4. If the current salary is **below** (by whatever amount) the minimum salary scale point for the new grade, then the postholder would move to the minimum salary scale point for the new grade on the new spine. In the example shown below (where the new grade for the post is Grade **5**) the postholder would move from £18,032 pa (step 5 on CS4) to £19,645 pa (spine point 34 – step 1 on (new) Grade 5). This is 'green-circling'.

Chart 2 (*green circling*):

CS4 scale point	Current salary £ pa		New salary £ pa	Grade 5 scale point (HERA points 276 – 310)	New spine point
					45
			26401	11*	44
			25633	10*	43
			24886	9*	42
			24161	8*	41
			23457	7*	40
			22774	6*	39
			22111	5	38
			21467	4	37
9*	20278		20842	3	36
8*	19693		20235	2	35
7*	19124	Lowest scale point of (new) grade 5 ⇨	19645	1	34
6	18567	⇨			33
5	18032	⇨⇨⇨⇨⇨⇨⇨⇨⇨⇨⇨⇨⇨⇨⇨⇨⇨⇨⇨⇨⇨⇨			32
4	17510				31
3	17005				30
2	16525				29
1	16062				28