA10

IMPLEMENTATION NOTICE : ADMINISTRATIVE GRADE STAFF (MERGED TERMS AND CONDITIONS)

Staff Group - TfL employees in TfL Corporate, London Rail and non-operational areas of Surface Transport

It has been agreed that salary rates will be increased by 3.2 % with effect from 01 April 2013.

LEGACY ONLY - THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS OR PROMOTIONS

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	SALARY RANGE EFFECTIVE FROM		REVISED SALARY RANGE EFFECTIVE FROM		OVERTIME RATE FROM *	OVERTIME RATE FROM *
				01 April 2012		01 April 2013		01-Apr-12	01-Apr-13
				Minimum	Maximum	Minimum	Maximum	£ p/h	£ p/h
ADMINISTRATOR	BAND C	ADC0		£25,593	£36,908	£26,412	£38,089	N/A	N/A

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	FIXED SALARY EFFECTIVE FROM		REVISED FIXED SALARY EFFECTIVE FROM		OVERTIME RATE FROM *	OVERTIME RATE FROM *
				01 April 2012		01 April 2013		01-Apr-12	01-Apr-13
								£ p/h	£ p/h
ADMINISTRATOR	BAND B	A9B0		£27,762		£28,650		N/A	N/A
		A8B0		£27,485		£28,365		N/A	N/A
		A7B0		£27,119		£27,987		N/A	N/A
		A6B0		£26,681		£27,535		N/A	N/A
		A5B0		£26,154		£26,991		N/A	N/A
		A4B0		£25,542		£26,359		N/A	N/A
		A3B0		£24,808		£25,602		N/A	N/A
		A2B0		£23,936		£24,702		N/A	N/A
		A1B0		£22,950		£23,684		N/A	N/A
		A0B0		£21,906		£22,607		N/A	N/A
ADMINISTRATOR	BAND A	A8A0		£22,705		£23,432		N/A	N/A
		A7A0		£22,394		£23,111		N/A	N/A
		A6A0		£21,974		£22,677		N/A	N/A
		A5A0		£21,466		£22,153		N/A	N/A
		A4A0		£20,847		£21,514		N/A	N/A
		A3A0		£20,142		£20,787		N/A	N/A
		A2A0		£19,316		£19,934		N/A	N/A
		A1A0		£18,490		£19,082		N/A	N/A
		A0A0		£17,660		£18,225		N/A	N/A

* Note - N/A = Fixed Rate not applicable

Part - time staff should be entered on SAP with the appropriate Capital Utilisation levels

To: Reward & Recognition

Transport for London

PAY SCALE TYPE 09
PAY SCALE AREA RT

Payroll Services Ref No: TfL/13/08
Issued on 30/04/2013
Effective Date 01/07/2013
On Payroll Areas PA10

IMPLEMENTATION NOTICE - LUL STAFF ON TfL PAY & CONDITIONS

Only applicable to Ex-LUL employees who have TUPE'd into TfL

It has been agreed that salary rates will be increased by 3.2 % with effect from 01 July 2013.

HORIZON TUPE'S - THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS AND PROMOTIONS

PAY SCALE GROUP	LEVEL	SALARY RANGE EFFECTIVE FROM 01 July 2012		REVISED SALARY RANGE EFFECTIVE FROM 01 July 2013	
		Minimum	Maximum	Minimum	Maximum
Band1		£27,869	£37,063	£28,761	£38,249
Band2		£29,771	£41,168	£30,724	£42,485
Band2	over threshold T1	£41,169	£47,387	£42,486	£48,903
Band2	over threshold T2	£47,388	£58,571	£48,904	£60,445
Band3		£41,180	£59,528	£42,498	£61,433
Band3	over threshold T1	£59,528	£65,599	£61,433	£67,698
Band3	over threshold T2	£65,600	£75,193	£67,699	£77,599

* Note - N/A = Fixed Rate not applicable

Part - time staff should be entered on SAP with the appropriate Capital Utilisation levels

Transport for London

To: Reward & Recognition

PAY SCALE TYPE: 09
PAY SCALE AREA: TA

Payroll Services Ref No: TfL/13/09
Issued on 30/04/2013
Effective Date 01/07/2013
On Payroll Area PA10; PA15

IMPLEMENTATION NOTICE: SUPPORT MANAGERS (MERGED TERMS AND CONDITIONS)

Only applicable to Ex-LUL employees who have TUPE'd into TfL

It has been agreed that salary rates will be increased by 3.2 % with effect from 01 July 2013.

HORIZON TUPE'S - THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS AND PROMOTIONS

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	SALARY RANGE EFFECTIVE FROM		REVISED SALARY RANGE EFFECTIVE FROM		OVERTIME RATE FROM	
				01 July 2012		01 July 2013		01-Jul-12	
				Minimum	Maximum	Minimum	Maximum	£ p/h	£ p/h
		SMF1*		£41,704	£59,041	£43,039	£60,930	£27.5888	£28.4717
Support Manager	BAND F	SMF0		£37,535	£51,279	£38,736	£52,920	£24.3215	£25.0998
		SME1*		£37,535	£51,279	£38,736	£52,920	£24.3215	£25.0998
Support Manager	BAND E	SME0		£33,177	£45,402	£34,239	£46,855	£22.3577	£23.0731
		SMD1*		£33,177	£45,402	£34,239	£46,855	£22.3577	£23.0731
Support Manager	BAND D	SMD0		£30,046	£41,231	£31,007	£42,550	£19.5190	£20.1434

The above overtime rates are applicable regardless of the time of day, or day of week the overtime is worked.

* These Grades (Pay Scale Groups) are designated for regular Unsociable Hours working

Part - time staff should be entered on SAP with the appropriate Capital Utilisation levels

To: Reward & Recognition

PAY SCALE TYPE	09
PAY SCALE AREA	TB
Payroll Services Ref No:	TL13/10
Issued on	30/04/2013
Effective Date	01/07/2013
On Payroll Area	PA10 / PA15

Only applicable to Ex-LUL employees who have TUPE'd into Tfl

It has been agreed that salary rates will be increased by 3.2 % with effect from 01 July 2013.

HORIZON TUPE'S - THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS AND PROMOTIONS

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	SALARY RANGE EFFECTIVE FROM		REVISED SALARY RANGE EFFECTIVE FROM		OVERTIME RATE FROM		OVERTIME RATE FROM	
				01 July 2012		01 July 2013		01-Jul-12		01-Jul-13	
				Minimum	Maximum	Minimum	Maximum	£ p/h	£ p/h	£ p/h	£ p/h
Manager J	J1**	MMJ1		£54,178	£75,971	£55,912	£78,402	N/A	N/A	N/A	N/A
		MMJ0		£51,181	£72,250	£52,819	£74,562	N/A	N/A	N/A	N/A
Manager H	H2***	MMH2		£54,178	£75,848	£55,912	£78,275	N/A	N/A	N/A	N/A
	H1**	MMH1		£51,181	£72,250	£52,819	£74,562	N/A	N/A	N/A	N/A
	H0	MMH0		£45,972	£65,244	£47,443	£67,332	N/A	N/A	N/A	N/A
Manager G											
	G2***	MMG2		£51,181	£72,250	£52,819	£74,562	N/A	N/A	N/A	N/A
	G1**	MMG1		£45,972	£65,244	£47,443	£67,332	N/A	N/A	N/A	N/A
	G0	MMG0		£41,704	£59,041	£43,039	£60,930	N/A	N/A	N/A	N/A

* Note - N/A = Fixed Rate not applicable

** These Grades (Pay Scale Groups) are designated for regular Unsocial Hours working

*** These Grades (Pay Scale Groups) are designated for higher Unsocial Hours working

Part - time staff should be entered on SAP with the appropriate Capital Utilisation levels

Transport for London

To: Reward & Recognition

PAY SCALE TYPE 09
PAY SCALE AREA TC

Payroll Services Ref No: TfL/13/11
Issued on 30/04/2013
Effective Date 01/04/2013
On Payroll Area PA10

IMPLEMENTATION NOTICE : ADMINISTRATIVE GRADE STAFF

Only applicable to Ex-LUL employees who have TUPE'd into TfL

It has been agreed that salary rates will be increased by 3.2 % with effect from 01 April 2013.

HORIZON TUPE'S - THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS AND PROMOTIONS

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	SALARY RANGE EFFECTIVE FROM		REVISED SALARY RANGE EFFECTIVE FROM		OVERTIME RATE FROM *		OVERTIME RATE FROM *	
				Minimum	Maximum	Minimum	Maximum	01-Apr-12	01-Apr-13	01-Apr-12	01-Apr-13
ADMINISTRATOR	BAND C	ADC0		£25,779	£37,425	£26,604	£38,623	£ p/h	£ p/h	£ p/h	£ p/h
								N/A	N/A	N/A	N/A

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	FIXED SALARY EFFECTIVE FROM		REVISED FIXED SALARY EFFECTIVE FROM		OVERTIME RATE FROM *		OVERTIME RATE FROM *	
				Minimum	Maximum	Minimum	Maximum	01-Apr-12	01-Apr-13	01-Apr-12	01-Apr-13
ADMINISTRATOR	BAND B	A9B0 A8B0 A7B0 A6B0 A5B0 A4B0 A3B0 A2B0 A1B0 A0B0		01 April 2012		01 April 2013		£ p/h		£ p/h	
				£28,054		£28,952		N/A		N/A	
				£27,766		£28,655		N/A		N/A	
				£27,382		£28,258		N/A		N/A	
				£26,924		£27,786		N/A		N/A	
				£26,368		£27,212		N/A		N/A	
				£25,725		£26,548		N/A		N/A	
				£24,955		£25,754		N/A		N/A	
				£24,039		£24,808		N/A		N/A	
				£23,005		£23,741		N/A		N/A	
				£21,907		£22,608		N/A		N/A	

* Note - N/A = Fixed Rate not applicable

Part - time staff should be entered on SAP with the appropriate Capital Utilisation levels

Transport for London

To: Reward & Recognition

PAY SCALE TYPE 09
PAY SCALE AREA TD

Payroll Services Ref No: TFL/13/12
Issued on 30/04/2013
Effective Date 01/04/2013
On Payroll Area PA10

IMPLEMENTATION NOTICE : ADMINISTRATIVE GRADE STAFF

Only applicable to Ex-LUL employees who have TUPE'd into TfL

It has been agreed that salary rates will be increased by 3.2 % with effect from 01 April 2013.

HORIZON TUPE'S - THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS AND PROMOTIONS

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	SALARY RANGE EFFECTIVE FROM		REVISED SALARY RANGE EFFECTIVE FROM		OVERTIME RATE FROM *	
				Minimum	Maximum	Minimum	Maximum	01-Apr-12 £ p/h	01-Apr-13 £ p/h
Administrative Grade 1	N/A	AG1		£28,018	£37,425	£28,915	£38,623	N/A	N/A

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	FIXED SALARY EFFECTIVE FROM		REVISED FIXED SALARY EFFECTIVE FROM		OVERTIME RATE FROM *	
				Minimum	Maximum	Minimum	Maximum	01-Apr-12 £ p/h	01-Apr-13 £ p/h
Administrative Grade 2	N/A	AG2	1	£33,125		£34,185		N/A	N/A
Administrative Grade 2	N/A	AG2	2	£31,920		£32,941		N/A	N/A
Administrative Grade 2	N/A	AG2	3	£30,621		£31,601		N/A	N/A
Administrative Grade 2	N/A	AG2	4	£29,318		£30,256		N/A	N/A
Administrative Grade 2	N/A	AG2	5	£28,017		£28,914		N/A	N/A
Administrative Grade 2	N/A	AG2	6	£26,818		£27,676		N/A	N/A

* Note - N/A = Fixed Rate not applicable

Part - time staff should be entered on SAP with the appropriate Capital Utilisation levels

Transport for London

To: Reward & Recognition

PAY SCALE TYPE 09
PAY SCALE AREA TE

Payroll Services Ref No: Tfl/13/13
Issued on 30/04/2013
Effective Date 01/07/2013
On Payroll Area PA10

IMPLEMENTATION NOTICE: LUL 'R' GRADED MANAGEMENT STAFF (LT TERMS AND CONDITIONS)

Only applicable to Ex-LUL employees who have TUPE'd into TfL

It has been agreed that salary rates will be increased by 3.2 % with effect from 01 July 2013.

HORIZON TUPE'S - THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS AND PROMOTIONS

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	SALARY RANGE EFFECTIVE FROM		REVISED SALARY RANGE EFFECTIVE FROM		OVERTIME RATE FROM		OVERTIME RATE FROM * 01-Jul-13 £ p/h
				01 July 2012	01 July 2013	01 July 2012	01 July 2013	01-Jul-12	01-Jul-13	
				Minimum	Maximum	Minimum	Maximum	£ p/h		
R16	N/A	R16		£37,535	£51,279	£38,736	£52,920	N/A		N/A

* Note - N/A = Fixed Rate not applicable

Part - time staff should be entered on SAP with the appropriate Capital Utilisation levels

Transport for London

To: Reward & Recognition

PAY SCALE TYPE 09
PAY SCALE AREA TF

Payroll Services Ref No: TfL/13/14
Issued on 30/04/2013
Effective Date 01/04/2013
On Payroll Area PA10

IMPLEMENTATION NOTICE: CENTRAL BUSINESSES AND SERVICES CLERICAL AND TECHNICAL STAFF

Only applicable to Ex-LUL employees who have TUPE'd into TfL

It has been agreed that salary rates will be increased by 3.2 % with effect from 01 April 2013.

HORIZON TUPE'S - THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS AND PROMOTIONS

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	FIXED SALARY EFFECTIVE FROM	REVISED FIXED SALARY EFFECTIVE FROM	OVERTIME RATE FROM *	OVERTIME RATE FROM *
Admin Asst	N/A	AA		01 April 2012 £32,954	01 April 2013 £34,009	01-Apr-12 £ p/h	01-Apr-13 £ p/h
						N/A	N/A

* **Note** - N/A = Fixed Rate not applicable

Part - time staff should be entered on SAP with the appropriate Capital Utilisation levels

Transport for London

To: Reward & Recognition

PAY SCALE TYPE 09
 PAY SCALE AREA XA
 TfL/13/15
 30/04/2013
 01/07/2013
 PA15; PA25

IMPLEMENTATION NOTICE - MANAGEMENT - EX FMIR

Only applicable to Ex-LUL employees who have TUPE'd into TfL

It has been agreed that salary rates will be increased by 3.2 % with effect from 01 July 2013.

HORIZON TUPE'S - THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS AND PROMOTIONS

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	SALARY RANGE EFFECTIVE FROM	REVISED SALARY RANGE EFFECTIVE FROM	OVERTIME RATE FROM	
						01-Jul-12 £ p/h	01-Jul-13 £ p/h
Manager J	J1**	MMJ1		Minimum Maximum	Minimum Maximum		
	J0	MMJ0		£35,343 £88,943 £35,343 £84,720	£36,474 £91,789 £36,474 £87,431	N/A N/A	N/A N/A
Manager H	H2***	MMH2					
	H1**	MMH1		£35,343 £88,943	£36,474 £91,789	N/A N/A	N/A N/A
	H0	MMH0		£35,343 £84,720	£36,474 £87,431	N/A N/A	N/A N/A
Manager G	G2***	MMG2					
	G1**	MMG1		£35,343 £88,943	£36,474 £91,789	N/A N/A	N/A N/A
	G0	MMG0		£35,343 £84,720	£36,474 £87,431	N/A N/A	N/A N/A

* Note - N/A = Fixed Rate not applicable

** These Grades (Pay Scale Groups) are designated for regular Unsociable Hours working

*** These Grades (Pay Scale Groups) are designated for higher Unsociable Hours working

Part - time staff should be entered on SAP with the appropriate Capital Utilisation levels

Transport for London

To: Reward & Recognition

PAY SCALE TYPE 09
 PAY SCALE AREA XB

Payroll Services Ref No: TfL/13/16
 Issued on 30/04/2013
 Effective Date 01/07/2013
 On Payroll Area PA15; PA25

IMPLEMENTATION NOTICE - SUPPORT MANAGEMENT - EX FMR

Only applicable to Ex-LUL employees who have TUPE'd into TfL

It has been agreed that salary rates will be increased by 3.2 % with effect from 01 July 2013.

HORIZON TUPE'S - THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS AND PROMOTIONS

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	SALARY RANGE EFFECTIVE FROM		REVISED SALARY RANGE EFFECTIVE FROM		OVERTIME RATE FROM		OVERTIME RATE FROM	
				01 July 2012		01 July 2013		01-Jul-12		01-Jul-13	
				Minimum	Maximum	Minimum	Maximum	£ p/h		£ p/h	
Support Manager BAND F		SMF1*		£25,465	£63,461	£26,280	£65,492	£26.9724		£27.8355	
		SMF0		£25,465	£55,119	£26,280	£56,883	£23.8406		£24.6035	
		SME1*		£25,465	£63,461	£26,280	£65,492	£24.3522		£25.1315	
Support Manager BAND E		SME0		£25,465	£55,119	£26,280	£56,883	£22.0677		£22.7740	
		SMD1*		£25,465	£63,461	£26,280	£65,492	£24.3522		£25.1315	
Support Manager BAND D		SMD0		£25,465	£55,119	£26,280	£56,883	£22.0677		£22.7740	

The above overtime rates are applicable regardless of the time of day, or day of week the overtime is worked.

* These Grades (Pay Scale Groups) are designated for regular Unsocial Hours working

Part - time staff should be entered on SAP with the appropriate Capital Utilisation levels

Transport for London

To: Reward & Recognition

PAY SCALE TYPE 09
 PAY SCALE AREA XD

Payroll Services Ref No: TfL/13/17
 Issued on 30/04/2013
 Effective Date 01/04/2013
 On Payroll Area PA15

IMPLEMENTATION NOTICE - TECHNICAL - EX FMR

Only applicable to Ex-LUL employees who have TUPE'd into TfL

It has been agreed that salary rates will be increased by 3.2 % with effect from 01 April 2013.

HORIZON TUPE'S - THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS AND PROMOTIONS

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	SALARY RANGE EFFECTIVE FROM		REVISED SALARY RANGE EFFECTIVE FROM		OVERTIME RATE FROM	
				Minimum	Maximum	Minimum	Maximum	01-Apr-12 £ p/h	01-Apr-13 £ p/h
Higher Technical Grade	N/A	TG01		£28,438	£56,503	£29,348	£58,311	N/A	N/A

* Note - N/A = Fixed Rate not applicable

Part - time staff should be entered on SAP with the appropriate Capital Utilisation levels

To: Reward & Recognition

Transport for London

PAY SCALE TYPE
PAY SCALE AREA

09
XE

Payroll Services Ref No:
Issued on
Effective Date
On Payroll Area

TfL/13/18
30/04/2013
01/04/2013
PA15

IMPLEMENTATION NOTICE - ADMINISTRATION - EX FMR

Only applicable to Ex-LUL employees who have TUPE'd into TfL

It has been agreed that salary rates will be increased by 3.2 % with effect from 01 April 2013.

HORIZON TUPE'S - THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS AND PROMOTIONS

JOB TITLE	MERGED PAY BAND	PAY SCALE GROUP	LEVEL	SALARY RANGE EFFECTIVE FROM		REVISED SALARY RANGE EFFECTIVE FROM		OVERTIME RATE FROM	
				Minimum	Maximum	Minimum	Maximum	01-Apr-12 £ p/h	01-Apr-13 £ p/h
Administrator Band C	ADC0	ADC0		£26,177	£37,574	£27,015	£38,776	N/A	N/A

Part - time staff should be entered on SAP with the appropriate Capital Utilisation levels

SIGN-OFF SHEET FOR TfL IMPLEMENTATION NOTICES IN REFERENCE TO 2013 WAGE AWARD

Reference Number

Name

TfL/13/01	IMPLEMENTATION NOTICE - TfL PAYBANDS 1-3
TfL/13/02	IMPLEMENTATION NOTICE: UNMERGED SUPPORT MANAGERS
TfL/13/03	IMPLEMENTATION NOTICE: SUPPORT MANAGERS (MERGED TERMS AND CONDITIONS)
TfL/13/04	IMPLEMENTATION NOTICE: MANAGEMENT STAFF (MERGED TERMS AND CONDITIONS)
TfL/13/05	IMPLEMENTATION NOTICE: ADMINISTRATIVE GRADE STAFF (MERGED TERMS AND CONDITIONS)
TfL/13/06	IMPLEMENTATION NOTICE: ADMINISTRATIVE GRADE STAFF (UNMERGED)
TfL/13/07	IMPLEMENTATION NOTICE: ADMINISTRATIVE GRADE STAFF (MERGED TERMS AND CONDITIONS)
TfL/13/08	IMPLEMENTATION NOTICE - LUL STAFF ON TfL PAY & CONDITIONS
TfL/13/09	IMPLEMENTATION NOTICE: SUPPORT MANAGERS (MERGED TERMS AND CONDITIONS)
TfL/13/10	IMPLEMENTATION NOTICE: MANAGEMENT STAFF (MERGED TERMS AND CONDITIONS)
TfL/13/11	IMPLEMENTATION NOTICE: ADMINISTRATIVE GRADE STAFF
TfL/13/12	IMPLEMENTATION NOTICE: ADMINISTRATIVE GRADE STAFF
TfL/13/13	IMPLEMENTATION NOTICE: LUL 'R' GRADED MANAGEMENT STAFF
TfL/13/14	IMPLEMENTATION NOTICE: CENTRAL BUSINESSES AND SERVICES CLERICAL AND TECHNICAL STAFF
TfL/13/15	IMPLEMENTATION NOTICE - MANAGEMENT - EX FMR
TfL/13/16	IMPLEMENTATION NOTICE - SUPPORT MANAGEMENT - EX FMR
TfL/13/17	IMPLEMENTATION NOTICE - TECHNICAL - EX FMR
TfL/13/18	IMPLEMENTATION NOTICE - ADMINISTRATION - EX FMR

Authorised By: _____



MARTIN BOOTS

Head of Employee Relations, Engagement & HR Policy