

# Salary Supplements where market rates fall within the new pay bands

## Example A

Complies with policy

Market rate must be higher than top of pay band

BCP Band Example

Market rate	£37,000.00
Top of the band	£35,000.00
	£34,000.00
	£33,000.00
	£32,000.00
	£31,000.00
Bottom of the band	£30,000.00

## Example B

Does not comply with policy

Market rate falls within pay band

BCP Band Example

Top of the band	£35,000.00
Market rate	£34,000.00
	£33,000.00
	£32,000.00
	£31,000.00
Bottom of the band	£30,000.00

## Principles:

- **Those who would be at detriment** (ringfenced roles) as in Example B through the removal of the supplement as a result of the implementation of Pay and Reward will be permitted to retain their supplement until **1 April 2029** subject to continuing market evidence and annual endorsement from the salary supplement panel in line with the policy. Supplements will cease where market evidence no longer exists
- The current supplement is the **maximum amount payable** and will reduce as base pay increases through annual inflationary pay awards or incremental progression
- Pay will be reviewed to ensure that the new total reward offer does not exceed the market rate agreed by the salary supplements panel (a cap will apply where it does)
- **New starters** will join at the bottom of the band but will be entitled to receive the supplement along with colleagues until 2029
- **Requests for reviews to increase the existing supplement** within ringfenced roles must comply with the policy (example A)
- **Requests for new supplements** in any other roles must comply with the policy (example A)

## How calculated where cap does not apply:

1. Colleague A currently receives £2,000 supplement at the point of implementation.
2. 1 Dec 2025 colleague A moves to bottom of band £30,000 and retains existing supplement.
3. Total at 1 December = £32,000
4. 1 April 2026 increment moves base pay to £31,000 plus £2,000 supplement = £33,000 total
5. 1 April 2027 next increment plus £2,000 supplement = £34,000 total
6. 1 April 2028 next increment and supplement reduces to £1,000 (to not exceed the market rate) = £34,000 total
7. 1 April 2029 base pay catches up /exceeds the market rate and salary supplement ceases
8. 1 April 2030 next increment to the top of the pay band = £35,000 (no supplement)

## How calculated where cap does apply:

1. Colleague B currently receives £5,000 supplement at the point of implementation.
2. 1 Dec 2025 colleague A moves to bottom of band £30,000 and existing supplement is reviewed as total pay now exceeds the market rate and the cap will therefore apply
3. Total at 1 December = £34,000
4. 1 April 2026 increment moves base pay to £31,000 plus £3,000 supplement = £34,000 total
5. 1 April 2027 next increment plus £2,000 supplement = £34,000 total
6. 1 April 2028 next increment and supplement reduces to £1,000 = £34,000 total
7. 1 April 2029 base pay catches up / exceeds market rate, salary supplement ceases
8. 1 April 2030 next increment to the top of the pay band = £35,000 (no supplement)