Personal Protection 10 + 4 Rule
Example

The example below is given on the assumptions that:-

a) The employee's post is regraded to, or merged with, a lower grade with effect from 01/02/2020.
b) The maximum of the Pay Scale as at 01/04/2030 is £31,032.
c) The maximum of the obsolete Pay Scale as at 01/04/2030 is £34,798.
d) The date of the annual pay award will be the 1st April.
e) The pay awards over the following 4 years will be at 2%.
f) The equal installments will be:-
    - 20% in year 11
    - 25% in year 12
    - 33.3% in year 13
    - 50% in year 14
    - Remainder in year 15

11th year of pay protection (1/2/2030)

Pay (Protected)	Pay Scale
£34,798	£31,032

£34,798 – £31,032 = £3,766 difference between obsolete pay scale and new pay scale
£3,766 x 20% = £753 reduce difference by equal instalment
£34,798 – £753 = **£34,045** rate of pay

12th year of pay protection (1/2/2031)

Pay (Protected)	Pay Scale
£34,045 + 2% (pay award) = £34,726	£31,032 + 2% (pay award) = £31,653

£34,726 – £31,653 = £3,073
£3,073 x 25% = £768
£34,726 – £768 = **£33,958**

13th year of pay protection (1/2/2032)

Pay (Protected)	Pay Scale
£33,958 + 2% = £34,637	£31,653 + 2% = £32,286

£34,637 – £32,286 = £2,351
£2,351 x 33.3% = £783
£34,637 – £783 = **£33,854**

14th year of pay protection (1/2/2033)

Pay (Protected)

£33,854 + 2% = £34,531
£34,531 - £32,932 = £1,599
£1,599 x 50% = £800
£34,531 – £800 = **£33,731** rate of pay

Pay Scale

£32,286 + 2% = £32,932

15th year pay protection ends (1/2/2034)

Pay
£33,731 + 2% = £34,406
£34,406 - £33,591 = £815
£34,406 - £815 = **£33,591** rate of pay

Pay Scale
£32,932 + 2% = £33,591

Note: Figures have been rounded to the nearest pound.

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