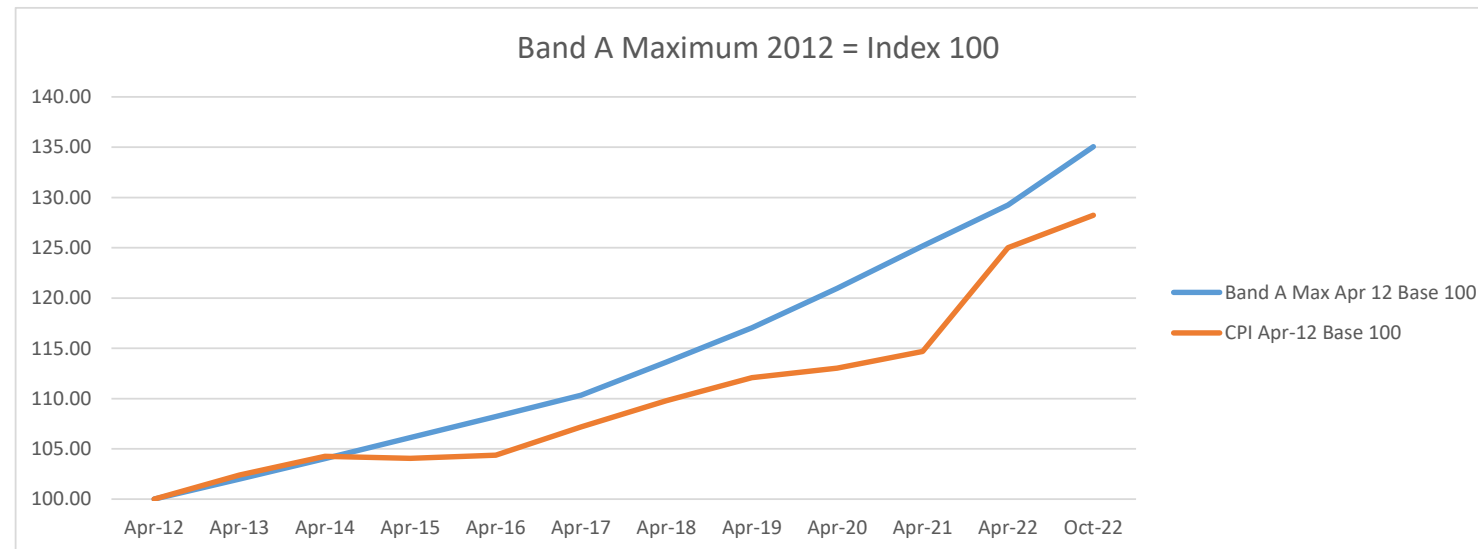


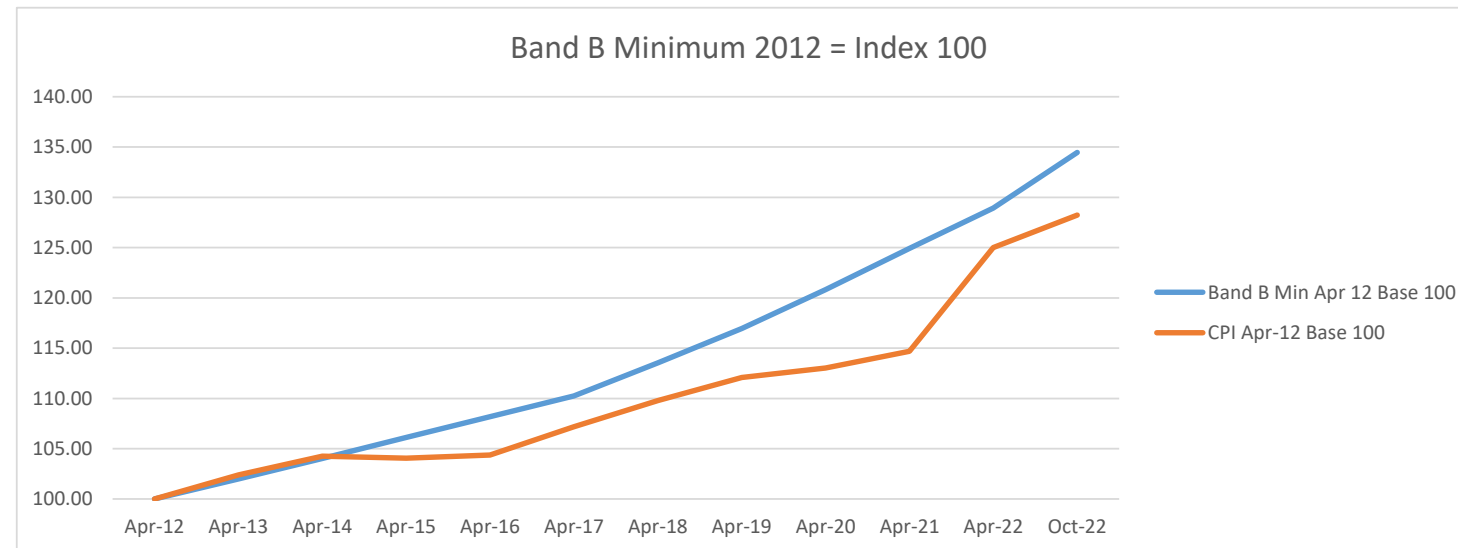
Cairngorms NPA Salary Bands and Inflation Movement 2012 to 2019

Band A Max	A Max	Band A	CPI		CPIH				
	£	Max Apr 1 Base 100	CPI Index	Apr-12 Base 100	CPIH Index	Apr-12 Base 100			
Apr-12	19064	100.00	96	100	95.9	100			
Apr-13	19445	102.00	98.3	102.40	98	102.19			
Apr-14	19834	104.04	100.1	104.27	99.6	103.86			
Apr-15	20231	106.12	99.9	104.06	99.9	104.17			
Apr-16	20631	108.22	100.2	104.38	100.6	104.90			
Apr-17	21031	110.32	102.9	107.19	103.2	107.61			
Apr-18	21662	113.63	105.4	109.79	105.5	110.01			
Apr-19	22312	117.04	107.6	112.08	107.6	112.20	21367	-945	-4.24%
Apr-20	23062	120.97	108.5	113.02	108.5	113.14			
Apr-21	23862	125.17	110.1	114.69	110.4	115.12			
Apr-22	24637	129.23	120	125.00	119	124.09			
Oct-22	25746	135.05	123.1	128.23	121.8	127.01			



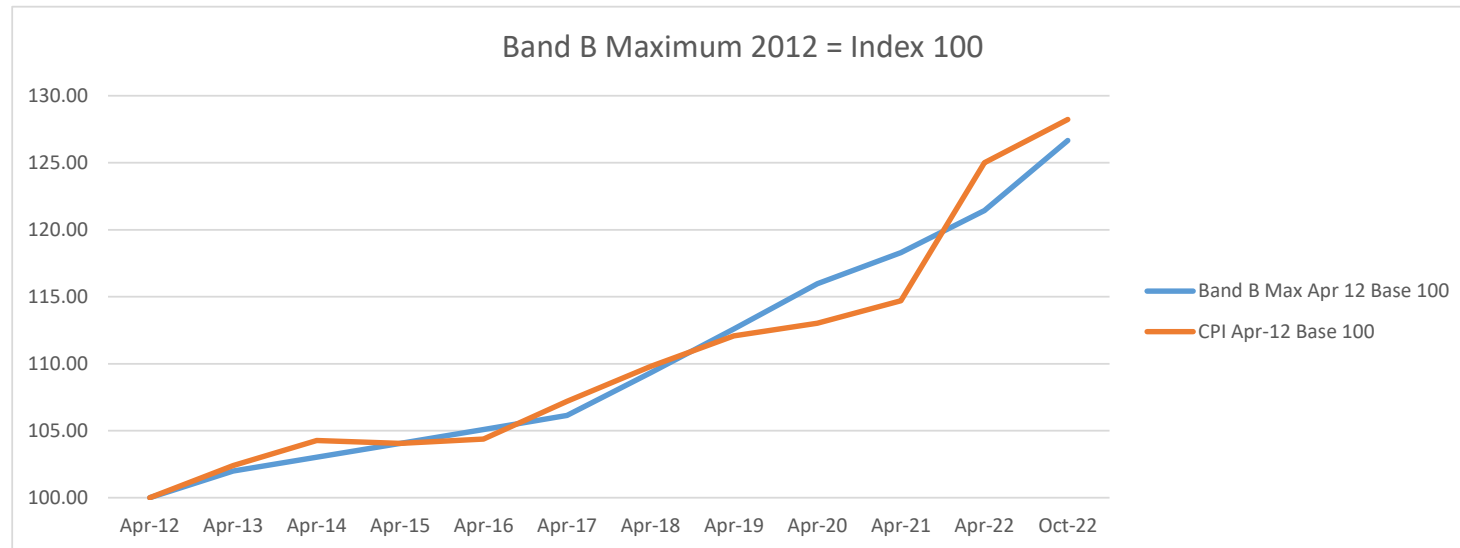
Cairngorms NPA Salary Bands and Inflation Movement 2012 to 2019

Band B Min	B Min £	Band B Min Apr 12 Base 100	CPI		CPIH				
			CPI Index	Apr-12 Base 100	CPIH Index	Apr-12 Base 100			
Apr-12	19439	100.00	96	100	95.9	100			
Apr-13	19828	102.00	98.3	102.40	98	102.19			
Apr-14	20225	104.04	100.1	104.27	99.6	103.86			
Apr-15	20630	106.13	99.9	104.06	99.9	104.17			
Apr-16	21030	108.18	100.2	104.38	100.6	104.90			
Apr-17	21430	110.24	102.9	107.19	103.2	107.61			
Apr-18	22073	113.55	105.4	109.79	105.5	110.01			
Apr-19	22735	116.96	107.6	112.08	107.6	112.20	21787	-948	-4.17%
Apr-20	23485	120.81	108.5	113.02	108.5	113.14			
Apr-21	24285	124.93	110.1	114.69	110.4	115.12			
Apr-22	25060	128.92	120	125.00	119	124.09			
Oct-22	26138	134.46	123.1	128.23	121.8	127.01			



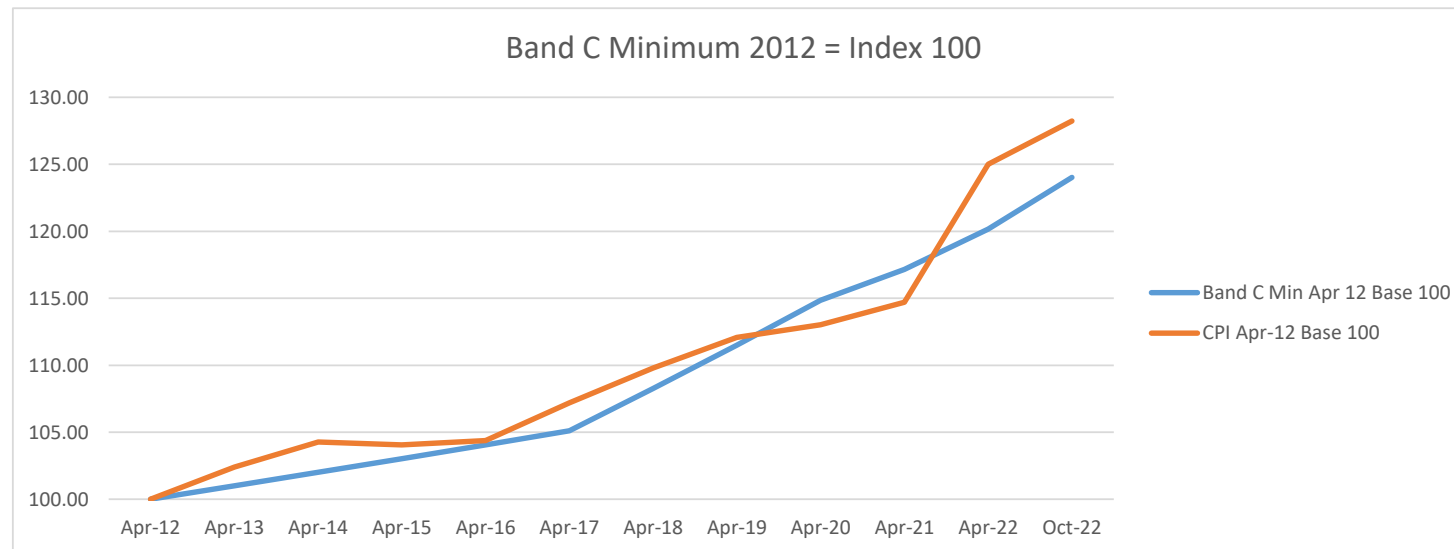
Cairngorms NPA Salary Bands and Inflation Movement 2012 to 2019

Band B Max	B Max £	Band B Max Apr 1 Base 100	CPI		CPIH				
			CPI Index	Apr-12 Base 100	CPIH Index	Apr-12 Base 100			
Apr-12	22294	100.00	96	100	95.9	100			
Apr-13	22740	102.00	98.3	102.40	98	102.19			
Apr-14	22967	103.02	100.1	104.27	99.6	103.86			
Apr-15	23197	104.05	99.9	104.06	99.9	104.17			
Apr-16	23429	105.09	100.2	104.38	100.6	104.90			
Apr-17	23663	106.14	102.9	107.19	103.2	107.61			
Apr-18	24373	109.33	105.4	109.79	105.5	110.01			
Apr-19	25104	112.60	107.6	112.08	107.6	112.20	24987	-117	-0.47%
Apr-20	25857	115.98	108.5	113.02	108.5	113.14			
Apr-21	26374	118.30	110.1	114.69	110.4	115.12			
Apr-22	27074	121.44	120	125.00	119	124.09			
Oct-22	28238	126.66	123.1	128.23	121.8	127.01			



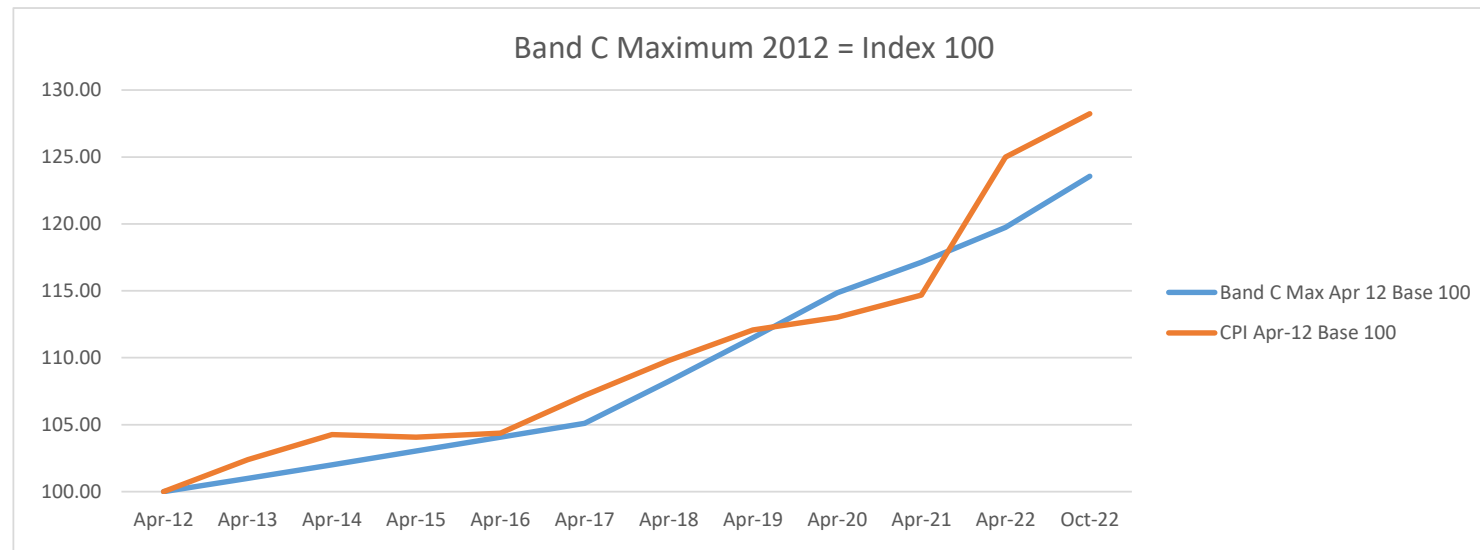
Cairngorms NPA Salary Bands and Inflation Movement 2012 to 2019

Band C Min	C Min £	Band C Min Apr 12 Base 100	CPI		CPIH				
			CPI Index	Apr-12 Base 100	CPIH Index	Apr-12 Base 100			
Apr-12	23159	100.00	96	100	95.9	100			
Apr-13	23391	101.00	98.3	102.40	98	102.19			
Apr-14	23625	102.01	100.1	104.27	99.6	103.86			
Apr-15	23861	103.03	99.9	104.06	99.9	104.17			
Apr-16	24100	104.06	100.2	104.38	100.6	104.90			
Apr-17	24341	105.10	102.9	107.19	103.2	107.61			
Apr-18	25071	108.26	105.4	109.79	105.5	110.01			
Apr-19	25823	111.50	107.6	112.08	107.6	112.20	25957	134	0.52%
Apr-20	26598	114.85	108.5	113.02	108.5	113.14			
Apr-21	27130	117.15	110.1	114.69	110.4	115.12			
Apr-22	27830	120.17	120	125.00	119	124.09			
Oct-22	28721	124.02	123.1	128.23	121.8	127.01			



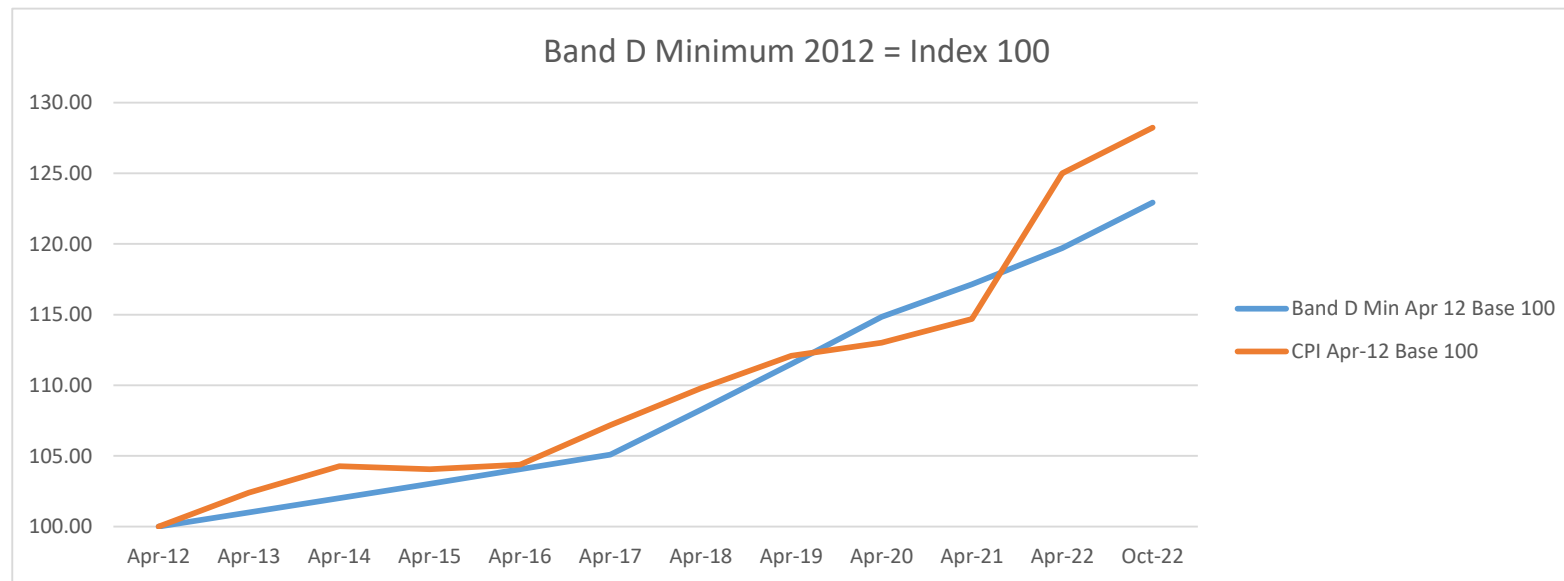
Cairngorms NPA Salary Bands and Inflation Movement 2012 to 2019

Band C Max	C Max £	Band C Max Apr 1 Base 100	CPI		CPIH				
			CPI Index	Apr-12 Base 100	CPIH Index	Apr-12 Base 100			
Apr-12	27093	100.00	96	100	95.9	100			
Apr-13	27364	101.00	98.3	102.40	98	102.19			
Apr-14	27638	102.01	100.1	104.27	99.6	103.86			
Apr-15	27914	103.03	99.9	104.06	99.9	104.17			
Apr-16	28193	104.06	100.2	104.38	100.6	104.90			
Apr-17	28475	105.10	102.9	107.19	103.2	107.61			
Apr-18	29329	108.25	105.4	109.79	105.5	110.01			
Apr-19	30209	111.50	107.6	112.08	107.6	112.20	30366	157	0.52%
Apr-20	31115	114.85	108.5	113.02	108.5	113.14			
Apr-21	31738	117.14	110.1	114.69	110.4	115.12			
Apr-22	32438	119.73	120	125.00	119	124.09			
Oct-22	33476	123.56	123.1	128.23	121.8	127.01			



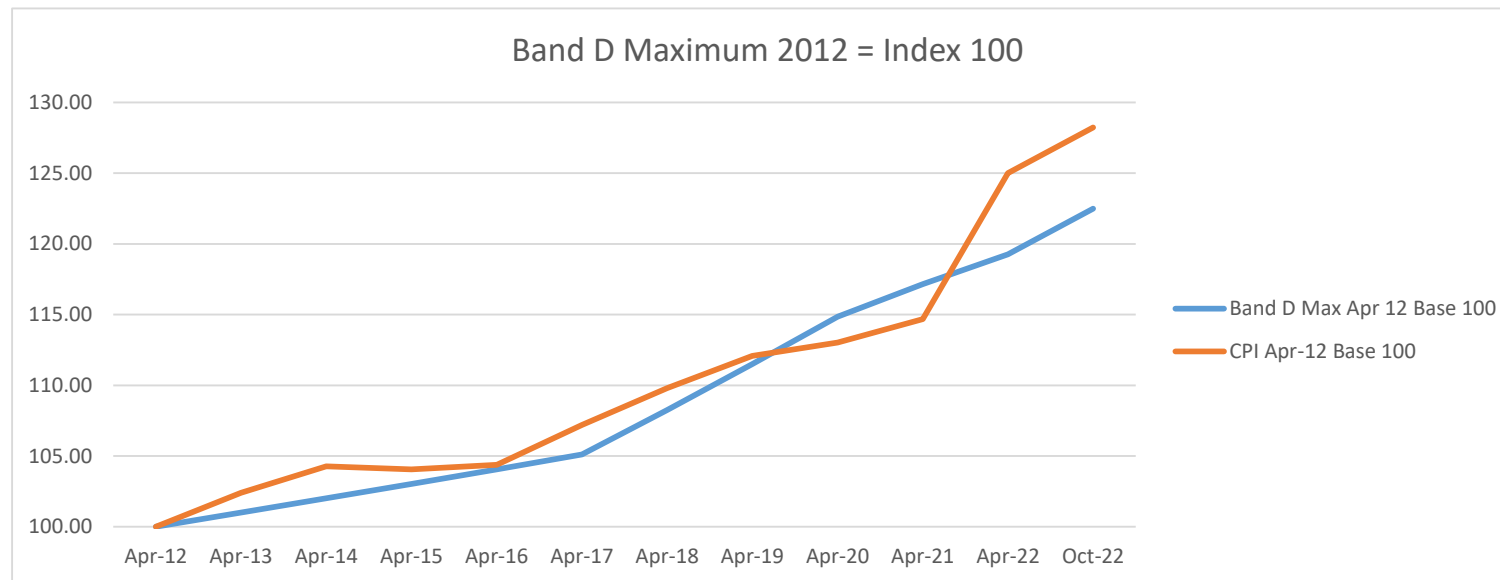
Cairngorms NPA Salary Bands and Inflation Movement 2012 to 2019

Band D Min	D Min £	Band D Min Apr 12 Base 100	CPI		CPIH				
			CPI Index	Apr-12 Base 100	CPIH Index	Apr-12 Base 100			
Apr-12	27374	100.00	96	100	95.9	100			
Apr-13	27648	101.00	98.3	102.40	98	102.19			
Apr-14	27924	102.01	100.1	104.27	99.6	103.86			
Apr-15	28203	103.03	99.9	104.06	99.9	104.17			
Apr-16	28485	104.06	100.2	104.38	100.6	104.90			
Apr-17	28770	105.10	102.9	107.19	103.2	107.61			
Apr-18	29633	108.25	105.4	109.79	105.5	110.01			
Apr-19	30522	111.50	107.6	112.08	107.6	112.20	30681	159	0.52%
Apr-20	31438	114.85	108.5	113.02	108.5	113.14			
Apr-21	32066	117.14	110.1	114.69	110.4	115.12			
Apr-22	32766	119.70	120	125.00	119	124.09			
Oct-22	33651	122.93	123.1	128.23	121.8	127.01			



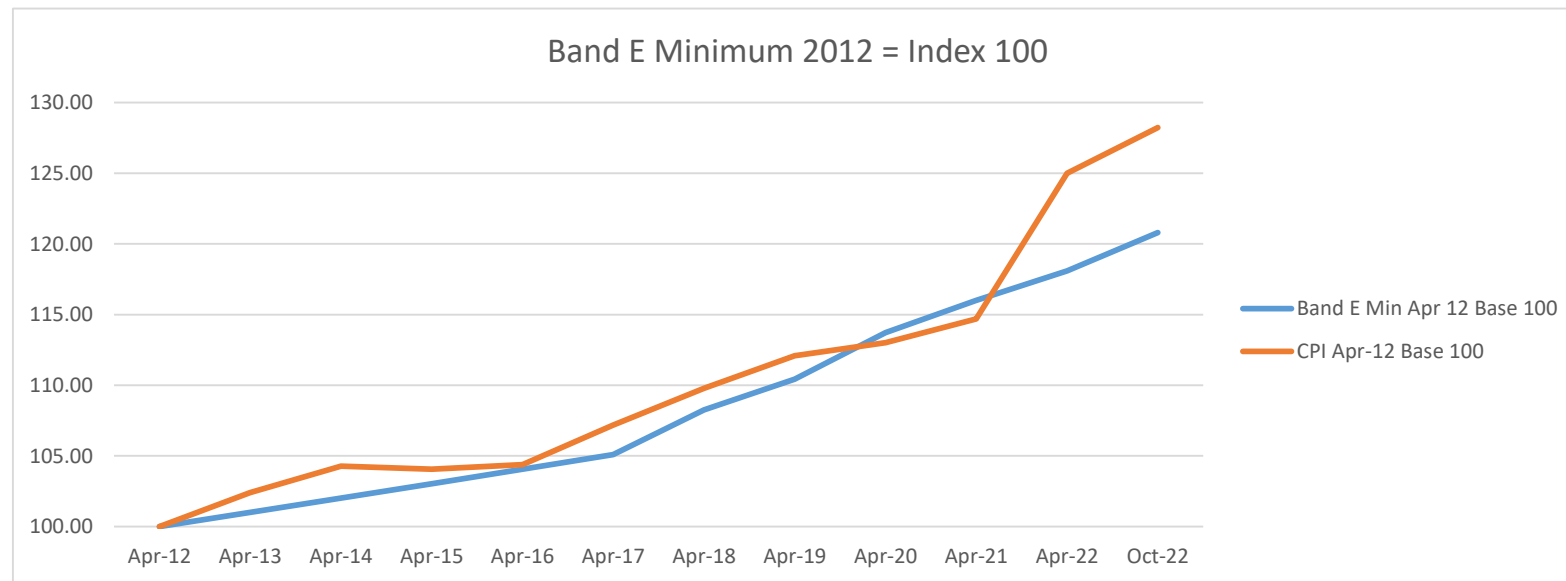
Cairngorms NPA Salary Bands and Inflation Movement 2012 to 2019

Band D Max	D Max £	Band D Max Apr 1: Base 100	CPI		CPIH				
			CPI Index	Apr-12 Base 100	CPIH Index	Apr-12 Base 100			
Apr-12	32951	100.00	96	100	95.9	100			
Apr-13	33281	101.00	98.3	102.40	98	102.19			
Apr-14	33614	102.01	100.1	104.27	99.6	103.86			
Apr-15	33950	103.03	99.9	104.06	99.9	104.17			
Apr-16	34290	104.06	100.2	104.38	100.6	104.90			
Apr-17	34633	105.10	102.9	107.19	103.2	107.61			
Apr-18	35672	108.26	105.4	109.79	105.5	110.01			
Apr-19	36742	111.50	107.6	112.08	107.6	112.20	36931	189	0.51%
Apr-20	37844	114.85	108.5	113.02	108.5	113.14			
Apr-21	38601	117.15	110.1	114.69	110.4	115.12			
Apr-22	39301	119.27	120	125.00	119	124.09			
Oct-22	40362	122.49	123.1	128.23	121.8	127.01			



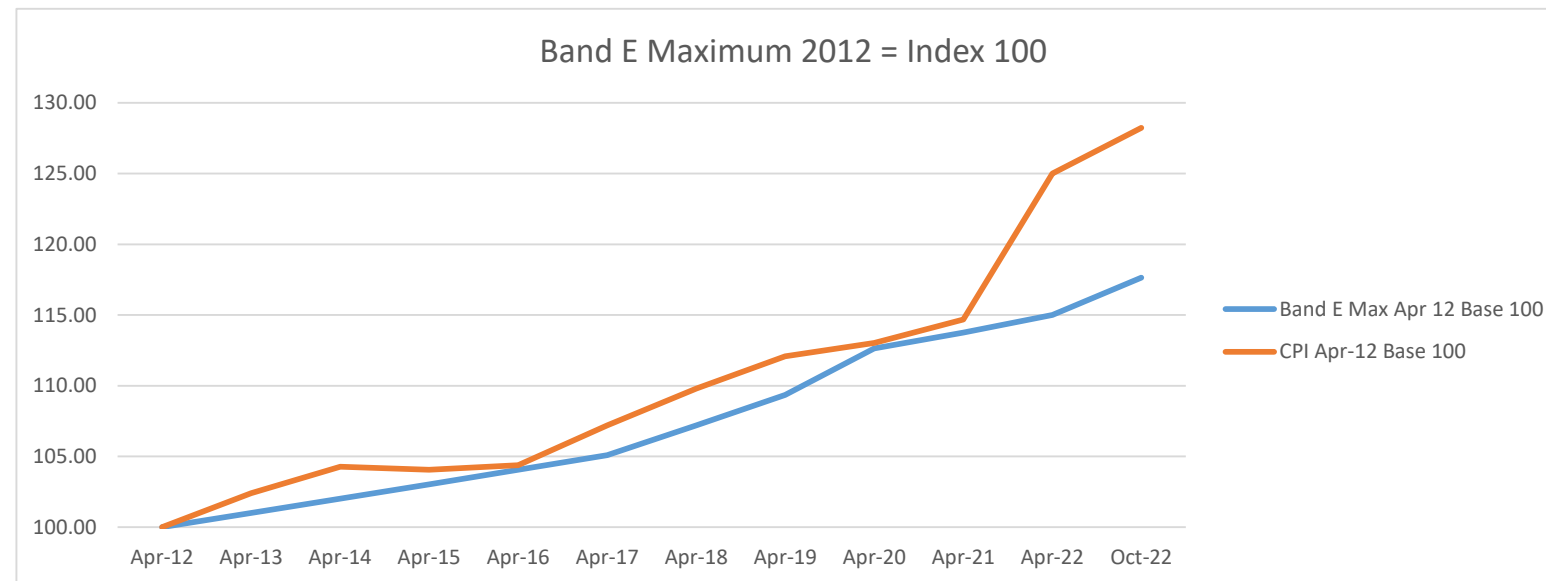
Cairngorms NPA Salary Bands and Inflation Movement 2012 to 2019

Band E Min	E Min £	Band E Min Apr 12 Base 100	CPI		CPIH				
			CPI Index	Apr-12 Base 100	CPIH Index	Apr-12 Base 100			
Apr-12	33772	100.00	96	100	95.9	100			
Apr-13	34110	101.00	98.3	102.40	98	102.19			
Apr-14	34451	102.01	100.1	104.27	99.6	103.86			
Apr-15	34796	103.03	99.9	104.06	99.9	104.17			
Apr-16	35144	104.06	100.2	104.38	100.6	104.90			
Apr-17	35495	105.10	102.9	107.19	103.2	107.61			
Apr-18	36560	108.26	105.4	109.79	105.5	110.01			
Apr-19	37292	110.42	107.6	112.08	107.6	112.20	37852	560	1.50%
Apr-20	38410	113.73	108.5	113.02	108.5	113.14			
Apr-21	39178	116.01	110.1	114.69	110.4	115.12			
Apr-22	39878	118.08	120	125.00	119	124.09			
Oct-22	40795	120.80	123.1	128.23	121.8	127.01			



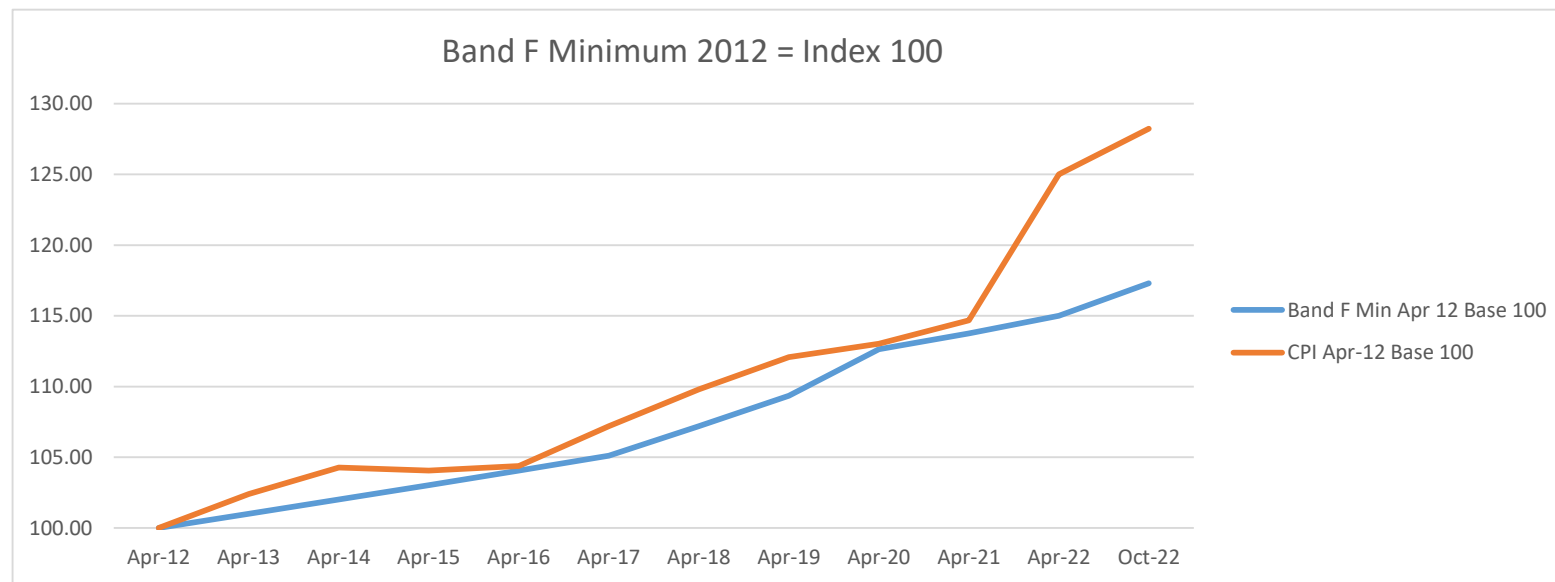
Cairngorms NPA Salary Bands and Inflation Movement 2012 to 2019

Band E Max	E Max £	Band E Max Apr 1: Base 100	CPI		CPIH				
			CPI Index	Apr-12 Base 100	CPIH Index	Apr-12 Base 100			
Apr-12	40145	100.00	96	100	95.9	100			
Apr-13	40546	101.00	98.3	102.40	98	102.19			
Apr-14	40951	102.01	100.1	104.27	99.6	103.86			
Apr-15	41361	103.03	99.9	104.06	99.9	104.17			
Apr-16	41775	104.06	100.2	104.38	100.6	104.90			
Apr-17	42193	105.10	102.9	107.19	103.2	107.61			
Apr-18	43037	107.20	105.4	109.79	105.5	110.01			
Apr-19	43897	109.35	107.6	112.08	107.6	112.20	44995	1098	2.50%
Apr-20	45214	112.63	108.5	113.02	108.6	113.24			
Apr-21	45666	113.75	110.1	114.69	110.4	115.12			
Apr-22	46166	115.00	120	125.00	119	124.09			
Oct-22	47228	117.64	123.1	128.23	121.8	127.01			



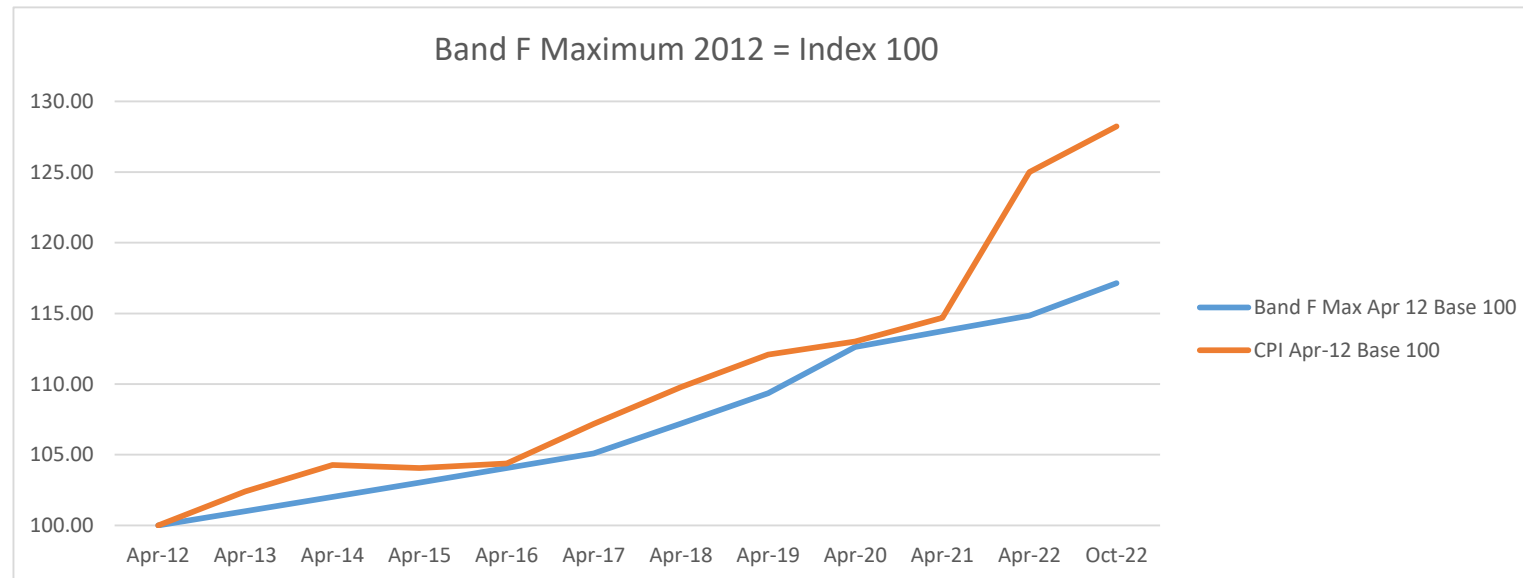
Cairngorms NPA Salary Bands and Inflation Movement 2012 to 2019

Band F Min	F Min £	Band F Min Apr 12 Base 100	CPI		CPIH				
			CPI Index	Apr-12 Base 100	CPIH Index	Apr-12 Base 100			
Apr-12	40200	100.00	96	100	95.9	100			
Apr-13	40602	101.00	98.3	102.40	98	102.19			
Apr-14	41008	102.01	100.1	104.27	99.6	103.86			
Apr-15	41418	103.03	99.9	104.06	99.9	104.17			
Apr-16	41832	104.06	100.2	104.38	100.6	104.90			
Apr-17	42250	105.10	102.9	107.19	103.2	107.61			
Apr-18	43095	107.20	105.4	109.79	105.5	110.01			
Apr-19	43957	109.35	107.6	112.08	107.6	112.20	45056	1099	2.50%
Apr-20	45276	112.63	108.5	113.02	108.6	113.24			
Apr-21	45729	113.75	110.1	114.69	110.4	115.12			
Apr-22	46229	115.00	120	125.00	119	124.09			
Oct-22	47154	117.30	123.1	128.23	121.8	127.01			



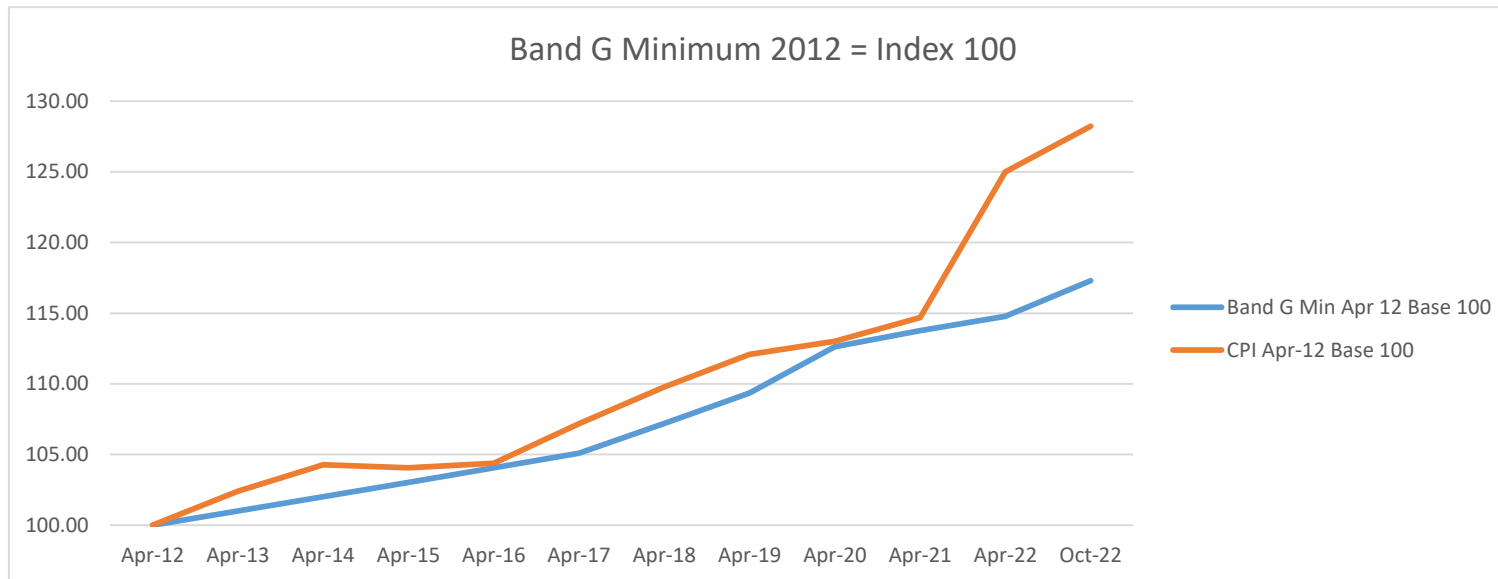
Cairngorms NPA Salary Bands and Inflation Movement 2012 to 2019

Band F Max	F Max	Band F	CPI		CPIH				
		Max Apr 1:	CPI	Apr-12	CPIH	Apr-12			
	£	Base 100	Index	Base 100	Index	Base 100			
Apr-12	46000	100.00	96	100	95.9	100			
Apr-13	46460	101.00	98.3	102.40	98	102.19			
Apr-14	46925	102.01	100.1	104.27	99.6	103.86			
Apr-15	47394	103.03	99.9	104.06	99.9	104.17			
Apr-16	47868	104.06	100.2	104.38	100.6	104.90			
Apr-17	48347	105.10	102.9	107.19	103.2	107.61			
Apr-18	49314	107.20	105.4	109.79	105.5	110.01			
Apr-19	50300	109.35	107.6	112.08	107.6	112.20	51557	1257	2.50%
Apr-20	51809	112.63	108.5	113.02	108.6	113.24			
Apr-21	52327	113.75	110.1	114.69	110.4	115.12			
Apr-22	52827	114.84	120	125.00	119	124.09			
Oct-22	53884	117.14	123.1	128.23	121.8	127.01			



Cairngorms NPA Salary Bands and Inflation Movement 2012 to 2019

Band G Min	G Min £	Band G Min Apr 12 Base 100	CPI		CPIH				
			CPI Index	Apr-12 Base 100	CPIH Index	Apr-12 Base 100			
Apr-12	48992	100.00	96	100	95.9	100			
Apr-13	49482	101.00	98.3	102.40	98	102.19			
Apr-14	49977	102.01	100.1	104.27	99.6	103.86			
Apr-15	50477	103.03	99.9	104.06	99.9	104.17			
Apr-16	50982	104.06	100.2	104.38	100.6	104.90			
Apr-17	51492	105.10	102.9	107.19	103.2	107.61			
Apr-18	52522	107.21	105.4	109.79	105.5	110.01			
Apr-19	53572	109.35	107.6	112.08	107.6	112.20	54910	1338	2.50%
Apr-20	55179	112.63	108.5	113.02	108.6	113.24			
Apr-21	55731	113.76	110.1	114.69	110.4	115.12			
Apr-22	56231	114.78	120	125.00	119	124.09			
Oct-22	57468	117.30	123.1	128.23	121.8	127.01			



Cairngorms NPA Salary Bands and Inflation Movement 2012 to 2019

Band G Max	G Max £	Band G Max Apr 1: Base 100	CPI		CPIH				
			CPI Index	Apr-12 Base 100	CPIH Index	Apr-12 Base 100			
Apr-12	57000	100.00	96	100	95.9	100			
Apr-13	57570	101.00	98.3	102.40	98	102.19			
Apr-14	58146	102.01	100.1	104.27	99.6	103.86			
Apr-15	58727	103.03	99.9	104.06	99.9	104.17			
Apr-16	59314	104.06	100.2	104.38	100.6	104.90			
Apr-17	59907	105.10	102.9	107.19	103.2	107.61			
Apr-18	61105	107.20	105.4	109.79	105.5	110.01			
Apr-19	62327	109.35	107.6	112.08	107.6	112.20	63886	1559	2.50%
Apr-20	64197	112.63	108.5	113.02	108.6	113.24			
Apr-21	64839	113.75	110.1	114.69	110.4	115.12			
Apr-22	65339	114.63	120	125.00	119	124.09			
Oct-22	66776	117.15	123.1	128.23	121.8	127.01			

