

## Appendix 1

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

<b>UC cases - banded scheme</b>		Gainers	Losers	No change	All
Nil band	Cases		15		15
	Average gain/loss		1.46		1.46
	Highest gain/loss		4.40		
12% band	Cases	34	6		40
	Average gain/loss	1.09	2.28		0.58
	Highest gain/loss	1.87	6.16		
30% band	Cases	224	17		241
	Average gain/loss	2.86	0.89		2.60
	Highest gain/loss	5.25	3.98		
45% band	Cases	335	72		407
	Average gain/loss	2.29	1.07		1.72
	Highest gain/loss	4.40	6.76		
70% band	Cases	154	100	1	255
	Average gain/loss	1.53	1.08		0.50
	Highest gain/loss	4.38	2.50		
max 82.5% band	Cases	366		5,253	5,619
	Average gain/loss	1.08		0.00	0.07
	Highest gain/loss	3.82		0.00	
All UC cases	Cases	1,116	207	5,254	6,577
	Average gain/loss	1.87	1.13	0.00	0.28
	Highest gain/loss	5.25	6.76	0.00	