5. If the current salary is **above** (by whatever amount) the maximum salary scale point (including the contribution points) for the new grade, then the postholder would move to the nearest salary scale point on the new pay spine equal to or next above their current salary and the pay protection arrangements would apply as described in paragraphs 4.7–4.12 of the main body of the Report. In the example shown below (where the new grade of the post is Grade 3) the postholder would move from £19,693 pa (step 8 on CS4) to £20,235 pa (spine point 35) with pay protection arrangements applying. This is 'red-circling'.

Chart 3 (red circling):

CS4 scale point	Current salary £ pa		New salary £ pa	Grade 3 scale point (HERA points 201 – 230)	New spine point
0.*	20270		200.42		37
9*	20278		20842		36
8*	19693		20235		35
7*	19124		19645		34
6	18567		19073	10*	33
5	18032		18537	9*	32
4	17510		17978	8*	31
3	17005		17454	7*	30
2	16525	(new) grade 3 salary range	16946	6*	29
1	16062		16452	5	28
			15973	4	27
			15508	3	26
			15056	2	25
			14618	1	24
					23