Appendix 1

Financial model showing the financial impact of the scheme based on current awards.

Non-UC cases - banded scheme		Gain	Loss	No change	All
Nil band	Cases		93	1	94
	Average loss/gain		2.42	0.00	2.40
	Highest loss/gain		13.45	0.00	13.45
12% band	Cases	69	34		103
	Average loss/gain	1.38	2.43		-0.12
	Highest loss/gain	1.87	6.07		6.07
30% band	Cases	951	228	3	1,182
	Average loss/gain	2.30	1.30	0.00	-1.60
	Highest loss/gain	4.86	8.07	0.00	8.07
45% band	Cases	1,431	702	1	2,134
	Average loss/gain	1.86	1.40	0.00	-0.79
	Highest loss/gain	4.55	10.60	0.00	10.60
70% band	Cases	914	648	2	1,564
	Average loss/gain	1.33	1.17	0.00	-0.29
	Highest loss/gain	3.87	3.26	0.00	3.26
max 82.5% band	Cases			27,596	27,596
	Average loss/gain			0.00	0.00
	Highest loss/gain			0.00	0.00
All Non-UC cses	Cases	3,365	1,705	27,603	32,673
	Average loss/gain	1.83	1.37	0.00	-0.12
	Highest loss/gain	4.86	13.45	0.00	13.45
Non-UC cases - not a banded scheme		Gain	Loss	No change	All
Nil band	Cases			32,673	32,673
	Average loss/gain			0.00	0.00
	Highest loss/gain			0.00	0.00
UC cases - banded scheme					
Nil band	Cases		10		10
	Average loss/gain		2.55		2.55
	Highest loss/gain		11.62		11.62

12% band	Cases	11	1		12
	Average loss/gain	1.17	3.25		-0.80
	Highest loss/gain	1.71	3.25		3.25
30% band	Cases	143	13		156
	Average loss/gain	2.75	1.15		-2.42
	Highest loss/gain	5.25	3.59		3.59
45% band	Cases	200	61		261
	Average loss/gain	2.18	1.02		-1.43
	Highest loss/gain	4.36	6.76		6.76
70% band	Cases	113	75		188
	Average loss/gain	1.65	1.07		-0.56
	Highest loss/gain	3.22	2.92		2.92
max 82.5% band	Cases			3,927	3,927
	Average loss/gain			0.00	0.00
	Highest loss/gain			0.00	0.00
All UC cases	Cases	467	160	3,927	4,554
	Average loss/gain	2.20	1.16	0.00	-0.18
	Highest loss/gain	5.25	11.62	0.00	11.62
Total with a banded scheme for all cases					
	Cases	3,832	1,865	31,530	37,227
	Average loss/gain	1.88	1.36	0.00	-0.13
	Highest loss/gain	5.25	13.45	0.00	13.45