

**LONDON UNDERGROUND LIMITED**

**To: IM**

Payroll Services Ref No: LUL/16/1  
 Issued on 29 March 2016  
 Effective Dates See Below  
 On Payroll Areas PA10;PA42

PAY SCALE TYPE 06  
 PAY SCALE AREA RC

Implementation Notice: LUL Staff on TfL Pay and Conditions: Payroll Cycle - SA1

**It has been agreed that salary rates will be increased by 1.3% with effect from 01 July 2016.**  
 The revised rates are shown below.

Job Title	Pay Scale Group	Level	Salary range at 01 July 2015		Salary range at 01 July 2016	
			Minimum	Maximum	Minimum	Maximum
Band 3 over threshold 2	BAND3	T2	£71,076	£81,397	£72,000	£82,455
Band 3 over threshold 1	BAND3	T1	£64,544	£71,075	£65,383	£71,999
<b>Band 3</b>	BAND3		£44,804	£64,543	£45,386	£65,382
Band 2 over threshold 2	BAND2	T2	£51,481	£63,514	£52,150	£64,340
Band 2 over threshold 1	BAND2	T1	£44,793	£51,480	£45,375	£52,149
<b>Band 2</b>	BAND2		£32,528	£44,792	£32,951	£45,374
<b>Band 1 over threshold</b>	BAND1	T1	£30,484	£40,375	£30,880	£40,900

**It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.**

The revised rates are shown below.

Job Title	Pay Scale Group	Level	Salary at 01 April 2015	Salary at 01 April 2016
Band 1 (Point 14)	BAND1	14	£30,482	£30,878
Band 1 (Point 13)	BAND1	13	£29,699	£30,085
Band 1 (Point 12)	BAND1	12	£28,748	£29,122
Band 1 (Point 11)	BAND1	11	£27,833	£28,195
Band 1 (Point 10)	BAND1	10	£26,944	£27,294
Band 1 (Point 9)	BAND1	9	£26,088	£26,427
Band 1 (Point 8)	BAND1	8	£25,284	£25,613
Band 1 (Point 7)	BAND1	7	£24,461	£24,779

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Department.  
Part-time staff should be entered on SAP with the appropriate Capital Utilisation level

Authorised by:

\_\_\_\_\_  
Jean Cockerill  
Director of Employee Relations

LONDON UNDERGROUND LIMITED

To IM

Payroll Services Ref No: LUL/16/2  
 Issued on 29 March 2016  
 Effective Date 01 April 2016  
 On Payroll Areas PA10,PA15,PA20,PA25

PAY SCALE TYPE 05  
 PAY SCALE AREA 12

Implementation Notice: Operational Managers (Duty Managers) : Payroll Cycle - SB1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
 The revised rates are shown below.

Job Title	Pay Scale Group	Level	Salary at 01 April 2015	Salary at 01 April 2016
Duty Manager Trainee (TOSM, DSM, DRCM) (Developing)	OMDM1	1	£45,198	£45,785
Duty Manager Trainee (DTSM) (Developing)	OMDM2	1	£43,327	£43,890

Job Title	Pay Scale Group	Level	Salary range at 01 April 2015		Overtime Rate at 01 April 2015	Salary range at 01 April 2016		Overtime Rate at 01 April 2016
			Minimum	Maximum		Minimum	Maximum	
Duty Revenue Control Manager (Expert)	OMDM1	4	£65,539	£71,341	£43.7602	£66,391	£72,268	£44 3287
Duty Station Manager (Experienced)	OMDM1	3	£60,382	£63,953	£43.7602	£61,167	£64,784	£44 3287
Train Operations Standards Manager (Established)	OMDM1	2	£56,497	£58,922	£43.7602	£57,231	£59,688	£44 3287
Duty Train Staff Manager (Expert)	OMDM2	4	£61,957	£65,539	£40 9738	£62,762	£66,391	£41 5064
Duty Train Staff Manager (Experienced)	OMDM2	3	£56,878	£60,458	£40 9738	£57,617	£61,244	£41 5064
Duty Train Staff Manager (Established)	OMDM2	2	£54,159	£55,504	£40 9738	£54,863	£56,226	£41 5064

**NOTES**

The salary for the OMDM1 developing position has been set at 80% of the OMDM1 minimum.

The salary for the OMDM2 developing position has been set at 80% of the OMDM2 minimum.

Internal candidates will receive either the above rates or 80% of their current salary whichever is greater, (as a personalised salary), until their salary equates to the above published rates.

Please note, this position does not attract the payment of overtime.

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

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments.

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

Authorised by:

\_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/3  
Issued on 29 March 2016  
Effective Date 01 April 2016  
On Payroll Areas

PAY SCALE TYPE: 05  
PAY SCALE AREA: 12

Implementation Notice: Operational Managers (Duty Managers-Trains Trainee) : Payroll Cycle - SB1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
The revised salary is shown below.

Job Title	Pay Scale Group	Duty Level	Annual Salary at 01 April 2015	Annual Salary at 01 April 2016	Av. No. of Shifts per Week	Contractual Weekly Hours	Overtime Rate £. P.h
Duty Manager Trains Trainee	DTM3	S	£42,087	£42,634	5	35	N/A

\*Please note, this position does not attract the payment of overtime.

NOTES:

- The salary for this training position has been set at 80% of the Q1 Operational Manager minimum.
- Internal candidates who join the Duty Manager Trainee scheme either as a Duty Manager Trains or a Duty Stations Manager will be paid the DTM3 rate of pay or 80% of their current salary (as a personalised salary), whichever is the greater. Whilst on the scheme, trainees will continue to receive a personalised salary until such time that their salary equates to the published rate for Duty Manager Trainees.
- Upon completion of the training, the salary range for a Duty Manager Trains (Q1) / Duty Station Manager (Q2) post is applicable as appropriate.
- Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments.

Part-time staff should be entered on SAP with the Appropriate Capital Utilisation level

Authorised by: \_\_\_\_\_  
Jean Cockerill  
Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/4  
 Issued on 29 March 2016  
 Effective Date 01 April 2016  
 On Payroll Areas PA10,PA20

PAY SCALE TYPE: 05  
 PAY SCALE AREA: 12

Implementation Notice: Track Access Control : Payroll Cycle - SB1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
 The revised rates are shown below.

Job Title	Pay Scale Group	Level	Salary range at 01 April 2015		Overtime Rate at 01 April 2015	Salary range at 01 April 2016		Overtime Rate at 01 April 2016
			Minimum	Maximum		Minimum	Maximum	
Operational Manager Track Access	TACL5	5	£70,280	£76,721	£50.3198	£71,194	£77,718	£50.9740
Track Access Control Team Leader	TACL4	4	£64,524	£68,577	£45.5617	£65,363	£69,469	£46.1543
Track Access Control Team Leader	TACL3	3	£61,855	£65,741	£43.6773	£62,659	£66,596	£44.2452
Track Access Control Operator	TACL2	2	£58,410	£62,963	£41.5471	£59,169	£63,782	£42.0873
Track Access Control Operator	TACL1	1	£55,997	£60,359	£39.8298	£56,725	£61,144	£40.3477
Trainee	TACLT		£45,888	£47,882	£32.0984	£46,485	£48,504	£32.5156

The above rates are applicable regardless of the time of day, or day of week the overtime is worked.  
 Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments.  
 Part-time staff should be entered on SAP with the appropriate Capital Utilisation level

Authorised by:

\_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/5  
 Issued on 29 March 2016  
 Effective Date 01 April 2016  
 On Payroll Areas PA20

PAY SCALE TYPE: 05  
 PAY SCALE AREA: 12

Implementation Notice: Power Control : Payroll Cycle - SB1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
 The revised rates are shown below.

Job Title	Pay Scale Group	Level	Salary range at 01 April 2015		Overtime Rate at 01 April 2015	Salary range at 01 April 2016		Overtime Rate at 01 April 2016
			Minimum	Maximum		Minimum	Maximum	
Duty Control Room Manager	DCRM		£73,112	£76,721	£51.2893	£74,062	£77,718	£51.9557
Power Control Room Operator	PCRL3	3	£67,372	£71,342	£47.4831	£68,248	£72,269	£48.1003
Power Control Room Operator	PCRL2	2	£58,410	£62,963	£41.5471	£59,169	£63,782	£42.0873
Power Control Room Operator	PCRL1	1	£55,997	£60,359	£39.8298	£56,725	£61,144	£40.3477
Trainee	PCRLT		£45,888	£50,169	£32.8812	£46,485	£50,821	£33.3088
LU Shift Supply Engineer	LUSSE		£73,112	£84,928	£54.0986	£74,062	£86,032	£54.8017

The above rates are applicable regardless of the time of day, or day of week the overtime is worked.  
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 Part-time staff should be entered on SAP with the appropriate Capital Utilisation level

Authorised by:

\_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

## London Underground

To: IM

Payroll Services Ref No: LUL/16/6  
 Issued on 29 March 2016  
 Effective Date 01 April 2016  
 On Payroll Areas PA10,PA15,PA20,PA25

PAY SCALE TYPE: 05  
 PAY SCALE AREA : 12

Implementation Notice: Operational Managers (Q1A to Q6) : Payroll Cycle - SB1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
 The revised salary ranges are shown below.

Level	Pay Scale Group	Shift Working Pattern			Salary Range at 01 April 2015		Overtime Rate at 01 April 2015	Salary Range at 01 April 2016		Overtime Rate at 01 April 2016
		Level 1	Level 2	Level 3	Minimum	Maximum		Minimum	Maximum	
Q1A	OMQ1A			392 +	£56,697	£76,721	£45.6702	£57,434	£77,718	£46.2638
Q1	OMQ1		392 +	330 - 391	£52,609	£71,340	£42.4289	£53,293	£72,267	£42.9804
Q2	OMQ2	392 +	330 - 391	270 - 329	£48,732	£65,741	£39.1852	£49,366	£66,596	£39.6949
Q3	OMQ3	330 - 391	270 - 329	190 - 269	£44,638	£60,359	£35.9415	£45,218	£61,144	£36.4087
Q4	OMQ4	270 - 329	190 - 269		£40,545	£55,189	£32.7707	£41,072	£55,906	£33.1965
Q5	OMQ5	190 - 269			£35,599	£48,947	£28.9409	£36,062	£49,583	£29.3171
Q6	OMQ6				£31,076	£42,054	£25.0331	£31,480	£42,601	£25.3586

Allocation to a salary range will depend on the evaluation score and the shift working pattern.

The above overtime rates are applicable regardless of the time of day, or day of week the overtime is worked.  
 Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments.

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 Director of Employee Relations

**LONDON UNDERGROUND LIMITED**

To: IM

Payroll Services Ref No: LUL/16/7  
 Issued on: 29 March 2016  
 Effective Date: 01 April 2016  
 On Payroll Areas: PA20

PAY SCALE TYPE: 05  
 PAY SCALE AREA: 12

Implementation Notice: Service Managers/Controllers : Payroll Cycle - SB1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
 The revised rates are shown below.

Job Title	Pay Scale Group	Salary range at 01 April 2015		Overtime Rate at 01 April 2015	Salary range at 01 April 2016		Overtime Rate at 01 April 2016
		Minimum	Maximum		Minimum	Maximum	
Instructor Service Manager	ISM2	£76,270	£80,038	£53.5057	£77,262	£81,078	£54.2013
Service Manager	SMC2	£73,112	£76,721	£51.2893	£74,062	£77,718	£51.9557
Instructor Service Manager	ISM1	£70,280	£74,420	£49.5322	£71,194	£75,387	£50.1761
Service Manager	SMC1	£67,372	£71,342	£47.4831	£68,248	£72,269	£48.1003
Trainee Service Manager	TSM1	£54,135	£58,587	£38.5858	£54,839	£59,349	£39.0876

**Service Controller**

Instructor Service Controller	ISC2	£64,524	£68,577	£45.5617	£65,363	£69,469	£46.1543
Service Controller	SC02	£61,855	£65,741	£43.6773	£62,659	£66,596	£44.2452
Instructor Service Controller	ISC1	£58,410	£62,963	£41.5471	£59,169	£63,782	£42.0873
Service Controller	SC01	£55,997	£60,359	£39.8298	£56,725	£61,144	£40.3477
Trainee Service Controller	TSC1	£48,442	£50,612	£33.9071	£49,072	£51,270	£34.3480

The above rates are applicable regardless of the time of day, or day of week the overtime is worked.  
 Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments.

Authorised by:

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 Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/8  
Issued on 29 March 2016  
Effective Date 01 April 2016  
On Payroll Areas PA20  
  
PAY SCALE TYPE: 05  
PAY SCALE AREA: 12

Implementation Notice: Service Controllers (Waterloo & City) : Payroll Cycle - SB1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
The revised rates are shown below.

Job Title	Pay Scale Group	Salary at 01 April 2015	Salary at 01 April 2016	Contractual Weekly Rate 01 April 2016	Overtime Rate per Hour 01 April 2016	Av. No. of Shifts per Week	Contractual Weekly Hours
Service Controller - Waterloo & City	SCWC	£50,530	£51,187	£981.23	£35.0436	5	35
Instructor Service Controller - Waterloo & City	ISCWC	£52,706	£53,391	£1,023.47	£36.5525	5	35

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Department.  
Part-time staff should be entered on SAP with the appropriate Capital Utilisation level

**This is a spot salary grade, (wage type 1000) and in no circumstances will be part of the performance related pay process.**

Authorised by:

\_\_\_\_\_  
Jean Cockerill  
Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/9  
 Issued on 29 March 2016  
 Effective Date 01 April 2016  
 On Payroll Areas PA10

PAY SCALE TYPE: 05  
 PAY SCALE AREA: 15

**THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS**

Implementation Notice: Unmerged Support Managers : Payroll Cycle - SA1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
 The revised rates are shown below.

Job Title	Pay Scale Group	Salary range at 01 April 2015		Overtime Rate at 01 April 2015	Salary range at 01 April 2016		Overtime Rate at 01 April 2016
		Minimum	Maximum		Minimum	Maximum	
Unmerged Support Managers	SM01	£40,545	£55,189	£26.2165	£41,072	£55,906	£26.5572
Unmerged Support Managers	SM02	£35,599	£48,947	£23.1527	£36,062	£49,583	£23.4537

The above rates are applicable regardless of the time of day, or day of week the overtime is worked.  
 Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments.  
 Part-time staff should be entered on SAP with the appropriate Capital Utilisation level

Authorised by:

\_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/10  
 Issued on: 29 March 2016  
 Effective Date: 01 July 2016  
 On Payroll Areas: PA10,PA15,PA20,PA25

PAY SCALE TYPE: 05  
 PAY SCALE AREA: 16

Implementation Notice: Management Staff ( Merged Terms And Conditions): Payroll Cycle - SA1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 July 2016.  
 The revised rates are shown below.

Job Title	Pay Scale Group	Level	Salary range at 01 July 2015		Salary range at 01 July 2016	
			Minimum	Maximum	Minimum	Maximum
Manager J	MMJ1		£58,787	£82,233	£59,551	£83,302
Manager J	MMJ0		£55,562	£78,230	£56,284	£79,247
Manager H	MMH2		£58,787	£82,101	£59,551	£83,168
Manager H	MMH1		£55,562	£78,230	£56,284	£79,247
Manager H	MMH0		£49,959	£70,694	£50,608	£71,613

**Centurion Managers H1** (These levels are strictly for LU Centurion Managers ie Group Station Managers, Revenue Control Managers, Train Operations Managers and Service Control Managers only )

Manager H (Expert)	MMH1	4	£74,933	£78,230	£75,907	£79,247
Manager H (Experienced)	MMH1	3	£71,343	£74,932	£72,270	£75,906
Manager H (Established)	MMH1	2	£64,269	£71,342	£65,104	£72,269
Manager H (Developing)	MMH1	1	£62,049	£64,268	£62,856	£65,103
Manager G	MMG2		£55,562	£78,230	£56,284	£79,247
Manager G	MMG1		£49,959	£70,694	£50,608	£71,613
Manager G	MMG0		£45,367	£64,019	£45,957	£64,851

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Department.  
 Part-time staff should be entered on SAP with the appropriate Capital Utilisation level

Authorised by:

Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/11  
 Issued on 29 March 2016  
 Effective Date 01 July 2016  
 On Payroll Areas PA10,PA15,PA20,PA25,PA42  
  
 PAY SCALE TYPE: 05  
 PAY SCALE AREA: 16

Implementation Notice: Support Mangers (Merged Terms And Conditions) : Payroll Cycle - SA1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 July 2016.  
 The revised rates are shown below.

Job Title	Pay Scale Group	Salary range at 01 July 2015		Overtime Rate at 01 July 2015	Salary range at 01 July 2016		Overtime Rate at 01 July 2016
		Minimum	Maximum		Minimum	Maximum	
Support Manger Level 1* (Band F1)	SMF1	£45,367	£64,019	£29.9627	£45,957	£64,851	£30.3522
Support Manger (Band F)	SMF0	£40,882	£55,668	£26.4938	£41,413	£56,392	£26.8382
Support Manger Level 1* (Band E1)	SME1	£40,882	£55,668	£26.4938	£41,413	£56,392	£26.8382
Support Manger (Band E)	SME0	£36,193	£49,346	£24.3312	£36,664	£49,987	£24.6475
Support Manger Level 1* (Band D1)	SMD1	£36,193	£49,346	£24.3312	£36,664	£49,987	£24.6475
Support Manger (Band D)	SMD0	£32,825	£44,857	£21.2902	£33,252	£45,440	£21.5670

The above rates are applicable regardless of the time of day, or day of week the overtime is worked.  
 Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments.  
 Part-time staff should be entered on SAP with the appropriate Capital Utilisation level

Authorised by:

\_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/12  
 Issued on 29 March 2016  
 Effective Date 01 July 2016  
 On Payroll Areas PA10

PAY SCALE TYPE: 05  
 PAY SCALE AREA: 16

Implementation Notice: Centurion Manager ( Merged Terms And Conditions) : Payroll Cycle - SA1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 July 2016.  
 The revised rates are shown below.

Job Title	Pay Scale Group	Level	Salary range at 01 July 2015		Salary range at 01 July 2016	
			Minimum	Maximum	Minimum	Maximum
<b>Centurion Manager</b> (Area Manager-Stations, Revenue Control Manager, Special Requirements Team Manager, Service Control Manager, Train Operations Manager)						
Special Requirements Team Manager (Expert)	OMCM	4	£74,933	£78,230	£75,907	£79,247
Revenue Control Manager (Experienced)	OMCM	3	£71,343	£74,932	£72,270	£75,906
Service Control Manager (Established)	OMCM	2	£64,269	£71,342	£65,104	£72,269
Train Operations Manager (Developing)	OMCM	1	£62,049	£64,268	£62,856	£65,103

The above rates are applicable regardless of the time of day, or day of week the overtime is worked.  
 Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments.  
 Part-time staff should be entered on SAP with the appropriate Capital Utilisation level

Authorised by:

\_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/13  
 Issued on 29 March 2016  
 Effective Date 01 April 2016  
 On Payroll Areas PA10,PA15,PA20

PAY SCALE TYPE: 05  
 PAY SCALE AREA : 18

Implementation Notice: Operational Grades: Station Staff: Payroll Cycle - SB1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
 The revised rates are shown below.

Job Title	Pay Scale Group	Capital Utilisation Level	Salary at 01 April 2015	Salary at 01 April 2016	Contractual Weekly Rate 01 April 2016	Overtime Rate per Hour 01 April 2016	Av. No. of Shifts per Week	Contractual Weekly Hours
Station Supervisor 1	SU30	100.00%	£55,131	£55,848	£1,070.57	£38.2346	5	35
Station Supervisor 2	SU31	100.00%	£49,675	£50,321	£964.62	£34.4507	5	35
Station Supervisor 3	SU32	100.00%	£42,682	£43,237	£828.83	£29.6009	5	35
Station Supervisor MF	SU41	100.00%	£45,088	£45,674	£875.54	£31.2693	5	35
Revenue Control Inspector	RV50	100.00%	£46,618	£47,224	£905.26	£32.3304	5	35
Station Assistant MF	SA70	100.00%	£37,001	£37,482	£718.51	£25.6609	5	35
Station Assistant MF (Coach)	SA71	100.00%	£39,166	£39,675	£760.55	£27.1623	5	35
Station Assistant	SA60	100.00%	£30,880	£31,281	£599.64	£21.4156	5	35
Customer Services Assistant (Coach)	SA66	100.00%	£33,043	£33,473	£641.66	£22.9162	5	35
Station Assistant (Control Room Duties)	SA61	100.00%	£37,001	£37,482	£718.51	£25.6609	5	35
Station Assistant (Displaced Guard)	SA62	100.00%	£33,568	£34,004	£651.84	£23.2798	5	35
Station Assistant Control Room (Coach)	SA67	100.00%	£39,166	£39,675	£760.55	£27.1623	5	35

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments.  
 Part-time staff should be entered on SAP with the appropriate Capital Utilisation level

Authorised by:

\_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

DEPARTMENTAL GROUP : 12  
 SERIAL NO. : 61 / 2016  
 DATE OF ISSUE: 29 March 2016  
 EFFECTIVE DATE: 01 April 2016  
 PAY SCALE TYPE: 05  
 PAY SCALE AREA : 17

Implementation Notice: Operational Grades: Station Staff: Payroll Cycle - SB1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
 The revised rates are shown below.

RATES OF PAY FOR DIRECT RECRUITS WHILST IN TRAINING:

Job Title	Pay Scale Group	Capital Utilisation Level	Salary at 01 April 2015	Salary at 01 April 2016	Contractual Weekly Rate 01 April 2016	Overtime Rate per Hour 01 April 2016	Av. No. of Shifts per Week	Contractual Weekly Hours
Trainee Station Supervisor Mf (80% of SU41)	SU48	80.00%	£36,070	£36,539	£700.43	£25.0153	5	35
Trainee Station Assistant Mf (80% Of SA70)	SA49	80.00%	£29,601	£29,986	£574.82	£20.5290	5	35
Trainee Station Assistant Mf (80% of SA70)	SA48	80.00%	£29,601	£29,986	£574.82	£20.5290	5	35
Trainee Station Assistant (80% of SA60)	SA38	80.00%	£24,704	£25,025	£479.72	£17.1326	5	35
Trainee Station Assistant (80% of SA60)	SA39	80.00%	£24,704	£25,025	£479.72	£17.1326	5	35
Trainee Revenue Control Inspector (80% of RV50)	RV60	80.00%	£37,294	£37,779	£724.20	£25.8642	5	35

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments.  
 Part-time staff should be entered on SAP with the appropriate Capital Utilisation level

Authorised by:

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 Jean Cockerill  
 Director of Employee Relations

**For information only;**

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
 The revised rates are shown below.

**These following rates are derived from Full-Time Rate of Pay Scale Group (SU30,SA70,SA60 & RV50) of 35 Weekly Hours.**

## PART TIME STATION STAFF

Job Title		Percentage of Full-Time Rate	Salary at 01 April 2015	Salary at 01 April 2016	Contractual Weekly Rate 01 April 2016	Overtime Rate per Hour 01 April 2016	Av. No. of Shifts per Week	Contractual Weekly Hours
<b>Derived from Pay Scale Group (SU30)</b>								
STATION SUPERVISOR 1 (PT) 15 HRS	SU42	43.00%	£23,706	£24,015	£460.36	£38.2346	5	15
<b>Derived from Pay Scale Group (SU41)</b>								
STATION SUPERVISOR MF (PT) 25 HRS	SU43	71.43%	£32,206	£32,625	£625.40	£31.2693	5	25
STATION SUPERVISOR MF (PT) 25 HRS	SU47	71.43%	£32,206	£32,625	£625.40	£31.2693	3	25
STATION SUPERVISOR MF (PT) 24 HRS	SU44	68.57%	£30,917	£31,319	£600.37	£31.2693	5	24
STATION SUPERVISOR MF (PT) 20 HRS	SU45	57.14%	£25,763	£26,098	£500.29	£31.2693	5	20
STATION SUPERVISOR MF (PT) 17.5 HRS	SU46	50.00%	£22,544	£22,837	£437.77	£31.2693	5	17.5
<b>Derived from Pay Scale Group (SA70)</b>								
STATION ASSISTANT MF (PT) 32.5 HRS	SA57	92.86%	£34,359	£34,806	£667.21	£25.6609	5	32.5
STATION ASSISTANT MF (PT) 26 HRS	SA80	74.29%	£27,488	£27,845	£533.77	£25.6609	5	26
STATION ASSISTANT MF (PT) 25 HRS	SA81	71.43%	£26,430	£26,773	£513.23	£25.6609	5	25
STATION ASSISTANT MF (PT) 24 HRS	SA82	68.57%	£25,372	£25,701	£492.68	£25.6609	5	24
STATION ASSISTANT MF (PT) 22.5 HRS	SA83	64.29%	£23,788	£24,097	£461.93	£25.6609	5	22.5
STATION ASSISTANT MF (PT) 22.5 HRS	SA77	64.29%	£23,788	£24,097	£461.93	£25.6609	4	22.5
STATION ASSISTANT MF (PT) 20 HRS	SA76	57.14%	£21,142	£21,417	£410.55	£25.6609	4	20
STATION ASSISTANT MF (PT) 20 HRS	SA84	57.14%	£21,142	£21,417	£410.55	£25.6609	5	20
STATION ASSISTANT MF (PT) 20 HRS	SA55	57.14%	£21,142	£21,417	£410.55	£25.6609	2	20
STATION ASSISTANT MF (PT) 17.5 HRS	SA85	50.00%	£18,501	£18,741	£359.26	£25.6609	5	17.5
STATION ASSISTANT MF (PT) 17.5 HRS	SA53	50.00%	£18,501	£18,741	£359.26	£25.6609	2	17.5
STATION ASSISTANT MF (PT) 16 HRS	SA97	45.71%	£16,913	£17,133	£328.43	£25.6609	2	16
STATION ASSISTANT MF (PT) 15 HRS	SA86	42.86%	£15,859	£16,065	£307.96	£25.6609	5	15
STATION ASSISTANT MF (PT) 15 HRS	SA96	42.86%	£15,859	£16,065	£307.96	£25.6609	2	15
STATION ASSISTANT MF (PT) 13 HRS	SA87	37.14%	£13,742	£13,921	£266.86	£25.6609	2	13
STATION ASSISTANT MF (PT) 7.5 HRS	SA88	21.43%	£7,929	£8,032	£153.97	£25.6609	1	7.5
<b>Derived from Pay Scale Group (SA60)</b>								
STATION ASSISTANT (PT) 27.5 HRS	SA75	78.57%	£24,262	£24,577	£471.13	£21.4156	5	27.5
STATION ASSISTANT (PT) 26HRS	SA89	74.29%	£22,941	£23,239	£445.48	£21.4156	5	26
STATION ASSISTANT (PT) 25 HRS	SA90	71.43%	£22,058	£22,344	£428.32	£21.4156	5	25
STATION ASSISTANT (PT) 25 HRS	SA19	71.43%	£22,058	£22,344	£428.32	£21.4156	3	25
STATION ASSISTANT (PT) 24 HRS	SA91	68.57%	£21,174	£21,449	£411.17	£21.4156	5	24
STATION ASSISTANT (PT) 22.5 HRS	SA99	64.29%	£19,853	£20,111	£385.52	£21.4156	5	22.5
STATION ASSISTANT (PT) 22.5 HRS	SA56	64.29%	£19,853	£20,111	£385.52	£21.4156	3	22.5
STATION ASSISTANT (PT) 20 HRS	SA92	57.14%	£17,645	£17,874	£342.64	£21.4156	5	20
STATION ASSISTANT (PT) 20 HRS	SA78	57.14%	£17,645	£17,874	£342.64	£21.4156	2	20
STATION ASSISTANT (PT) 19 HRS	SA93	54.29%	£16,765	£16,982	£325.54	£21.4156	2	19
STATION ASSISTANT (PT) 17.5 HRS	SA79	50.00%	£15,440	£15,641	£299.83	£21.4156	5	17.5
STATION ASSISTANT (PT) 17.5 HRS	SA54	50.00%	£15,440	£15,641	£299.83	£21.4156	2	17.5
STATION ASSISTANT (PT) 16 HRS	SA98	45.71%	£14,115	£14,299	£274.11	£21.4156	2	16
STATION ASSISTANT (PT) 15 HRS	SA94	42.86%	£13,235	£13,407	£257.01	£21.4156	5	15
STATION ASSISTANT (PT) 15 HRS	SA95	42.86%	£13,235	£13,407	£257.01	£21.4156	2	15
<b>Derived from Pay Scale Group (RV50)</b>								
REVENUE CONTROL INSPECTOR (PT) 25 HRS	RV25	71.43%	£33,299	£33,732	£646.62	£32.3304	5	25

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/14  
 Issued on 29 March 2016  
 Effective Date 01 April 2016  
 On Payroll Areas PA20

PAY SCALE TYPE: 05  
 PAY SCALE AREA: 18

Implementation Notice: Operational Grades: Service Operator, Line Information Staff: Payroll Cycle SB1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
 The revised rates are shown below.

Job Title	Pay Scale Group	Salary at 01 April 2015	Salary at 01 April 2016	Contractual Weekly Rate 01 April 2016	Overtime Rate per Hour 01 April 2016	Av. No. of Shifts per Week	Contractual Weekly Hours
Instructor Service Operator - Level 4	ISO4	£62,128	£62,936	£1,206.45	£43 0872	5	35
Service Operator - Level 4	SO04	£59,558	£60,332	£1,156.53	£41 3044	5	35
Instructor Service Operator - Level 3	ISO3	£51,680	£52,352	£1,003.56	£35 8412	5	35
Service Operator - Level 3	SO03	£49,547	£50,191	£962.13	£34 3617	5	35
Instructor Service Operator - Level 2	ISO2	£50,430	£51,086	£979.29	£34 9744	5	35
Service Operator - Level 2	SO02	£48,349	£48,978	£938.88	£33 5313	5	35
Instructor Service Operator (Information) - Level 2	ISO2	£50,430	£51,086	£979.29	£34 9744	5	35
Service Operator (Information) - Level 2	SO02	£48,349	£48,978	£938.88	£33 5313	5	35
Instructor Service Operator - Level 1	ISO1	£49,215	£49,855	£955.69	£34.1317	5	35
Service Operator - Level 1	SO01	£47,184	£47,797	£916.24	£32.7227	5	35

Line Information Specialist - Instructor	ILIS	£50,430	£51,086	£979.29	£34.9744	5	35
Line Information Specialist	LIS1	£48,349	£48,978	£938.88	£33.5313	5	35

<b>Rates of Pay for direct recruits whilst in training.</b>							
Trainee Service Operator	TSO2	£24,804	£25,126	£481.65	N/A	5	35
Trainee Service Operator (ON COMPLETION OF OPT)	TSO1	£30,880	£31,281	£599.64	N/A	5	35

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Department.  
 Part-time staff should be entered on SAP with the appropriate Capital Utilisation level

Authorised by:

\_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/15  
 Issued on 29 March 2016  
 Effective Date 01 April 2016  
 On Payroll Areas PA10,PA20

PAY SCALE TYPE: 05  
 PAY SCALE AREA: 18

Implementation Notice: Operational Grades: Train Staff: Payroll Cycle - SB1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
 The revised rates are shown below.

JOB TITLE	Pay Scale Group	Capital Utilisation Level	Salary at 01 April 2015	Salary at 01 April 2016	Contractual Weekly Rate 01 April 2016	Overtime Rate per Hour 01 April 2016	Av. No. of Shifts per Week	Contractual Weekly Hours
Instructor/Operator	IO21	100.00%	£52,849	£53,536	£1,026.25	£36.6518	5	35
Train Operator	TO21	100.00%	£50,670	£51,329	£983.95	£35.1408	5	35
<i>Train Operator (Job-Share) 1 Week on/1week off</i>	TO22	<b>50.00%</b>	£25,335	£25,665	£491.99	£35.1408	2.5	17.5
<i>Train Operator (Part Time) 16 Hours 2 Shifts</i>	TO23	<b>45.71%</b>	£23,161	£23,462	£449.76	£35.1408	2	16
<i>Train Operator (Part Time) 17.5 Hours 2 Shifts</i>	TO25	<b>50.00%</b>	£25,335	£25,665	£491.99	£35.1408	2	17.5
Trainee Train Operator	TO38	100.00%	£24,874	£25,197	£483.01	£17.2503	5	35
Trainee Train Operator (On Completion of Opt )	TO39	100.00%	£30,968	£31,371	£601.37	£21.4772	5	35
Train Service Assistant	TO40	100.00%	£37,001	£37,482	£718.51	£25.6609	5	35

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

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments of lines affected by the change.

**Please Note: TO22, TO23, & TO25, Salary are derived from TO21 and contractual weekly hours.**

Authorised by:

\_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/16  
Issued on 29 March 2016  
Effective Date 01 April 2016  
On Payroll Areas PA20  
  
PAY SCALE TYPE: 05  
PAY SCALE AREA: 18

THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS

Implementation Notice: Operational Grades: Programme Roll Punch Inspectors : Payroll Cycle - SB1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
The revised rates are shown below.

Job Title	Pay Scale Group	Salary at 01 April 2015	Salary at 01 April 2016	Contractual Weekly Rate 01 April 2016	Overtime Rate per Hour 01 April 2016	Av. No. of Shifts per Week	Contractual Weekly Hours
Programme Roll Punch Inspector	PR11	£40,763	£41,293	£791.56	£28.2700	5	35

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Department.  
Part-time staff should be entered on SAP with the appropriate Capital Utilisation level

Authorised by:

\_\_\_\_\_  
Jean Cockerill  
Director of Employee Relations

LONDON UNDERGROUND LIMITED

To IM

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

LUL/16/17  
29 March 2016  
01 April 2016  
PA10,PA15, PA20

PAY SCALE TYPE:  
PAY SCALE AREA:

05  
20

Implementation Notice: Administrative Grade Staff ( Merged Terms And Conditions): Payroll Cycle - SA1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
The revised rates are shown below.

Job Title	Pay Scale Group	Salary range at 01 April 2015		Salary range at 01 April 2016	
		Minimum	Maximum	Minimum	Maximum
<b>Administrator (BAND C)</b>	ADC0	£28,234	£40,763	£28,601	£41,293

Job Title	Pay Scale Group		Salary at 01 April 2015	Salary at 01 April 2016
<b>Administrator (BAND B)</b>				
	A9B0		£30,683	£31,082
	A8B0		£30,372	£30,767
	A7B0		£29,959	£30,348
	A6B0		£29,466	£29,849
	A5B0		£28,868	£29,243
	A4B0		£28,176	£28,542
	A3B0		£27,348	£27,704
	A2B0		£26,361	£26,704
	A1B0		£25,249	£25,577
	A0B0		£24,068	£24,381
<b>Administrator (BAND A)</b>				
	A8A0		£24,972	£25,297
	A7A0		£24,621	£24,941
	A6A0		£24,149	£24,463
	A5A0		£23,572	£23,878
	A4A0		£22,877	£23,174
	A3A0		£22,082	£22,369
	A2A0		£21,148	£21,423
	A1A0		£20,212	£20,475
	A0A0		£19,277	£19,528

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Department.  
Part-time staff should be entered on SAP with the appropriate Capital Utilisation level

Authorised by:

\_\_\_\_\_  
Jean Cockerill  
Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/18  
Issued on 29 March 2016  
Effective Date 01 April 2016  
On Payroll Areas PA10

PAY SCALE TYPE: 05  
PAY SCALE AREA: 23

**THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS**

Implementation Notice: Technical Grade Staff: Payroll Cycle - SA1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
The revised rates are shown below.

Job Title	Pay Scale Group	Salary range at 01 April 2015		Salary range at 01 April 2016	
		Minimum	Maximum	Minimum	Maximum
Higher Technical Grade	HTG	£32,059	£43,586	£32,476	£44,153

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Department.  
Part-time staff should be entered on SAP with the appropriate Capital Utilisation level

Authorised by:

\_\_\_\_\_  
Jean Cockerill  
Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/19  
 Issued on: 29 March 2016  
 Effective Date: 01 April 2016  
 On Payroll Areas: PA10

PAY SCALE TYPE: 05  
 PAY SCALE AREA: 24

**THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS**

Implementation Notice: Administrative Grade Staff: Payroll Cycle - SA1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
 The revised rates are shown below.

Job Title	Pay Scale Group	Salary range at 01 April 2015		Salary range at 01 April 2016	
		Minimum	Maximum	Minimum	Maximum
<b>Administrator Grade 1</b>	AG1	£30,642	£40,763	£31,040	£41,293

Job Title	Pay Scale Group	Level	Salary at 01 April 2015	Salary at 01 April 2016
<b>Administrator Grade 2</b>				
	AG2	1	£36,138	£36,608
	AG2	2	£34,842	£35,295
	AG2	3	£33,444	£33,879
	AG2	4	£32,042	£32,459
	AG2	5	£30,641	£31,039
<i>Performance Bar</i>	AG2	6	£29,353	£29,735

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Department.  
 Part-time staff should be entered on SAP with the appropriate Capital Utilisation level

Authorised by:

\_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/20  
Issued on 29 March 2016  
Effective Date 01 July 2016  
On Payroll Areas

**THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS**

PAY SCALE TYPE: 05  
PAY SCALE AREA: 50

Implementation Notice: LUL 'R' Graded Management Staff (LT Terms and Conditions): Payroll Cycle - SA1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 July 2016.  
The revised rates are shown below.

Job Title	Pay Scale Group	Salary range at 01 July 2015		Salary range at 01 July 2016	
		Minimum	Maximum	Minimum	Maximum
LUL 'R' Graded Management Staff	R16	£40,882	£55,668	£41,413	£56,392

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Department.  
Part-time staff should be entered on SAP with the appropriate Capital Utilisation level

Authorised by:

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Jean Cockerill  
Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/21  
Issued on 29 March 2016  
Effective Date 01 April 2016  
On Payroll Areas PA10

**THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS**

PAY SCALE TYPE: 05  
PAY SCALE AREA: 54

Implementation Notice: Central Businesses and Services Clerical and Technical Staff: Payroll Cycle SA1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
The revised rates are shown below.

Job Title	Pay Scale Group	Level	Salary at 01 April 2015	Salary at 01 April 2016
Admin Assistant	AA	1	£35,953	£36,420

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Department.  
Part-time staff should be entered on SAP with the appropriate Capital Utilisation level

Authorised by:

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Jean Cockerill  
Director of Employee Relations

LONDON UNDERGROUND LIMITED

To IM

Payroll Services Ref No: LUL/16/22  
 Issued on 29 March 2016  
 Effective Date 01 April 2016  
 On Payroll Areas PA10,PA15,PA20,PA25

PAY SCALE TYPE: 08  
 PAY SCALE AREA: ME

Implementation Notice - Maintenance - LUL Nominee BCV & SSL

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.

Job Title	Pay Scale Group	Annual Salary at	Annual Salary at	Contractual Weekly Rate	Overtime rate per hour	Average weekly shifts	Contractual Weekly Hours
		01 April 2015	01 April 2016				
ATM (Days)	AT11	£40,660	£41,189	£789.57	£28.1988	5.00	35.0
ATM (2 Shift)	AT12	£49,431	£50,074	£959.89	£34.2816	5.00	35.0
ATM (3 Shift)	AT16	£52,284	£52,964	£1,015.29	£36.2602	4.75	35.0
ATM (2 Shift)	AT18	£49,431	£50,074	£959.89	£34.2816	4.50	35.0
ATM (3 Shift)	AT20	£52,284	£52,964	£1,015.29	£36.2602	5.00	35.0
ATM (Days)	AT24	£40,660	£41,189	£789.57	£28.1988	4.00	35.0
ATM (3 Shift)	AT25	£52,284	£52,964	£1,015.29	£36.2602	4.19	35.0
ATM (3 Shift)	AT26	£52,284	£52,964	£1,015.29	£36.2602	4.50	35.0
ATM (3 Shift)	AT27	£52,284	£52,964	£1,015.29	£36.2602	4.50	35.0
ATM (3 Shift)	AT28	£52,284	£52,964	£1,015.29	£36.2602	3.50	35.0
ATM (3 Shift)	AT29	£52,284	£52,964	£1,015.29	£36.2602	4.00	35.0
ATM (Nights)	AT30	£50,694	£51,353	£984.41	£35.1572	5.00	35.0
ATM (Days)	AT31	£40,660	£41,189	£789.57	£28.1988	4.50	35.0
ATM (3 Shift)	AT32	£52,284	£52,964	£1,015.29	£36.2602	4.25	35.0
TM (Callpoint) - Days	AT33	£38,131	£38,627	£740.46	£26.4448	5.00	35.0
TM (Callpoint) - 3 Shift	AT34	£48,992	£49,629	£951.36	£33.9770	3.50	35.0
TM (Callpoint) - Nights	AT35	£47,540	£48,158	£923.16	£32.9699	5.00	35.0
TM (Callpoint) - 2 Shift	AT36	£46,335	£46,937	£899.76	£32.1340	5.00	35.0
TM (Callpoint) - 3 Shift	AT37	£48,992	£49,629	£951.36	£33.9770	4.25	35.0
Blacksmith Workshops	BS11	£37,244	£37,728	£723.23	£25.8293	5.00	35.0
Blacksmith Workshops (Nights)	BS12	£44,660	£45,241	£867.24	£30.9728	5.00	35.0
Bodymaker DESU/TMU	BY11	£37,244	£37,728	£723.23	£25.8293	5.00	35.0
Bodymaker DESU/TMU (Nights)	BY12	£44,660	£45,241	£867.24	£30.9728	5.00	35.0
Chargehand Workshops (Days)	CH11	£41,574	£42,114	£807.30	£28.8320	5.00	35.0
Site Chargehand Workshop (Nights)	CH12	£51,846	£52,520	£1,006.78	£35.9562	5.00	35.0
Chargehand Workshops - 4 Shifts	CH13	£41,574	£42,114	£807.30	£28.8320	4.00	35.0

Job Title	Pay Scale Group	Annual Salary at	Annual Salary at	Contractual Weekly Rate	Overtime rate per hour	Average weekly shifts	Contractual Weekly Hours
		01 April 2015	01 April 2016				
REW/TMU Chargehand Workshops (Days)	CH14	£41,574	£42,114	£807.30	£28.8320	5.00	35.0
REW/TMU Chargehand Workshops (Nights)	CH19	£51,846	£52,520	£1,006.78	£35.9562	5.00	35.0
Carpenter/Joiner Workshops	CJ11	£37,273	£37,758	£723.80	£25.8498	5.00	35.0
Carpenter/Joiner Workshops (Nights)	CJ12	£46,427	£47,031	£901.56	£32.1983	5.00	35.0
Carpenter/Joiner Workshops - 4 Shifts	CJ13	£37,273	£37,758	£723.80	£25.8498	4.00	35.0
CNC Machinist Workshops (Nights) - 5 Shifts	CM11	£38,024	£38,518	£738.37	£26.3702	5.00	35.0
CNC Machinist Workshops (Nights) - 5 Shifts	CM12	£49,274	£49,915	£956.84	£34.1728	4.00	35.0
CNC Machinist Workshops (Nights) - 4 Shifts	CM13	£49,274	£49,915	£956.84	£34.1728	4.00	35.0
CNC Machinist Workshops - 4 Shifts	CM14	£39,523	£40,037	£767.49	£27.4101	4.00	35.0
Control Room Technician - 3 Shifts	CRT1	£53,580	£54,277	£1,040.46	£37.1591	3.00	35.0
Depot Team Leader (Days)	DT01	£41,660	£42,202	£808.99	£28.8923	5.00	35.0
Depot Team Leader (2 Shift)	DT02	£50,656	£51,315	£983.68	£35.1312	5.00	35.0
Depot Team Leader (3 Shift)	DT03	£53,580	£54,277	£1,040.46	£37.1591	4.75	35.0
Depot Team Leader (Nights)	DT04	£51,947	£52,622	£1,008.73	£36.0260	5.00	35.0
Depot Team Leader (2 Shift)	DT05	£50,656	£51,315	£983.68	£35.1312	4.50	35.0
Depot Team Leader (3 Shift)	DT06	£53,580	£54,277	£1,040.46	£37.1591	4.25	35.0
Test Crew Team Leader	DT08	£60,973	£61,766	£1,184.02	£42.2862	5.00	35.0
Depot Team Leader (3 Shift)	DTM1	£53,580	£54,277	£1,040.46	£37.1591	3.50	35.0
Depot Team Leader (3 Shift)	DTM2	£53,580	£54,277	£1,040.46	£37.1591	4.50	35.0
Depot Team Leader (3 Shift)	DTP1	£53,580	£54,277	£1,040.46	£37.1591	3.63	35.0
Depot Team Leader (3 Shift)	DTP2	£53,580	£54,277	£1,040.46	£37.1591	4.08	35.0
Depot Team Leader (3 Shift)	DTP3	£53,580	£54,277	£1,040.46	£37.1591	5.00	35.0
Depot Team Leader (3 Shift)	DTR1	£53,580	£54,277	£1,040.46	£37.1591	4.00	35.0
Depot Team Leader (Days)	DTV1	£41,660	£42,202	£808.99	£28.8923	4.50	35.0
Electronics Craftsman REW.	EC11	£39,523	£40,037	£767.49	£27.4101	5.00	35.0
Electronics Craftsman REW. (Nights)	EC12	£47,398	£48,014	£920.40	£32.8713	5.00	35.0
Electro-Mechanical Fitter Workshops	EM11	£37,244	£37,728	£723.23	£25.8293	5.00	35.0
Electro-Mechanical Fitter Workshops (Nights)	EM12	£46,427	£47,031	£901.56	£32.1983	5.00	35.0
Pipe Fitter Workshops (Nights)	FR12	£46,427	£47,031	£901.56	£32.1983	5.00	35.0
Warehouse Chargehand	GH13	£35,647	£36,110	£692.21	£24.7216	5.00	35.0
Stores Operative	GH15	£33,817	£34,257	£656.69	£23.4530	5.00	35.0
General Hand (Messenger)	GH18	£21,450	£21,729	£416.54	£14.8761	5.00	35.0
Warehouse Operative (1 In 4 Shift)	GH20	£36,993	£37,474	£718.36	£25.6554	5.00	35.0
Warehouse Chargehand (1 In 3 Shift)	GH33	£40,729	£41,258	£790.89	£28.2460	5.00	35.0
Warehouse Op. (Multi-Skilled) (1 In 3 Shift)	GH35	£39,472	£39,985	£766.49	£27.3745	5.00	35.0
Warehouse Chargehand (1 In 2 Shift)	GH43	£43,290	£43,853	£840.64	£30.0226	5.00	35.0
Warehouse Op. (Multi-Skilled) (1 In 2 Shift)	GH45	£41,953	£42,498	£814.66	£29.0949	5.00	35.0
Warehouse Op. (Multi-Skilled) (1 In 4 Shift)	GH50	£36,993	£37,474	£718.36	£25.6554	4.75	35.0
Technical Support	HR01	£40,576	£41,103	£787.92	£28.1399	5.00	35.0
Technical Support Assistant	HR03	£36,371	£36,844	£706.28	£25.2241	5.00	35.0

Job Title	Pay Scale Group	Annual Salary at	Annual Salary at	Contractual Weekly Rate	Overtime rate per hour	Average weekly shifts	Contractual Weekly Hours
		01 April 2015	01 April 2016				
Instructor/Operator	<b>IO21</b>	£59,497	£60,270	£1,155.34	£41.2620	5.00	35.0
Team Leader L&E	<b>LE01</b>	£55,054	£55,770	£1,069.08	£38.1812	5.00	35.0
Lead Fitter (Nights)	<b>LE12</b>	£52,331	£53,011	£1,016.19	£36.2923	5.00	35.0
Lead Fitter (Shift)	<b>LE13</b>	£51,409	£52,077	£998.29	£35.6529	5.00	35.0
Lead Fitter (Days/Nights)	<b>LE14</b>	£47,238	£47,852	£917.30	£32.7604	5.00	35.0
Lead Fitter (Days)	<b>LE15</b>	£41,973	£42,519	£815.07	£29.1093	5.00	35.0
Fitter 1 (Shift)	<b>LE30</b>	£49,431	£50,074	£959.89	£34.2816	5.00	35.0
Fitter 1 (Nights)	<b>LE31</b>	£50,414	£51,069	£978.96	£34.9628	5.00	35.0
Fitter 1 (Days/Nights)	<b>LE32</b>	£45,266	£45,854	£879.00	£31.3925	5.00	35.0
Fitter 1 (Days)	<b>LE33</b>	£40,433	£40,959	£785.16	£28.0413	5.00	35.0
Fitter 2 (Nights)	<b>LE34</b>	£46,036	£46,634	£893.95	£31.9265	5.00	35.0
Fitter 2 (Shift)	<b>LE35</b>	£45,266	£45,854	£879.00	£31.3925	5.00	35.0
Fitter 2 (Days/Nights)	<b>LE36</b>	£41,533	£42,073	£806.52	£28.8040	5.00	35.0
Fitter 2 (Days)	<b>LE37</b>	£36,924	£37,404	£717.01	£25.6075	5.00	35.0
Assistant L&E (Nights)	<b>LE55</b>	£40,824	£41,355	£792.75	£28.3124	5.00	35.0
Assistant L&E (Shift)	<b>LE56</b>	£40,217	£40,740	£780.96	£27.8914	5.00	35.0
Assistant L&E (Days/Nights)	<b>LE57</b>	£36,707	£37,184	£712.80	£25.4569	5.00	35.0
Assistant L&E (Days)	<b>LE58</b>	£32,904	£33,332	£638.96	£22.8197	5.00	35.0
Skilled Operator Drainage (Nights)	<b>LE66</b>	£40,824	£41,355	£792.75	£28.3124	5.00	35.0
W/Chargehand Drainage (Nights)	<b>LE67</b>	£48,498	£49,128	£941.76	£33.6340	5.00	35.0
Warehouse Chargehand (Shift)	<b>LE75</b>	£40,729	£41,258	£790.89	£28.2460	5.00	35.0
Warehouse Operative (Multi Skilled)	<b>LE80</b>	£34,593	£35,043	£671.76	£23.9911	5.00	35.0
Warehouse Operative (Multi Skilled) - Shift	<b>LE81</b>	£39,472	£39,985	£766.49	£27.3745	5.00	35.0
LWR Operator	<b>LO11</b>	£37,273	£37,758	£723.80	£25.8498	5.00	35.0
Plant Mnt Fitter Workshops (3 Shift)	<b>MF10</b>	£50,841	£51,502	£987.26	£35.2592	5.00	35.0
Plant Mnt Fitter Workshops	<b>MF11</b>	£39,523	£40,037	£767.49	£27.4101	5.00	35.0
Plant Mnt Fitter Workshops (Nights)	<b>MF12</b>	£47,398	£48,014	£920.40	£32.8713	5.00	35.0
Plant Maintenance Chargehand - Lates (REW)	<b>MF21</b>	£42,953	£43,511	£834.08	£29.7885	5.00	35.0
Plant Maintenance Fitter - Lates (REW)	<b>MF22</b>	£40,838	£41,369	£793.02	£28.3220	5.00	35.0
Plant Maintenance Chargehand - REW (3 Shift)	<b>MF23</b>	£53,485	£54,180	£1,038.60	£37.0927	5.00	35.0
Plant Mnt Fitter Workshops - DESU	<b>MF24</b>	£39,523	£40,037	£767.49	£27.4101	5.00	35.0
Machinist Workshops	<b>MW11</b>	£37,273	£37,758	£723.80	£25.8498	5.00	35.0
Machinist Workshops - 4 Shifts	<b>MW12</b>	£35,859	£36,325	£696.33	£24.8688	4.00	35.0
Machinist Workshops (Nights) 4 - Shift	<b>MW14</b>	£46,427	£47,031	£901.56	£32.1983	4.00	35.0
Stores Controller - Lillie Bridge - 4 Shift	<b>PA09</b>	£33,490	£33,925	£650.32	£23.2257	5.00	35.0
Stores Controller - Lillie Bridge	<b>PA10</b>	£33,490	£33,925	£650.32	£23.2257	5.00	35.0
Production Assistant Workshops (Nights)	<b>PA12</b>	£37,876	£38,368	£735.49	£26.2675	5.00	35.0
Production Assistant Workshops - 4 Shifts	<b>PA13</b>	£29,980	£30,370	£582.18	£20.7919	4.00	35.0
Technical Officer (Roster)	<b>SE08</b>	£66,359	£67,222	£1,288.61	£46.0215	4.60	35.0
Technical Officer (Roster)	<b>SE09</b>	£66,359	£67,222	£1,288.61	£46.0215	4.60	35.0

Job Title	Pay Scale Group	Annual Salary at	Annual Salary at	Contractual Weekly Rate	Overtime rate per hour	Average weekly shifts	Contractual Weekly Hours
		01 April 2015	01 April 2016				
Technical Officer (Roster)	SE10	£66,359	£67,222	£1,288.61	£46.0215	4.60	35.0
Technical Officer (Roster)	SE11	£66,359	£67,222	£1,288.61	£46.0215	4.60	35.0
Technical Officer (Nights)	SE12	£63,269	£64,091	£1,228.59	£43.8779	5.00	35.0
Technical Officer (Roster)	SE13	£66,359	£67,222	£1,288.61	£46.0215	4.60	35.0
Senior Technician (Days)	SE14	£44,660	£45,241	£867.24	£30.9728	5.00	35.0
Senior Technician (Nights)	SE15	£55,697	£56,421	£1,081.56	£38.6269	5.00	35.0
Track Circuit Technician (Nights)	SE17	£49,781	£50,428	£966.68	£34.5240	5.00	35.0
Track Circuit Technician (Days)	SE18	£39,923	£40,442	£775.25	£27.6874	5.00	35.0
Technical Officer (Roster) - unlicensed	SE19	£57,768	£58,519	£1,121.77	£40.0632	4.60	35.0
Technical Officer (Nights) - unlicensed	SE20	£55,082	£55,798	£1,069.62	£38.2004	5.00	35.0
Points Technician (Days)	SE21	£38,900	£39,406	£755.39	£26.9781	5.00	35.0
Points Technician (Nights)	SE22	£48,498	£49,128	£941.76	£33.6340	5.00	35.0
Support Fitter (Roster)	SE23	£32,704	£33,129	£635.07	£22.6807	5.00	35.0
Support Fitter (Nights)	SE31	£35,316	£35,775	£685.79	£24.4922	5.00	35.0
Support Technician (2 Shift Roster)	SE37	£33,985	£34,427	£659.95	£23.5694	5.00	35.0
Support Technician (Nights)	SE38	£39,446	£39,959	£765.99	£27.3567	5.00	35.0
Warehouse Op (Multi Skilled)	SE39	£34,593	£35,043	£671.76	£23.9911	5.00	35.0
Automatic Technician (Nights)	SE40	£51,792	£52,465	£1,005.72	£35.9185	5.00	35.0
Technical Officer (Days)	SE41	£50,711	£51,370	£984.73	£35.1689	5.00	35.0
Technical Officer (Communications) - Nights	SE42	£63,269	£64,091	£1,228.59	£43.8779	5.00	35.0
Technical Officer (Communications) - Roster	SE43	£66,359	£67,222	£1,288.61	£46.0215	4.06	35.0
Team Leader (LV Cables - Days)	SE45	£47,832	£48,454	£928.84	£33.1725	5.00	35.0
Team Leader (LV Cables - Nights)	SE46	£59,665	£60,441	£1,158.62	£41.3791	5.00	35.0
Team Leader (Nights)	SE48	£51,947	£52,622	£1,008.73	£36.0260	5.00	35.0
Senior Technician (Roster)	SE52	£63,269	£64,091	£1,228.59	£43.8779	5.00	35.0
Senior Technician (Days)	SE53	£44,660	£45,241	£867.24	£30.9728	5.00	35.0
Senior Technician (Nights)	SE54	£55,697	£56,421	£1,081.56	£38.6269	5.00	35.0
Senior Technician (Roster)	SE55	£58,286	£59,044	£1,131.84	£40.4226	4.60	35.0
Senior Technician (Roster)	SE56	£58,286	£59,044	£1,131.84	£40.4226	5.00	35.0
Senior Technician (Nights) - Communications	SE57	£48,498	£49,128	£941.76	£33.6340	5.00	35.0
Senior Service Engineer	SE60	£42,198	£42,747	£819.44	£29.2654	4.60	35.0
Multi Disciplined Technician (Days)	SE71	£35,859	£36,325	£696.33	£24.8688	5.00	35.0
Multi Disciplined Technician (Nights)	SE72	£44,660	£45,241	£867.24	£30.9728	5.00	35.0
Points Technician (Days)	SE73	£38,900	£39,406	£755.39	£26.9781	5.00	35.0
Points Technician (Nights)	SE74	£48,498	£49,128	£941.76	£33.6340	5.00	35.0
Support Technician (Days)	SE87	£32,221	£32,640	£625.69	£22.3460	5.00	35.0
Support Technician (Nights)	SE88	£39,446	£39,959	£765.99	£27.3567	5.00	35.0
Warehouse Operative (Multi Skilled)	SE96	£34,593	£35,043	£671.76	£23.9911	5.00	35.0
Warehouse Operative Nights (Multi Skilled)	SE97	£43,014	£43,573	£835.27	£29.8309	5.00	35.0
Warehouse Operative (Days & Nights) - (M/S)	SE98	£40,178	£40,700	£780.20	£27.8640	5.00	35.0

Job Title	Pay Scale Group	Annual Salary at	Annual Salary at	Contractual Weekly Rate	Overtime rate per hour	Average weekly shifts	Contractual Weekly Hours
		01 April 2015	01 April 2016				
Support Fitter (Nights)	SE99	£35,316	£35,775	£685.79	£24.4922	5.00	35.0
Despatch Operatives	SO02	£32,082	£32,499	£622.99	£22.2494	5.00	35.0
Production Stores Controller (REW)	SO03	£33,435	£33,870	£649.27	£23.1880	5.00	35.0
Stores Operative (REW - Nights)	SO11	£38,377	£38,876	£745.23	£26.6152	5.00	35.0
Despatch Operatives (Nights)	SO22	£37,696	£38,186	£732.00	£26.1429	5.00	35.0
Production Stores Controller (REW - Nights)	SO33	£39,445	£39,958	£765.97	£27.3560	5.00	35.0
Sheet Metal Worker Workshops	SM11	£37,244	£37,728	£723.23	£25.8293	5.00	35.0
Sheet Metal Worker Workshops (Nights)	SM12	£44,660	£45,241	£867.24	£30.9728	5.00	35.0
C/Hand Track Mnt Lines (Days)	TC11	£38,900	£39,406	£755.39	£26.9781	5.00	35.0
C/Hand Track Mnt Lines (Nights)	TC12	£48,498	£49,128	£941.76	£33.6340	5.00	35.0
Skilled Track Mnt Operator Lines (Day)	TC13	£32,904	£33,332	£638.96	£22.8197	5.00	35.0
Skilled Track Mnt Operator Lines (Nights)	TC14	£40,824	£41,355	£792.75	£28.3124	5.00	35.0
Track Mnt Operator Lines (Days)	TC15	£29,371	£29,753	£570.35	£20.3695	5.00	35.0
Track Mnt Operator Lines (Nights)	TC16	£35,647	£36,110	£692.21	£24.7216	5.00	35.0
Chargehand Track (Nights)	TC51	£50,143	£50,795	£973.71	£34.7752	5.00	35.0
Warehouse Chargehand	TC57	£35,647	£36,110	£692.21	£24.7216	5.00	35.0
Multi Skilled Op. Maj. Mnt & Renewals (Nights)	TC60	£44,382	£44,959	£861.84	£30.7798	5.00	35.0
Warehouse Operative (Multi Skilled)	TC62	£34,593	£35,043	£671.76	£23.9911	5.00	35.0
Skilled Op. Protection Track (Nights)	TC65	£40,824	£41,355	£792.75	£28.3124	5.00	35.0
Skilled Op. Protection Track (Days)	TC66	£32,904	£33,332	£638.96	£22.8197	5.00	35.0
Skilled Op. Major Mnt Track (Days)	TC69	£32,904	£33,332	£638.96	£22.8197	5.00	35.0
Skilled Op. Major Mnt Track (Nights)	TC70	£40,824	£41,355	£792.75	£28.3124	5.00	35.0
Operator Maj. Mnt. Track (Days)	TC73	£29,371	£29,753	£570.35	£20.3695	5.00	35.0
Operator Maj. Mnt. Track (Nights)	TC74	£35,647	£36,110	£692.21	£24.7216	5.00	35.0
Warehouse Chargehand (Days/Nights)	TC87	£39,993	£40,513	£776.61	£27.7360	5.00	35.0
Warehouse Op'tive (Multi-Skilled) (Days/Nights)	TC92	£38,765	£39,269	£752.77	£26.8843	5.00	35.0
Leading Hand Carpenter/Joiner	TC95	£39,523	£40,037	£767.49	£27.4101	5.00	35.0
Tool Technician	TC96	£36,559	£37,034	£709.92	£25.3542	5.00	35.0
Maintenance Storeperson	TC98	£40,824	£41,355	£792.75	£28.3124	5.00	35.0
TM Production (Days)	TM41	£35,647	£36,110	£692.21	£24.7216	5.00	35.0
TM Production (2 Shift)	TM42	£43,290	£43,853	£840.64	£30.0226	5.00	35.0
TM Planning (3 Shift)	TM43	£45,700	£46,294	£887.43	£31.6937	4.75	35.0
TM Production (2 Shift)	TM46	£43,290	£43,853	£840.64	£30.0226	4.50	35.0
Test Train Crew	TM48	£43,290	£43,853	£840.64	£30.0226	5.00	35.0
TM Planning (Nights)	TM51	£44,382	£44,959	£861.84	£30.7798	5.00	35.0
TM Production (3 Shift)	TM52	£45,700	£46,294	£887.43	£31.6937	5.00	35.0
Train Maintainer (3 Shift)	TM55	£45,700	£46,294	£887.43	£31.6937	4.50	35.0
TM Production (3 Shift)	TM56	£45,700	£46,294	£887.43	£31.6937	4.19	35.0
TM Planning (3 Shift)	TM61	£45,700	£46,294	£887.43	£31.6937	3.50	35.0
TM Planning (3 Shift)	TM63	£45,700	£46,294	£887.43	£31.6937	4.00	35.0

Job Title	Pay Scale Group	Annual Salary at	Annual Salary at	Contractual Weekly Rate	Overtime rate per hour	Average weekly shifts	Contractual Weekly Hours
		01 April 2015	01 April 2016				
TM Planning (3 Shift)	<b>TM64</b>	£45,700	£46,294	£887.43	£31.6937	4.25	35.0
TM Production (Days)	<b>TM66</b>	£35,647	£36,110	£692.21	£24.7216	4.00	35.0
TM Planning (3 Shift)	<b>TM68</b>	£45,700	£46,294	£887.43	£31.6937	4.50	35.0
Track Workshops Team Leader	<b>TW01</b>	£45,363	£45,953	£880.89	£31.4603	5.00	35.0
Track Workshops Team Leader (Nights)	<b>TW02</b>	£54,423	£55,130	£1,056.81	£37.7430	5.00	35.0
Toolmaker / Inspector	<b>TW10</b>	£38,024	£38,518	£738.37	£26.3702	5.00	35.0
Toolmaker Workshops	<b>TW11</b>	£38,024	£38,518	£738.37	£26.3702	5.00	35.0
Trimmer Workshops	<b>TW13</b>	£37,244	£37,728	£723.23	£25.8293	5.00	35.0
Trimmer Workshops (Nights)	<b>TW14</b>	£44,660	£45,241	£867.24	£30.9728	5.00	35.0
Toolmaker Inspector / Instructor	<b>TW16</b>	£38,885	£39,391	£755.10	£26.9678	5.00	35.0
Team Leader - DESU	<b>TW21</b>	£45,363	£45,953	£880.89	£31.4603	5.00	35.0
Senior Technician (Days) - Unlicensed	<b>UL01</b>	£38,900	£39,406	£755.39	£26.9781	5.00	35.0
Senior Technician (Nights) - Unlicensed	<b>UL02</b>	£48,498	£49,128	£941.76	£33.6340	5.00	35.0
Technical Officer (Comms) - Nhts - Unlicensed	<b>UL03</b>	£55,082	£55,798	£1,069.62	£38.2004	5.00	35.0
Technical Officer (Comms) - Rost - Unlicensed	<b>UL04</b>	£57,768	£58,519	£1,121.77	£40.0632	4.60	35.0
Team Leader (LV Cables - Days) - Unlicensed	<b>UL05</b>	£41,660	£42,202	£808.99	£28.8923	5.00	35.0
Team Leader (LV Cables - Nights) - Unlicensed	<b>UL06</b>	£51,947	£52,622	£1,008.73	£36.0260	5.00	35.0
Senior Technician (Roster) - Unlicensed	<b>UL07</b>	£50,750	£51,410	£985.50	£35.1963	4.60	35.0
Welder Workshops	<b>WE11</b>	£37,244	£37,728	£723.23	£25.8293	5.00	35.0
Welder Workshops (Nights)	<b>WE12</b>	£44,660	£45,241	£867.24	£30.9728	5.00	35.0
Site Welder Workshops (Nights)	<b>WE14</b>	£46,427	£47,031	£901.56	£32.1983	5.00	35.0
Auxiliary Assistant DESU/TMU	<b>XA11</b>	£33,435	£33,870	£649.27	£23.1880	5.00	35.0
Auxiliary Assistant DESU/TMU (Nights)	<b>XA12</b>	£39,446	£39,959	£765.99	£27.3567	5.00	35.0
Points & Crossing Maker Workshops	<b>XM11</b>	£37,273	£37,758	£723.80	£25.8498	5.00	35.0
Points & Crossing Maker Workshops - 4 Shifts	<b>XM14</b>	£37,273	£37,758	£723.80	£25.8498	4.00	35.0
		Minimum	Maximum	Minimum	Maximum		
		01 April 2015		01 April 2016			
Trainee Technical Officer - Internal App'ment	<b>SE00</b>	£29,652	£58,248	£30,037	£59,005		

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments.

Authorised by:

Jean Cockerill  
Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/23  
 Issued on: 29 March 2016  
 Effective Date: 01 April 2016  
 On Payroll Areas: PA20,PA25

PAY SCALE TYPE: 08  
 PAY SCALE AREA: MD

Implementation Notice - Maintenance - LUL Nominee BCV & SSL

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.

Job Title	Pay Scale Group	Percentage of full time rate	Annual Salary at	Annual Salary at	Contractual Weekly Rate	Overtime rate per hour	Average weekly shifts	Contractual Weekly Hours
			01 April 2015	01 April 2016				
Engineering Trainee - Year 1	ET01	100%	£18,368	£18,607	£356.69	£12.7387	5.00	35.0
Engineering Trainee - Year 2	ET02	100%	£19,759	£20,016	£383.70	£13.7033	5.00	35.0
Engineering Trainee - Year 3	ET03	100%	£21,878	£22,162	£424.84	£15.1725	5.00	35.0
Engineering Trainee - Year 4	ET04	100%	£25,010	£25,335	£485.66	£17.3448	5.00	35.0
Engineering Trainee - Year 1 (Night Rate)	ET11	100%	£22,836	£23,133	£443.45	£15.8373	5.00	35.0
Engineering Trainee - Year 2 (Night Rate)	ET12	100%	£24,576	£24,895	£477.23	£17.0436	5.00	35.0
Engineering Trainee - Year 3 (Night Rate)	ET13	100%	£27,227	£27,581	£528.71	£18.8825	5.00	35.0
Engineering Trainee - Year 4 (Night Rate)	ET14	100%	£31,140	£31,545	£604.70	£21.5963	5.00	35.0
Engineering Trainee - Year 2 (2 Shift)	ET22	100%	£23,959	£24,270	£465.24	£16.6157	5.00	35.0
Engineering Trainee - Year 3 (2 Shift)	ET23	100%	£26,540	£26,885	£515.37	£18.4060	5.00	35.0
Engineering Trainee - Year 4 (2 Shift)	ET24	100%	£30,352	£30,747	£589.40	£21.0500	5.00	35.0
Engineering Trainee - Year 2 (3 Shift)	ET32	100%	£25,289	£25,618	£491.08	£17.5386	5.00	35.0
Engineering Trainee - Year 3 (3 Shift)	ET33	100%	£28,016	£28,380	£544.03	£19.4295	5.00	35.0
Engineering Trainee - Year 4 (3 Shift)	ET34	100%	£32,045	£32,462	£622.28	£22.2241	5.00	35.0
Engineering Trainee - Year 2 (Lates)	ET42	100%	£23,422	£23,726	£454.82	£16.2433	5.00	35.0
Engineering Trainee - Year 3 (Lates)	ET43	100%	£25,942	£26,279	£503.76	£17.9911	5.00	35.0
Engineering Trainee - Year 4 (Lates)	ET44	100%	£29,660	£30,046	£575.97	£20.5701	5.00	35.0
Trainee Track Mnt Operator Lines (Days) #	TC09	80%	£23,497	£23,802	£456.27	£16.2953	5.00	35.0
Trainee Track Mnt Operator Lines (Nights) #	TC10	80%	£28,518	£28,888	£553.77	£19.7773	5.00	35.0
Trainee TM Production (Days) #	TM21	80%	£28,518	£28,888	£553.77	N/A	5.00	35.0
Trainee TM Production (2 Shift) #	TM22	80%	£34,632	£35,082	£672.50	N/A	5.00	35.0
Trainee TM Planning (3 Shift) #	TM23	80%	£36,560	£37,035	£709.94	N/A	4.75	35.0
Trainee TM Production (2 Shift) #	TM26	80%	£34,632	£35,082	£672.50	N/A	4.50	35.0
Trainee TM Planning (3 Shift) #	TM30	80%	£36,560	£37,035	£709.94	N/A	3.63	35.0
Trainee TM Production (Nights) #	TM31	80%	£35,506	£35,967	£689.47	N/A	5.00	35.0
Trainee TM Production (2 Shift) #	TM33	80%	£34,632	£35,082	£672.50	N/A	4.66	35.0
Trainee TM Planning (3 Shift), District Line #	TM35	80%	£36,560	£37,035	£709.94	N/A	4.50	35.0

\*\* Annual increments are awarded subject to necessary progress in training and in professional / technical examinations being achieved. In exceptional circumstances an additional increment may be awarded six months after the first or subsequent annual increment for outstanding performance.

# Annual salary is based on 80% of the qualified grade.

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments.

Authorised by: \_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/24  
 Issued on: 29 March 2016  
 Effective Date: 01 April 2016  
 On Payroll Areas: PA15,PA25

PAY SCALE TYPE: 08  
 PAY SCALE AREA: MA

**THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS refer to the main LU Rates**

**Implementation Notice - Operational Managers - LUL Nominee BCV & SSL**

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.

Grade	Pay Scale Group	Job Units				Minimum at	Maximum at	Minimum at	Maximum at	Overtime Rate	Overtime Rate
						01 April 2015	01 April 2015	01 April 2016	01 April 2016	01 April 2015	01 April 2016
<b>Q1A</b>	Q01A				<b>392+</b>	£56,926	£77,028	£57,666	£78,029	£45.8537	£46.4497
<b>Q1</b>	Q001			<b>392+</b>	<b>330-391</b>	£52,821	£71,625	£53,508	£72,556	£42.5990	£43.1529
<b>Q2</b>	Q002		<b>392+</b>	<b>330-391</b>	<b>270-329</b>	£48,926	£66,006	£49,562	£66,864	£39.3423	£39.8537
<b>Q3</b>	Q003	<b>392+</b>	<b>330-391</b>	<b>270-329</b>	<b>190-269</b>	£44,816	£60,597	£45,399	£61,385	£36.0839	£36.5532
<b>Q4</b>	Q004	<b>330-391</b>	<b>270-329</b>	<b>190-269</b>		£40,706	£55,410	£41,235	£56,130	£32.9014	£33.3290
<b>Q5</b>	Q005	<b>270-329</b>	<b>190-269</b>			£35,769	£49,139	£36,234	£49,778	£29.0648	£29.4427
<b>Shift Working Pattern</b>		<b>Standard</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>						

**# THE RATES BELOW ONLY SHOULD BE USED FOR SOM's and WORKS CONTROLLERS, including NEW ENTRANTS.**

Grade	Pay Scale Group	Job Units				Minimum at	Maximum at	Minimum at	Maximum at	Overtime Rate	Overtime Rate
						01 April 2015	01 April 2015	01 April 2016	01 April 2016	01 April 2015	01 April 2016
<b>Qx1A #</b>	QX1A				<b>392+</b>	£65,390	£88,506	£66,240	£89,657	£52.6801	£53.3650
<b>Qx1 #</b>	QX01			<b>392+</b>	<b>330-391</b>	£60,671	£82,294	£61,460	£83,364	£48.9383	£49.5746

**# The above grades relate to SOM's and Works Controllers only based on the consolidation of Market Rate Allowance with effect from 1 June 2007.**

Grade	Pay Scale Group	Job Units				Minimum at	Maximum at	Minimum at	Maximum at	Overtime Rate	Overtime Rate
						01 April 2015	01 April 2015	01 April 2016	01 April 2016	01 April 2015	01 April 2016
<b>Qx2 ##</b>	QX02		<b>392+</b>	<b>330-391</b>	<b>270-329</b>	£56,190	£75,832	£56,920	£76,818	£45.1924	£45.7798
<b>Qx3 ##</b>	QX03	<b>392+</b>	<b>330-391</b>	<b>270-329</b>	<b>190-269</b>	£51,464	£69,612	£52,133	£70,517	£41.4455	£41.9843
<b>Shift Working Pattern</b>		<b>Standard</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>						

**## The above grades relate to Signals employees only based on the consolidation of Market Rate Allowance with effect from 22 July 2007.**

\* Allocation to a salary range will depend on the evaluation score and the shift working pattern.

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

\*\*\* Overtime rates are based on the mid-point of the salary range @ time and a quarter.

**Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments.**

Authorised by: \_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

To IM

Payroll Services Ref No: LUL/16/25  
 Issued on 29 March 2016  
 Effective Date 01 April 2016  
 On Payroll Areas PA10,PA15,PA20  
  
 PAY SCALE TYPE: 08  
 PAY SCALE AREA: MF

Implementation Notice - Technical - LUL Nominee BCV & SSL

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.

Job Title	Pay Scale Group	Minimum at	Maximum at	Minimum at	Maximum at
		01 April 2015	01 April 2015	01 April 2016	01 April 2016
Higher Technical Grade	TG01	£31,095	£61,289	£31,499	£62,086

Job Title	Pay Scale Group	Pay Scale Level	Annual Salary at	
			01 April 2015	01 April 2016
Technical Grade	TG02	14	£40,602	£41,130
Technical Grade	TG02	13	£38,113	£38,608
Technical Grade	TG02	12	£36,081	£36,550
Technical Grade	TG02	11	£34,627	£35,077
Technical Grade	TG02	10	£33,268	£33,700
Technical Grade	TG02	9	£32,295	£32,715
Technical Grade	TG02	8	£30,989	£31,392
Technical Grade	TG02	7	£29,685	£30,071
Technical Grade	TG02	6	£28,381	£28,750
Technical Grade	TG02	5	£27,076	£27,428
Technical Grade	TG02	4	£25,869	£26,205
Technical Grade	TG02	3	£24,663	£24,984
Technical Grade	TG02	2	£23,460	£23,765
Technical Grade	TG02	1	£22,456	£22,748

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments.

Authorised by: \_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

**LONDON UNDERGROUND LIMITED**

To: IM

Payroll Services Ref No:	LUL/16/26
Issued on	29 March 2016
Effective Date	01 July 2016
On Payroll Areas	PA10,PA15
 PAY SCALE TYPE:	 08
PAY SCALE AREA:	MC

**THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS refer to the main LU Rates**  
**Implementation Notice - Management - LUL Nominee BCV**

It has been agreed that salary rates will be increased by 1.3% with effect from 01 July 2016.

Job Title	Pay Scale Group	Minimum at 01 July 2015	Maximum at 01 July 2015	Minimum at 01 July 2016	Maximum at 01 July 2016
Manager Band G	<b>MMG0</b>	£38,524	£91,646	£39,025	£92,837
Manager Band G1	<b>MMG1</b>	£38,524	£96,190	£39,025	£97,440
Manager Band G2	<b>MMG2</b>	£38,524	£96,190	£39,025	£97,440
Manager Band H	<b>MMH0</b>	£38,524	£91,646	£39,025	£92,837
Manager Band H1	<b>MMH1</b>	£38,524	£96,190	£39,025	£97,440
Manager Band H2	<b>MMH2</b>	£38,524	£96,190	£39,025	£97,440
Manager Band J	<b>MMJ0</b>	£38,524	£91,646	£39,025	£92,837
Manager Band J1	<b>MMJ1</b>	£38,524	£96,190	£39,025	£97,440

\* Level 1 is designated for regular unsocial hours working

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments.

Authorised by: \_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/27  
 Issued on 29 March 2016  
 Effective Date 01 July 2016  
 On Payroll Areas PA10,PA15

PAY SCALE TYPE: 08  
 PAY SCALE AREA: MC

**THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS refer to the main LU Rates**  
**Implementation Notice - Support Management - LUL Nominee BCV & SSL**

It has been agreed that salary rates will be increased by 1.3% with effect from 01 July 2016.

Job Title	Pay Scale Group	Minimum at 01 July 2015	Maximum at 01 July 2015	Minimum at 01 July 2016	Maximum at 01 July 2016	Overtime Rate at 01 July 2015	Overtime Rate at 01 July 2016
Support Manager Band D	<b>SMD0</b>	£27,896	£59,799	£28,259	£60,576	£20.8172	£21.0878
Support Manager Band D Level 1*	<b>SMD1</b>	£27,896	£68,775	£28,259	£69,669	£23.7681	£24.0771
Support Manager Band E	<b>SME0</b>	£27,896	£59,799	£28,259	£60,576	£23.7681	£24.0771
Support Manager Band E Level 1*	<b>SME1</b>	£27,896	£68,775	£28,259	£69,669	£25.9081	£26.2449
Support Manager Band F	<b>SMF0</b>	£27,896	£59,799	£28,259	£60,576	£25.9081	£26.2449
Support Manager Band F Level 1*	<b>SMF1</b>	£27,896	£68,775	£28,259	£69,669	£29.2981	£29.6790

\* Level 1 is designated for regular unsocial hours working

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments.

Authorised by:

\_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/28  
 Issued on 29 March 2016  
 Effective Date 01 April 2016  
 On Payroll Areas PA15

PAY SCALE TYPE: 08  
 PAY SCALE AREA: MC

**THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS refer to the main LU Rates**  
**Implementation Notice - Support Management Old T&Cs - LUL Nominee BCV & SSL**

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.

Job Title	Pay Scale Group	Pay Scale Level	Minimum at 01 April 2015	Maximum at 01 April 2015	Minimum at 01 April 2016	Maximum at 01 April 2016	Overtime Rate at 01 April 2015	Overtime Rate at 01 April 2016
Support Manager - Old Conditions	<b>SM01</b>	2	£40,706	£55,410	£41,235	£56,130	£26.6054	£26.9513
Support Manager - Old Conditions	<b>SM01</b>	1	£35,769	£49,139	£36,234	£49,778	£24.4108	£24.7281

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments.

Authorised by: \_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/29  
 Issued on: 29 March 2016  
 Effective Date: 01 April 2016  
 On Payroll Areas: PA10,PA15

PAY SCALE TYPE: 08  
 PAY SCALE AREA: MG

**THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS refer to the main LU Rates**

Implementation Notice - Administration - LUL Nominee BCV & SSL

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.

Job Title	Pay Scale Group	Minimum at	Maximum at	Minimum at	Maximum at	Average weekly shifts	Contractual Weekly Hours
		01 April 2015	01 April 2015	01 April 2016	01 April 2016		
Administrator Band C	<b>ADC0</b>	£28,663	£40,923	£29,036	£41,455	5.00	35.0
Higher Administrative Grade	<b>AG01</b>	£30,990	£40,924	£31,393	£41,456	5.00	35.0

Job Title	Pay Scale Group	Annual Salary at 01 April 2015	Annual Salary at 01 April 2016	Average weekly shifts	Contractual Weekly Hours
Administrative Grade	<b>AG02</b>	£36,292	£36,764	5.00	35.0
Administrator Band A	<b>A0A0</b>	£20,788	£21,058	5.00	35.0
Administrator Band A	<b>A1A0</b>	£21,664	£21,946	5.00	35.0
Administrator Band A	<b>A2A0</b>	£22,536	£22,829	5.00	35.0
Administrator Band A	<b>A3A0</b>	£23,404	£23,708	5.00	35.0
Administrator Band A	<b>A4A0</b>	£24,147	£24,461	5.00	35.0
Administrator Band A	<b>A5A0</b>	£24,797	£25,119	5.00	35.0
Administrator Band A	<b>A6A0</b>	£25,332	£25,661	5.00	35.0
Administrator Band A	<b>A7A0</b>	£25,775	£26,110	5.00	35.0
Administrator Band A	<b>A8A0</b>	£26,100	£26,439	5.00	35.0
Administrator Band B	<b>A0B0</b>	£25,259	£25,587	5.00	35.0
Administrator Band B	<b>A1B0</b>	£26,358	£26,701	5.00	35.0
Administrator Band B	<b>A2B0</b>	£27,399	£27,755	5.00	35.0
Administrator Band B	<b>A3B0</b>	£28,315	£28,683	5.00	35.0
Administrator Band B	<b>A4B0</b>	£29,089	£29,467	5.00	35.0
Administrator Band B	<b>A5B0</b>	£29,735	£30,122	5.00	35.0
Administrator Band B	<b>A6B0</b>	£30,293	£30,687	5.00	35.0
Administrator Band B	<b>A7B0</b>	£30,756	£31,156	5.00	35.0
Administrator Band B	<b>A8B0</b>	£31,135	£31,540	5.00	35.0
Administrator Band B	<b>A9B0</b>	£31,429	£31,838	5.00	35.0

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments.

Authorised by: \_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/30  
 Issued on: 29 March 2016  
 Effective Date: 01 April 2016  
 On Payroll Areas

PAY SCALE TYPE: 08  
 PAY SCALE AREA: MG

**THE RATES BELOW SHOULD NOT BE USED FOR NEW ENTRANTS refer to the main LU Rates**  
**Implementation Notice - Student / Graduate - LUL Nominee BCV & SSL**

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.

Job Title	Pay Scale Group	Level	Annual Salary at	Annual Salary at	Contractual Weekly Rate	Overtime rate per hour	Average weekly shifts	Contractual Weekly Hours
			01 April 2015	01 April 2016				
Graduate **	A0C0		£33,485	£33,920	£650.23	n/a	5.00	35.0
Graduate **	A1C0		£34,525	£34,974	£670.43	n/a	5.00	35.0
Student	A250	5	£28,287	£28,655	£549.30	n/a	5.00	35.0
Student	A250	4	£26,939	£27,289	£523.12	n/a	5.00	35.0
Student	A250	3	£25,895	£26,232	£502.85	n/a	5.00	35.0
Student	A250	2	£24,858	£25,181	£482.71	n/a	5.00	35.0
Student	A250	1	£23,818	£24,128	£462.52	n/a	5.00	35.0
Graduate **	A2C0		£35,557	£36,019	£690.47	n/a	5.00	35.0
Graduate **	A3C0		£36,602	£37,078	£710.77	n/a	5.00	35.0

Job Title	Pay Scale Group	Minimum at	Maximum at	Minimum at	Maximum at
		01 April 2015	01 April 2015	01 April 2016	01 April 2016
Graduate Band C	ATCO	£36,605	£40,924	£37,081	£41,456

\*\* Annual increments are awarded subject to necessary progress in training and in professional / technical examinations being achieved. In exceptional circumstances an additional increment may be awarded six months after the first or subsequent annual increment for outstanding performance.

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Departments.

Au horised by: \_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

To IM

PAY SCALE TYPE 05  
 PAY SCALE AREA 18

Payroll Services Ref No: LUL/16/31  
 Issued on 29 March 2016  
 Effective Date 01 April 2016  
 On Payroll Area PA20

**IMPLEMENTATION NOTICE OPERATIONAL GRADES APPRENTICES - OPERATIONAL Payroll Cycle - PA20**

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
 The revised salary is shown below.

JOB TITLE	PAY SCALE GROUP	ANNUAL SALARY EFFECTIVE FROM	REVISED ANNUAL SALARY EFFECTIVE FROM	CONTRACTUAL WEEKLY RATE FROM	CONTRACTUAL WEEKLY RATE FROM	CONTRACTUAL WEEKLY HOURS	OVERTIME RATE PER HOUR	AV. NO. OF SHIFTS PER WEEK
		01 April 2015	01 April 2016	01 April 2015	01 April 2016			
MODERN APPRENTICE - YEAR 1	SL21	£16,881	£17,100	£323.60	£327.80	35	N/A	5
MODERN APPRENTICE - YEAR 2 (until completion of scheme)	SL22	£18,778	£19,022	£359.97	£364.64	35	N/A	5

Appropriate amendments should be made to the Contracts of Employment documents maintained by the Employing Department.  
 Part-time staff should be entered on SAP with the appropriate Capital Utilisation level.

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Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

To IM

Issued on 29 March 2016  
 Effective Date 01 April 2016  
 On Payroll Areas PA20  
 PAY SCALE TYPE: 05  
 PAY SCALE AREA : 18  
 Payroll Services Ref No: LUL/16/32

Implementation Notice: Operational Grades: Station Staff & Trainee Station Staff: Payroll Cycle - SB1

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.

Job Title	Pay Scale Group	Capital Utilisation Level	Salary at 01 April 2015	Salary at 01 April 2016	Contractual Weekly Rate 01 April 2016	Overtime Rate per Hour 01 April 2015	Overtime Rate per Hour 01 April 2016	Av. No. of Shifts per Week	Contractual Weekly Hours
<b>Station Staff Pay Scale Groups</b>									
Customer Service Assistant 1	CSA1	100.00%	£30,880	£31,281	£599.64	£21.1410	£21.4156	5	35
Customer Service Assistant 1 (Ex-Coach)	CSAX	100.00%	£33,043	£33,473	£641.66	£22.6219	£22.9162	5	35
Customer Service Assistant 2	CSA2	100.00%	£23,317	£23,317	£446.98	£15.9633	£16.6794	5	35
Customer Service Supervisor 1	CSS1	100.00%	£45,088	£45,674	£875.54	£30.8681	£31.2693	5	35
Customer Service Supervisor 2	CSS2	100.00%	£37,001	£37,482	£718.51	£25.3316	£25.6609	5	35
Customer Service Supervisor 2 (Ex-Coach)	CSSX	100.00%	£39,166	£39,675	£760.55	£26.8138	£27.1623	5	35
Customer Service Assistant 1 (Displaced Signal Operator Reserve)	SA64	100.00%	£43,773	£44,342	£850.01	£29.9678	£30.3574	5	35
<b>Trainee Station Staff Pay Scale Groups</b>									
Trainee Customer Service Assistant 1 (80% of CSA1)	TCSA1	80.00%	£24,704	£25,025	£479.72	£16.9128	£17.1326	5	35
Trainee Customer Service Assistant 2 (80% of CSA2)	TCSA2	80.00%	£19,240	£19,490	£373.62	£13.1721	£13.3432	5	35
Trainee Customer Service Supervisor 1 (80% of CSS1)	TCSS1	80.00%	£36,070	£36,539	£700.43	£24.6942	£25.0153	5	35
Trainee Customer Service Supervisor 2 (80% of CSS2)	TCSS2	80.00%	£29,601	£29,986	£574.82	£20.2654	£20.5290	5	35
Trainee Customer Service Manager 1 (80% of CSM1)	TCSM1	80.00%	£38,986	£39,493	£757.06	£26.6906	£27.0377	5	35
Trainee Customer Service Manager 2 (80% of CSM2)	TCSM2	80.00%	£35,710	£36,174	£693.44	£24.4477	£24.7654	5	35
Trainee Customer Service Manager 3 (80% of CSM3)	TCSM3	80.00%	£32,436	£32,858	£629.87	£22.2063	£22.4952	5	35

Authorised by: \_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

LONDON UNDERGROUND LIMITED

To: IM

Payroll Services Ref No: LUL/16/33  
 Issued on 29 March 2016  
 Effective Date 01 April 2016  
 On Payroll Areas PA20

PAY SCALE TYPE: 05  
 PAY SCALE AREA : 12

Implementation Notice: Customer Services Managers (CSM1 to CSM3) : Payroll Cycle - SB1  
 It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.

Job Title	Pay Scale Group	Shift Working Pattern			Salary Range at 01 April 2015		Overtime Rate at 01 April 2015	Salary Range at 01 April 2016		Overtime Rate at 01 April 2016	Contractual Weekly Hours
		Level 1	Level 2	Level 3	Minimum	Maximum		Minimum	Maximum		
Customer Service Manager 1	CSM1	392 +	330 - 391	270 - 329	£48,732	£65,741	£39.1852	£49,366	£66,596	£39.6949	35
Customer Service Manager 2	CSM2	330 - 391	270 - 329	190 - 269	£44,638	£60,359	£35.9415	£45,218	£61,144	£36.4087	35
Customer Service Manager 3	CSM3	270 - 329	190 - 269		£40,545	£55,189	£32.7707	£41,072	£55,906	£33.1965	35

Authorised by: \_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

To: IM

It has been agreed that salary rates will be increased by 1.3% with effect from 01 April 2016.  
 Implementation Notice: Power Distribution

Job Title	Shift Pattern	Full Description	Pay Scale Group	Level	Salary at 01 April 2015	Salary at 01 April 2016	Overtime Rate at 01 April 2015	Overtime Rate at 01 April 2016	Contractual Weekly Hours
Unskilled	Days	Unskilled Days	P1D1		£26,097	£26,436	£17.8665	£18.0986	35
Craftsperson	Days	Craftsperson L1 Days - Entry	P2D1	1	£37,557	£38,045	£25.7122	£26.0463	35
		Craftsperson L1 Days - Experienced	P2D2		£39,994	£40,514	£27.3806	£27.7366	35
	Nights	Craftsperson L1 Nights - Entry	P2N1		£46,194	£46,795	£31.6253	£32.0367	35
		Craftsperson L1 Nights - Experienced	P2N2		£49,192	£49,831	£33.6778	£34.1152	35
	Fix Shift A	Craftsperson L1 Fix Shift A - Entry	P2A1		£41,312	£41,849	£28.2830	£28.6506	35
		Craftsperson L1 Fix Shift A - Experienced	P2A2		£43,993	£44,565	£30.1184	£30.5100	35
	Fix Shift B	Craftsperson L1 Fix Shift B - Entry	P2B1		£43,565	£44,131	£29.8254	£30.2129	35
		Craftsperson L1 Fix Shift B - Experienced	P2B2		£46,393	£46,996	£31.7615	£32.1743	35
	Roll Shift	Craftsperson L1 Roll Shift - Entry	P2R1		£48,057	£48,682	£32.9007	£33.3286	35
		Craftsperson L1 Roll Shift - Experienced	P2R2		£50,189	£50,841	£34.3603	£34.8067	35
	2	Days	Craftsperson L2 Days - Entry	P3D1	£39,994	£40,514	£27.3806	£27.7366	35
			Craftsperson L2 Days - Experienced	P3D2	£42,500	£43,053	£29.0963	£29.4749	35
		Nights	Craftsperson L2 Nights - Entry	P3N1	£50,151	£50,803	£34.3343	£34.7807	35
			Craftsperson L2 Nights - Experienced	P3N2	£52,312	£52,992	£35.8138	£36.2793	35
		Gen Shift	Craftsperson L2 Gen Shift - Entry	P3G1	£44,956	£45,540	£30.7777	£31.1775	35
			Craftsperson L2 Gen Shift - Experienced	P3G2	£47,118	£47,731	£32.2579	£32.6775	35
		Fix Shift A	Craftsperson L2 Fix Shift A - Entry	P3A1	£43,993	£44,565	£30.1184	£30.5100	35
			Craftsperson L2 Fix Shift A - Experienced	P3A2	£46,750	£47,358	£32.0059	£32.4222	35
		Fix Shift B	Craftsperson L2 Fix Shift B - Entry	P3B1	£46,393	£46,996	£31.7615	£32.1743	35
			Craftsperson L2 Fix Shift B - Experienced	P3B2	£49,300	£49,941	£33.7517	£34.1906	35
Roll Shift	Craftsperson L2 Roll Shift - Entry	P3R1	£50,586	£51,244	£34.6321	£35.0826	35		
	Craftsperson L2 Roll Shift - Experienced	P3R2	£52,742	£53,428	£36.1082	£36.5778	35		
	Shift Pattern	Full Description	Pay Scale Group	Level	Salary at 01 April 2015	Salary at 01 April 2016	Overtime Rate at 01 April 2015	Overtime Rate at 01 April 2016	Contractual Weekly Hours
Team Leader	Gen Shift	Craftsperson L3 Gen Shift - Entry	P4G1	3	£49,083	£49,721	£33.6031	£34.0399	35
		Craftsperson L3 Gen Shift - Experienced	P4G2		£51,244	£51,910	£35.0826	£35.5386	35
Team Leader	Days	Team Leader Days - Entry	P5D1	1	£42,248	£42,797	£28.9238	£29.2996	35
		Team Leader Days - Experienced	P5D2		£47,550	£48,168	£32.5536	£32.9767	35
	Nights	Team Leader Nights - Entry	P5N1		£51,965	£52,641	£35.5762	£36.0390	35
		Team Leader Nights - Experienced	P5N2		£58,487	£59,247	£40.0413	£40.5616	35
	Fix Shift A	Team Leader Fix Shift A - Entry	P5A1		£46,472	£47,076	£31.8156	£32.2291	35
		Team Leader Fix Shift A - Experienced	P5A2		£52,306	£52,986	£35.8097	£36.2752	35
Fix Shift B	Team Leader Fix Shift B - Entry	P5B1	£49,007	£49,644	£33.5511	£33.9872	35		
	Team Leader Fix Shift B - Experienced	P5B2	£55,158	£55,875	£37.7622	£38.2531	35		
Technical	Days	Technical L1 Days - Entry	P6D1	1	£44,748	£45,330	£30.6353	£31.0338	35
		Technical L1 Days - Experienced	P6D2		£50,359	£51,014	£34.4767	£34.9251	35
	Nights	Technical L1 Nights - Entry	P6N1		£55,041	£55,757	£37.6821	£38.1723	35
		Technical L1 Nights - Experienced	P6N2		£61,941	£62,746	£42.4060	£42.9571	35
	Fix Shift A	Technical L1 Fix Shift A - Entry	P6A1		£49,224	£49,864	£33.6997	£34.1378	35
		Technical L1 Fix Shift A - Experienced	P6A2		£55,394	£56,114	£37.9238	£38.4167	35
	Fix Shift B	Technical L1 Fix Shift B - Entry	P6B1		£51,909	£52,584	£35.5379	£36.0000	35
		Technical L1 Fix Shift B - Experienced	P6B2		£58,416	£59,175	£39.9927	£40.5123	35
	Days	Technical L2 Days - Entry	P7D1	2	£50,359	£51,014	£34.4767	£34.9251	35
		Technical L2 Days - Experienced	P7D2		£53,472	£54,167	£36.6079	£37.0838	35
	Nights	Technical L2 Nights - Entry	P7N1		£61,941	£62,746	£42.4060	£42.9571	35
		Technical L2 Nights - Experienced	P7N2		£65,771	£66,626	£45.0281	£45.6134	35
	Fix Shift A	Technical L2 Fix Shift A - Entry	P7A1		£55,394	£56,114	£37.9238	£38.4167	35
		Technical L2 Fix Shift A - Experienced	P7A2		£58,820	£59,585	£40.2693	£40.7930	35
Fix Shift B	Technical L2 Fix Shift B - Entry	P7B1	£58,416		£59,175	£39.9927	£40.5123	35	
	Technical L2 Fix Shift B - Experienced	P7B2	£62,028		£62,834	£42.4655	£43.0173	35	

Authorised by: \_\_\_\_\_  
 Jean Cockerill  
 Director of Employee Relations

**SIGN-OFF SHEET FOR LUL IMPLEMENTATION NOTICES IN REFERENCE TO 2016 WAGE AWARD**

<b>Reference Number</b>	<b>Name</b>
LUL/16/1	Implementation Notice: LUL Staff on TfL Pay and Conditions
LUL/16/2	Implementation Notice: Operational Managers (Duty Managers)
LUL/16/3	Implementation Notice: Operational Managers (Duty Managers-Trains Trainee)
LUL/16/4	Implementation Notice: Track Access Control
LUL/16/5	Implementation Notice: Power Control
LUL/16/6	Implementation Notice: Operational Managers (Q1A to Q6)
LUL/16/7	Implementation Notice: Service Managers/Controllers
LUL/16/8	Implementation Notice: Service Controllers (Waterloo & City)
LUL/16/9	Implementation Notice: Unmerged Support Managers
LUL/16/10	Implementation Notice: Management Staff ( Merged Terms And Conditions)
LUL/16/11	Implementation Notice: Support Mangers (Merged Terms And Conditions)
LUL/16/12	Implementation Notice: Centurion Manager ( Merged Terms And Conditions)
LUL/16/13	Implementation Notice: Operational Grades: Station Staff: Payroll Cycle
LUL/16/14	Implementation Notice: Operational Grades: Service Operator, Line Information Staff
LUL/16/15	Implementation Notice: Operational Grades: Train Staff
LUL/16/16	Implementation Notice: Operational Grades: Programme Roll Punch Inspectors
LUL/16/17	Implementation Notice: Administrative Grade Staff ( Merged Terms And Conditions)
LUL/16/18	Implementation Notice: Technical Grade Staff
LUL/16/19	Implementation Notice: Administrative Grade Staff
LUL/16/20	Implementation Notice: LUL 'R' Graded Management Staff (LT Terms and Conditions)
LUL/16/21	Implementation Notice: Central Businesses and Services Clerical and Technical Staff
LUL/16/22	Implementation Notice - Maintenance - LUL Nominee BCV & SSL
LUL/16/23	Implementation Notice - Maintenance - LUL Nominee BCV & SSL
LUL/16/24	Implementation Notice - Operational Managers - LUL Nominee BCV & SSL
LUL/16/25	Implementation Notice - Technical - LUL Nominee BCV & SSL
LUL/16/26	Implementation Notice - Management - LUL Nominee BCV
LUL/16/27	Implementation Notice - Support Management - LUL Nominee BCV & SSL
LUL/16/28	Implementation Notice - Support Management Old T&Cs - LUL Nominee BCV & SSL
LUL/16/29	Implementation Notice - Administration - LUL Nominee BCV & SSL
LUL/16/30	Implementation Notice - Student / Graduate - LUL Nominee BCV & SSL
LUL/16/31	Implementation Notice: Apprentices Operational
LUL/16/32	Implementation Notice - Station Staff
LUL/16/33	Implementation Notice - Customer Service Managers
LUL/16/34	Implementation Notice - Power Distribution



Jean Cockerill  
HR Director - LU Operations

TRANSPORT FOR LONDON

TO: IM

Payscale Type: 01  
 Payscale Area: RC

Issued On: 11/08/2015  
 Effective Date: 01/09/2015  
 On Payroll Area: PA10

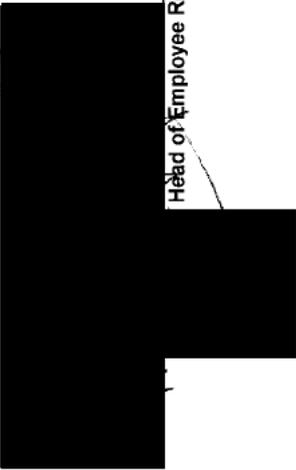
**IMPLEMENTATION NOTICE : HR Apprentices - Payroll Cycle PA10  
 RATES OF PAY & CONDITIONS OF EMPLOYMENT - 2015**

The following rates of pay have been agreed effective from 01 September 2015  
 The rates are not linked to RPI but may be adjusted annually in line with appropriate external market data

HR Apprentices	Payscale Group (Grade Code)	Sub-Level	ANNUAL SALARY WITH EFFECT FROM 01 September 2014	ANNUAL SALARY WITH EFFECT FROM 01 September 2015
Year 1 salary	APP5	01	N/A	£19,339
Year 2 salary	APP5	02	N/A	£21,660

Progression through the salary scales is dependant upon a successful performance review against specific criteria at each anniversary date

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



Authorised by

Head of Employee Relations & HR Policy

TRANSPORT FOR LONDON

TO: IM

Payscale Type:  
Payscale Area:

01  
RC

Issued On  
Effective Date:  
On Payroll Area

03/11/2015  
01/09/2015  
PA10

**IMPLEMENTATION NOTICE : Project Managers Apprentices - Payroll Cycle PA10  
RATES OF PAY & CONDITIONS OF EMPLOYMENT - 2015**

The following rates of pay have been agreed effective from 01 September 2015  
The rates are not linked to RPI but may be adjusted annually in line with appropriate external market data

PM Apprentices	Payscale Group (Grade Code)	ANNUAL SALARY WITH EFFECT FROM 01 September 2014	REVISED ANNUAL SALARY WITH EFFECT FROM 01 September 2015
Year 1 salary	PMA1	£17,124	£17,592
Year 2 salary	PMA2	£19,179	£19,703

Progression through the salary scales is dependant upon a successful performance review against specific criteria at each anniversary date.

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

Authorised by

Head of Employee Relations & HR Policy

TRANSPORT FOR LONDON

TO: IM

PayScale Type: 01  
PayScale Area: RC

Issued On: 03/11/2015  
Effective Date: 01/09/2015  
On Payroll Area: PA10

**IMPLEMENTATION NOTICE : IM Apprentices - Payroll Cycle PA10  
RATES OF PAY & CONDITIONS OF EMPLOYMENT - 2015**

The following rates of pay have been agreed effective from 01 September 2015  
The rates are not linked to RPI but may be adjusted annually in line with appropriate external market data

IM Apprentices	PayScale Group (Grade Code)	ANNUAL SALARY WITH EFFECT FROM 01 September 2014	ANNUAL SALARY WITH EFFECT FROM 01 September 2015
Year 1 salary	IMA1	£16,706	£17,163
Year 2 salary	IMA2	£18,711	£19,223

Progression through the salary scales is dependant upon a successful performance review against specific criteria at each anniversary date.

Full Time = 35 hours  
Part-time staff should be entered on SAP with the appropriate Capital Utilisation level.

Authorised by

\_\_\_\_\_  
Head of Employee Relations & Engagement

Transport for London

PAY SCALE TYPE 05  
 PAY SCALE AREA 10

Payroll Services Ref A RPI/2015  
 Issued on 06/02/2015  
 Effective Date 01/04/2015  
 On Payroll Area PA20

TO: IM

**IMPLEMENTATION NOTICE: Surface Transport: Community Safety, Enforcement and Policing: Bus Enforcement 2015 - RATES OF PAY & CONDITIONS OF EMPLOYMENT FOR NEW REVENUE PROTECTION INSPECTORS**

It has been agreed that the salary and overtime rates for the above staff will be increased by 3% effective from 1st April 2015.

It has also been agreed that the above staff will be paid a non-pensionable shift allowance of £1,300 per annum for staff who work a shift pattern which includes shifts finishing after 8pm and Saturday and Sunday working effective from 1st April 2013.

The new rate and terms and conditions from 01/04/15 are shown below:-

Job Title	Pay scale Group (Grade Code)	Pay scale level	Annual Salary 01.04.2013	Overtime Rate (per hour) 01.04.13	Night Working 2 01.04.13	Annual Salary 01.04.2015	Overtime Rate (per hour) 01.04.15	Night Working 2 01.04.15	Contractual Hours
Revenue Protection Inspector - On 1 year anniversary of start date	RPI	2	£37,344	£28.11	£29.73	£38,464	£28.95	£30.62	35
Job Title	Pay scale Group (Grade Code)	Pay scale level	Annual Salary 01.01.2013	Overtime Rate (per hour) 01.01.13	Night Working 01.01.13	Annual Salary 01.04.2013	Overtime Rate (per hour) 01.04.13	Night Working 01.04.13	Contractual Hours
Revenue Protection Inspector - On Appointment	RPIA	1	£30,960	£28.11	£29.73	£31,889	£28.95	£30.62	35
Revenue Protection Inspector - On 1 year anniversary of start date	RPIA	2	£33,024	£28.11	£29.73	£34,015	£28.95	£30.62	35
Revenue Protection Inspector - On 2 year anniversary of start date	RPIA	3	£35,088	£28.11	£29.73	£36,141	£28.95	£30.62	35
Revenue Protection Inspector - On 3 year anniversary of start date	RPIA	4	£37,344	£28.11	£29.73	£38,464	£28.95	£30.62	35

**1. Processing of Shift Allowance, Overtime and Night working**

Bus Enforcement will continue to calculate overtime entitlements or nights to pay and will advise payroll of the total hours/nights to pay.

Bus Enforcement will determine entitlement to receive shift allowance, and will advise payroll of the cash amount to pay. This element of income will be non-pensionable.

HRS - Payroll to calculate the payment.

**2. Night Working**

Payment made for each duty worked (on any night of the week) which includes the whole period from 0200 to 0259 hours.

**3. Sick Pay & Sick Pay rate\*\***

For service between 0 - 12mths : the first 6 weeks is 90% sick pay rate; the following 6 weeks is 45% sick pay rate

For service between 1 - 6 years : 16 weeks 90% sick pay rate; 16 weeks is 45% sick pay rate

For service more than 6 years : 26 weeks is 90% sick pay rate; 26 weeks is 45% sick pay rate

**5. Travel Facility**

Bus Enforcement's operational staff to have access to 75% taxable rail travel concession for work-related journeys and annual season tickets. The rail travel concession to be applied as per current TfL standard practice.

**6. Holiday**

Entitlement of annual leave: 30 days on appointment

CSEP to advise HRS of the employees with leave entitlements varying from the standard RPI quota as a result of transferring from within TfL and carrying across previous leave entitlement.

Authorised by:

Anand Nandha - Head of Bus Enforcement



TO: IM

**IMPLEMENTATION NOTICE: Enforcement and On-Street Operations Directorate: Bus Enforcement 2015 - RATES OF PAY & CONDITIONS OF EMPLOYMENT FOR NEW ROADS AND TRANSPORT ENFORCEMENT OFFICERS**

It has been agreed that the salary and overtime rates for the above staff will be as follows effective from 1st June 2015.

The effective date of 1st June reflects the anticipated start date of the first Roads and Transport Enforcement Officers. All future effective dates will be 1st April.

The new rate and terms and conditions from 01/06/15 are shown below:-

Job Title	Pay scale Group (Grade Code)	Pay scale level	Annual Salary 01.06.2015	Overtime Rate (per hour) 01.06.15	Night Working 01.06.15	Contractual Hours
Roads and Transport Enforcement Officers - On Appointment	RTEO	1	£31,889	£28.11	£29.73	35
Roads and Transport Enforcement Officers - On 1 year anniversary of start date	RTEO	2	£34,015	£28.11	£29.73	35
Roads and Transport Enforcement Officers - On 2 year anniversary of start date	RTEO	3	£36,141	£28.11	£29.73	35
Roads and Transport Enforcement Officers - On 3 year anniversary of start date	RTEO	4	£38,484	£28.11	£29.73	35

**1. Processing of Overtime and Night working**

Bus Enforcement will calculate overtime entitlements or nights to pay and will advise payroll of the total hours/nights to pay.  
HRS - Payroll to calculate the payment.

**2. Night Working**

Payment made for each duty worked (on any night of the week) which includes the whole period from 0200 to 0259 hours.

**3. Sick Pay & Sick Pay rate\*\***

For service between 0 - 12mths : the first 6 weeks is 90% sick pay rate; the following 6 weeks is 45% sick pay rate

For service between 1 - 6 years : 16 weeks 90% sick pay rate; 16 weeks is 45% sick pay rate

For service more than 6 years : 26 weeks is 90% sick pay rate; 26 weeks is 45% sick pay rate

**5. Travel Facility**

Bus Enforcement's operational staff to have access to 75% taxable rail travel concession for work-related journeys and annual season tickets. The rail travel concession to be applied as per current TL standard practice.

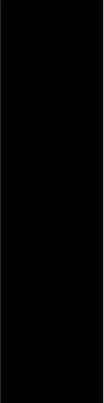
**6. Holiday**

Entitlement of annual leave: pro rated 30 days on appointment

EOS to advise HRS of the employees with leave entitlements varying from the standard RATEO quota as a result of transferring from within TL and carrying across previous leave entitlement.

Authorised by:

Anand Nandha - Head of Bus Enforcement



## Senior Manager Pay Ranges 2017

TfL has a broad band pay structure with two paybands that cover Senior Manager roles (payband 4 and payband 5). The pay ranges provide the internal parameters within which pay should be set.

### Payband 4 Pay Range (1 January 2017 – 31 December 2017)



### Payband 5 Pay Range (1 January 2017 – 31 December 2017)



TRANSPORT FOR LONDON

TO: IM

Payscale Type: 05  
Payscale Area: 79

Issued On 03/11/2015  
Effective Date: 01/09/2015  
On Payroll Area PA20

**IMPLEMENTATION NOTICE : Surface Transport Apprentices - Payroll Cycle PA20  
RATES OF PAY & CONDITIONS OF EMPLOYMENT - 2015**

The following rates of pay have been agreed effective from 01 September 2015  
The rates are linked to London Living Wage (LLW) but may be adjusted annually in line with external market data

ST Apprentices	Payscale Group (Grade Code)	ANNUAL SALARY WITH EFFECT FROM 01 September 2014	ANNUAL SALARY WITH EFFECT FROM 01 September 2015
Year 1 Salary	STA1	£16,706	£17,163
Year 2 salary	STA2	£18,711	£19,223
Year 3 Salary	STA3	£20,956	£21,530
Year 4 Salary	STA4	£23,470	£24,114

Progression through the salary scales is dependant upon a successful performance review against specific criteria at each anniversary date.

Full Time = 35 hours

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



Authorised by: \_\_\_\_\_  
Head of Employee Relations & Engagement

**Transport for London**

**To: Reward & Recognition**

PAY SCALE TYPE 01  
PAY SCALE AREA RC

Issued on 15/02/2016  
Effective Date 01/04/2016  
On Payroll Areas PA10; PA15; PA20;  
PA25; PA40; PA41;  
PA42

**IMPLEMENTATION NOTICE - TfL PAYBAND 1**

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

<b>PAY SCALE GROUP</b>	<b>POINT</b>	<b>EFFECTIVE FROM 01 April 2016</b>
Band1	9	£24,452
Band1	10	£25,271
Band1	11	£26,117
Band1	12	£26,993
Band1	13	£27,902
Band1	14	£28,650

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

To: IM

PAY SCALE TYPE 05  
PAY SCALE AREA 01  
Payroll Services Ref No: SUR/2013  
Issued on 06/08/2013  
Effective Date 01/04/2013  
On Payroll Area PA20

**IMPLEMENTATION NOTICE - LONDON BUS SERVICES LTD: NETWORK DEVELOPMENT (OPERATIONAL) - TRAFFIC SURVEYORS 2013**

It has been agreed that the salary for the above staff will be increased by RPI figure confirmed at 3.2% (subject to a minimum of 2% and a maximum of 5%) effective from 1st April 2013.

Please note that this is the second of a 2 year pay deal

The revised rates are shown below:

JOB TITLE	PAY SCALE GROUP	ANNUAL SALARY 01.04.2012	ANNUAL SALARY 01.04.2013	HOURLY RATE 01.04.2012	HOURLY RATE 01.04.2013	OVERTIME RATE 01.04.2012	OVERTIME RATE 01.04.2013	CONTRACTUAL HOURS
Traffic Surveyor	TS03	£23,809	£24,571	£12.00	£12.38	£16.01	£16.52	38

**1. TRAINING RATE**

The training rate is (TBC - £12.69 plus RPI) per day for employees who are training new staff

**2. OVERTIME RATES**

Overtime and rest day working 1+1/3 of basic time

Night duties between 2200-0600 1+1/3. Guaranteed minimum of 4 hours

**3. ANNUAL LEAVE**

No change

Minimum entitlement of 26 days annual leave

Staff with 5 years or more service-entitlement 29 days annual leave

**All other terms and conditions remain unchanged - see attached**

Authorisers signature

Head of Network Development

TO: IM

TRANSPORT FOR LONDON

PAY SCALE TYPE  
PAY SCALE AREA

01  
RC

Issued on  
Effective Date  
On Payroll Area

04/11/2015  
01/09/2015  
PA10

**IMPLEMENTATION NOTICE : UNDERGRADUATE / SUMMER PLACEMENT TRAINEES  
RATES OF PAY & CONDITIONS OF EMPLOYMENT - 2015**

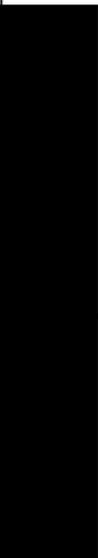
The following rates of pay have been agreed effective from 1st September 2015  
The rates are not linked to RPI, but may be adjusted annually in accordance with external benchmarking results.

Payscale Group (Grade Code)	ANNUAL SALARY WITH EFFECT FROM 01 September 2014	ANNUAL SALARY WITH EFFECT FROM 01 September 2015
UGRADT	£16,706	£17,163

Appropriate amendments should be made to Contracts of Employment documents.

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

Authorised by:



Head of Employee Relations Engagement & HR Policy

**IMPLEMENTATION NOTICE - VICTORIA COACH STATION**

**Staff Group - VCS Operational Staff**

The following table sets out the rates for staff within the purview of the CNC effective on and from 01 April 2016 until 31 March 2017 inclusive.

**Overtime Rates: All hours worked over their rostered hours to be paid at time and one quarter. To be paid at the rate for the job or an individual's own rate, whichever is greater.**

PAY SCALE GROUP	CAPITAL UTILISATION LEVEL	BASIC SALARY					
		ANNUAL	WEEKLY	HOURLY	ANNUAL	WEEKLY	HOURLY
		1ST APRIL 2015			1ST APRIL 2016		
VR7	100%	£26,312	£504.38	£14.0106	£26,654	£510.94	£14.1928
VR8	100%	£27,161	£520.66	£14.4628	£27,514	£527.42	£14.6506
VR9	100%	£28,019	£537.11	£14.9197	£28,383	£544.08	£15.1133
VR10	100%	£29,039	£556.66	£15.4628	£29,417	£563.90	£15.6639
VR13	100%	£32,464	£622.31	£17.2864	£32,886	£630.40	£17.5111
VR14	100%	£33,657	£645.18	£17.9217	£34,095	£653.58	£18.1550
VR15	100%	£34,941	£669.80	£18.6056	£35,395	£678.50	£18.8472
VR16	100%	£35,587	£682.18	£18.9494	£36,050	£691.05	£19.1958
VR17	100%	£36,245	£694.79	£19.2997	£36,716	£703.82	£19.5506
VR19	100%	£37,628	£721.30	£20.0361	£38,117	£730.68	£20.2967

Additional Rates & Allowances

	2015	2016
Higher Duty Pay - Cover of Operations Site Manager (Hourly rate of pay)	£21.01	£21.28
First Aid Allowance (where payable; per annum)	£575.92	£575.92
First Aid Allowance (New staff from 01/04/2013):	£265.00	£265.00
Language Allowance:1 or 2 languages(New Staff exempt from 01/04/2012):	£358.80	£363.46
3 or more languages(New Staff exempt from 01/04/2012):	£716.38	£725.69
Driving Allowance (Paid Weekly / 4 Weekly where payable; per annum)	£1,492.32	£1,511.72
Night Allowance - Casual Night Working (paid per night worked where duty covers 0001 - 0200 hours; per shift)	£25.06	£25.39
Night Allowance - Annual Allowance (Paid Weekly / 4 Weekly where payable; per annum)	£6,492.66	£6,577.06
Training Allowance (where payable; per shift)	£9.49	£9.61

The above rates are those due to full-time staff (36 basic hours per week). Part-time staff are paid pro rata

Four weekly salaries are weekly rates times four

Authorised by:



General Manager - Victoria Coach Station