

PERSONNEL COMMITTEE

8 June 2009

WINCHESTER CITY COUNCIL STAFF ESTABLISHMENT – 2009/10

REPORT OF HEAD OF ORGANISATIONAL DEVELOPMENT

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RECENT REFERENCES:

PER147 – 2007/2008 Winchester City Council Staff Establishment.

EXECUTIVE SUMMARY:

This is the annual report on staffing establishment of the City Council presented to the Personnel Committee for approval. It shows the changes in full-time equivalent establishment that have been approved over the course of the proceeding 6 years. The current staff establishment is shown as a separate table with only the previous 2 years as comparison. This is a result of changes to the structure of the Council in 2006/07 which make it difficult to compare the current establishment figures with those from previous years.

In addition to the staffing information, the report includes details of paybill information. The appendices provide structure charts for each Directorate.

The report also includes details of where posts have been established as a result of external funding and the number of posts currently vacant.

RECOMMENDATIONS:

That the full time equivalent staff establishment of Winchester City Council as set out in Appendix 2 of this report be agreed.

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WINCHESTER CITY COUNCIL STAFF ESTABLISHMENT – 2009/10

Report of Head of Organisational Development

DETAIL:

1 Introduction

- 1.1 The purpose of this report is to inform members of the committee of the establishment of the Council as at 1 April 2009 and to present the number of full time equivalent posts that this represents for approval in accordance with the Council's Constitution. An explanation of the use of full time equivalents is given in section 3 below.
- 1.2 Appendix 1A & 2 are summary sheets showing full time equivalents figures for each division.
- 1.3 Appendix 3 shows the current salary scales for the various grades shown. Members may wish to note that this is updated annually in accordance with national agreements, the effective pay settlement date being 1 April. The annual pay award has not yet been agreed.
- 1.4 Appendix 4 contains structure charts for each division. These show all posts on the establishment, the grade for each post and full time equivalents for each division.

2. Additional Information

- 2.1 The reporting lines, post titles and grades are subject to change under the powers delegated to Directors and Heads of Division. Some structures are in the process of change and the structure charts should be treated as a "snapshot" view at that time. Changes to the grades of posts are made in accordance with the approved job evaluation schemes.
- 2.2 The number of posts are similarly subject to the exercise of delegated powers provided that the number of "full time equivalents" does not increase and any changes can be made within existing budgetary provision. Increases to the number of full time equivalents are subject to approval by this Committee and approval by Cabinet if additional budgetary provision is required. For information, a summary of changes to the full time equivalents that have occurred since 2002 are shown in Appendix 1. The current staff establishment is shown as a separate table in Appendix 2 as the changes to the structure of the Council over the last two years make it difficult to compare the current establishment figures with those from previous years.
- 2.3 At the last meeting, Members requested information to identify what proportion of the increase in establishment numbers shown between 2002 to 2006 (shown in Appendix 1A) can be attributed to initiatives originating from Central Government. The table shown in Appendix 1B shows a breakdown by Division of establishment increases that can be

attributed to central Government initiatives. The summary table shows that of the 48.54 fte increase over the 5 year period, a total of 25.6 fte can be directly attributed to central Government initiatives.

3. Full time Equivalents

- 3.1 “Full time equivalents” are the number of 37 hour posts that a Division had available to them to fill. Part-time posts are converted to full time equivalents by calculating the total number of hours allocated to the posts as a proportion of 37.
- 3.2 The number of full time equivalents is a basic form of control on the establishment of the Council as it cannot be exceeded without the approval from this Committee. The current authorised establishment is shown in Appendix 2. However it needs to be viewed as an “allocation” to Divisions, an allocation that some Divisions do not use up to their approved limit. Because of this the number of posts actually filled in a Division may be less than the number of full time equivalents available to each Division. Directors can move the allocations between Divisions, subject to budget provision being available.
- 3.3 Appendix 2 also shows the number of full time equivalents currently vacant on the establishment. Within this figure there will be a significant number which are at various stages of the recruitment process and may shortly be filled. Other vacant posts may be covered by agency staff due to a lack of success in the recruitment market. The Council currently has a contract with Manpower as the preferred agency linked to Hampshire County Council (CAB1274 refers) to ensure that we receive the best value for money for short term agency staff. There are vacant posts within some Divisions which are being held vacant in the short term to allow the flexibility in the future to respond to changes in priorities which have been identified and whilst assessments are being made on the best way to utilise these posts. A vacancy management process is in place requiring vacancies to be held for 2 months and agreement to recruit must be sought from CMT so ensuring continuous review of resources. As part of the ongoing review, a number of posts which were held vacant have now been removed from the establishment to provide savings.
- 3.4 In some Divisions the headcount figure is greater than the number of full time equivalents. This can only occur where there are part-time employees (e.g. two posts at 18.5 hours per week would equate to one full time equivalent), job shares (a job share is one full time equivalent) or temporary staff in non established posts (these are not counted for purposes of full time equivalents provided their contracts of employment do not exceed 12 months).
- 3.5 Whilst the use of full time equivalents exercises a measure of control over the total number of permanent employees, it does not control the financial aspect. The current form of control on this aspect is through the budgetary process. To be able to fill a post with a permanent employee, any Director acting under delegated powers would need to have both an unused full time equivalent allocation and also budget provision.
- 3.6 Within the summary shown in Appendix 2, information is also included for the current year showing actual headcount and vacant full time equivalents within Divisions. The actual headcount is the number of staff employed within the Division not the number of posts. This information forms the basis of some performance indicators and gives an indication of the actual number of staff undertaking the work in a department rather than

the number of posts provided for that work. Whilst this figure does include staff employed on temporary contract it does not include staff provided from outside agencies to support permanent staff.

4. Financial Establishment

- 4.1 Appendix 5 shows actual direct employee expenditure, including employer on costs, for years 2005/2006 to 2008/2009 together with the budgeted costs to assist Members in monitoring the paybill and people resource allocations within the Council.
- 4.2 Previously this Committee has requested that detail be included of posts which were funded from external sources. The information has been split into those posts fully externally funded, those part funded externally and those for which funding is ring-fenced eg HRA posts. This has been summarised in the table shown in Appendix 2.

OTHER CONSIDERATIONS:

5. SUSTAINABLE COMMUNITY STRATEGY & CORPORATE BUSINESS PLAN (RELEVANCE TO):

- 5.1 The Council's establishment relates to the delivery of all services and monitoring that establishment relates to the effective use of resources.

6. RESOURCE IMPLICATIONS:

- 6.1 The report recommends approval of the current allocation of staffing resources within the Council.

BACKGROUND DOCUMENTS:

Establishment records held in the HR Department.

APPENDICES:

- | | |
|-----------------|--|
| Appendix 1 | Summary sheets showing the number of posts and full time equivalents figures for each division for 2001/02 to 2005/06. |
| Appendix 2 | Summary sheet showing the number of posts and full time equivalents figures for each Division from 2006/07 and including the authorised establishment for 2009/10. |
| Appendix 3a - c | Current salary scales for various grades shown. |
| Appendix 4 | Establishment charts for all Divisions. |
| Appendix 5 | Actual and Budget Salary Costs |

Winchester City Council Staff Establishment 2002 - 2006
Summary

PER164
Appendix 1A

Department	2002	2003	2004	2005	2006
	FTE	FTE	FTE	FTE	FTE
Chief Executive	12.32	12.98	11.47	11.47	17.31
City Sec & Sol	26.85	28.13	32.76	32.89	35.66
Community Services	54.76	60.96	60.36	59.38	172.55
Development Services	121.81	129.28	128.05	125.25	162.88
Finance	89.54	98.54	96.73	108.3	115
Health & Housing	150.08	154.15	155.15	155.14	
Personnel	6.6	6.6	6.6	6.6	7.1
TOTAL	461.96	490.64	491.12	499.03	510.5

ESTABLISHMENT CHANGES LINKED TO GOVERNMENT INITIATIVES

**PER164
APPENDIX1B**

Department	2002/03	2005/06	Total change in FTE	Establishment growth linked to Govt initiative	Central Government initiative behind growth in establishment
Chief Executive	12.32	17.31	4.99	4	Split into performance & policy sections. Introduction of Best Value - Best Value Officer, Research Officer. - Head of Policy - New Local Govt Act 2000 requirement for Community strategy, Local Govt & Public Health Involvement in Health Act 2007 (LAAs etc) , Sustainability Officer - sustainability refocused to climate change with Climate Change & Sustainable Energy Act 2002
City Secretary & Solicitor	26.85	35.66	8.81		Incorporated Mayorality from CX.
Legal					2005 Legal officer - Planning enforcement changes (EA29), 04/05 changes to Licensing Act increased level of work.
Committee Admin					
Community Services	54.76	172.55	117.79		Restructured to incorporate Heath & Housing, Arts, Museums & Tourism moved to Development Services
Arts					
Admin					
Museums					
Sport and Recruitment					
Tourism					
Development Services	121.81	162.88	41.07		
Engineers					
Traffic & Transport					
Parking					
Planning				3.5	2005 2.5 Enforcement staff - increase service levels. Member priority (EA29), 3.5 from PDG - required higher performance against national indicators to secure funding so resources added.
Building Control					
Estates					
Finance	89.54	115	25.46	2.6	2004/05 Egovt initiative 2 new posts, Access to Services 0.6 fte in CSC
Support Services				3	New e-governance initiatives resourced from existing establishment. Restructure 2004/5 split IT from support services, 4 new analyst & project posts,
Accountancy					
D&P					
Revenues				6	2002 Tax Credit, Pension Credits increase benefits officer (CAB406), 2003 Investigations Team Leader (PER50), 2001 major restructure of Finance Department, (CAB253), 2005 - 3 benefits officers to stop spend on agency staff. Department was cut back up to 2001 in anticipation of CCT. Since been increased
Health & Housing	150.08	0	-150.08		Transferred to Community Services
Landlord				1	Choice Based Lettings
Business services					
Strat Housing				1.5	New legislation relating to Homelessness
Health				1	New legislation relating to Food Safety
Personnel	6.6	7.1	0.5		
	461.96	510.5	48.54	25.6	

* Where posts are identified as vacant there may be current recruitment activity to fill the vacancy.

Department	2007	2008	2009	2009						
	FTE	FTE	FTE	Current Headcount	FTE in post	Vacant*	Full Ext Funding	Part Ext Funded	Ringfenced Ext Funding	Not Funded
Chief Executive	2	2	2	2	2	0				
Governance Directorate										
Director & PA	1	1	1	1	1	0				
Legal Services	22.57	21.57	20.57	22	19.01	1.56				1.2
Financial Services	20.62	20.62	12	14	11.85	0		1		
Democratic Services	11.86	10.86	10.3	13	10.3	0				
IM&T	12	11.61	11.61	12	11.61	0				
Revenues & Benefits	55.10	53.29	52.03	56	51.04	0.99				
Estates	20.42	20.81	21.04	22	21.24	0				
Operations Directorate										
Director & PA	2	2	2	2	2	0				
Customer Service Centre	26.12	26.72	25.87	30	27	0				
Environment	43.05	44.45	42.94	46	42.45	0.49	2			
Access & Infrastructure	43.5	43.5	41.84	45	41.51	0.33				1
Economic & Cultural Services	40.25	40.7	42.65	68	43.26	0	1	1		
Landlord Services	104.79	104.79	104.79	111	98.34	6.45			48.28	
Planning Management	51.26	48.27	44.47	49	40.93	3.54				
Building Control	11.5	11.5	11.5	12	10.99	0.51				
Policy Directorate										
Director & PA	2	1	1.41	2	1.09	0.32				
Partnerships, Communication & Improvement	12	12	17.31	19	16.78	0.53		0.5		0.5
Performance & Scrutiny	3.85	4.85	0	0						
Strategic Planning	7.22	7.22	6.22	9	7.22	0		0.6		
Strategic Housing	21.91	21.91	23.91	25	23.43	0.48				
Organisational Development	8.15	7.65	7.65	10	7.65	0				
TOTAL	523.17	518.32	503.11	570	490.7	15.2	3	3.1	48.28	2.7

Externally FundedLandlord Services

Sheltered housing/Central Control 75% funding through supporting people grant, 25% tenant charges
 Care Assistants/Care Manager HCC funding
 Hostel staff Supporting people grant & hostel charges

Cultural Services

Finds Liaison Officer funded externally
 Active Lifestyles officer 50% externally funded for 4 years

Financial Services

Joint funded audit manager post employed by Havant

Environment

Community Safety Intelligence Officer

Partnerships, Communication & Improvement

Community Wellbeing Manager 50% funding PCTs

Strategic Planning

Technician - LDF funding

Winchester City Council Pay Scales

NJC for LGS Pay Award applied 01/04/08 following arbitration. Only applicable to Officers on NJC for LGS conditions of service.

	#####	Month	Hour	#####	Month	Hour		01/04/2007	Month	Hour	#####	Month	Hour			
Scale 1	4	11,577	964.75	6.0172	11,995	999.58	6.2344	Scale 6	38	30,598	2,549.83	15.9033	31,439	2,619.92	16.3404	
	5	11,737	978.08	6.1003	12,160	1,013.33	6.3202		39	31,606	2,633.83	16.4272	32,475	2,706.25	16.8789	
	6	11,907	992.25	6.1887	12,334	1,027.83	6.4106		40	32,436	2,703.00	16.8586	33,328	2,777.33	17.3222	
	7	12,291	1,024.25	6.3883	12,629	1,052.42	6.5639		41	33,291	2,774.25	17.3030	34,207	2,850.58	17.7791	
	8	12,678	1,056.50	6.5894	13,027	1,085.58	6.7708		42	34,140	2,845.00	17.7443	35,079	2,923.25	18.2323	
	9	13,062	1,088.50	6.7890	13,421	1,118.42	6.9756		43	34,991	2,915.92	18.1866	35,953	2,996.08	18.6866	
	10	13,336	1,111.33	6.9314	13,703	1,141.92	7.1221		44	35,852	2,987.67	18.6341	36,838	3,069.83	19.1466	
	11	14,197	1,183.08	7.3789	14,587	1,215.58	7.5816		45	36,657	3,054.75	19.0525	37,665	3,138.75	19.5764	
Scale 2	7	12,291	1,024.25	6.3883	12,629	1,052.42	6.5639	Scale 7	44	35,852	2,987.67	18.6341	36,838	3,069.83	19.1466	
	8	12,678	1,056.50	6.5894	13,027	1,085.58	6.7708		45	36,657	3,054.75	19.0525	37,665	3,138.75	19.5764	
	9	13,062	1,088.50	6.7890	13,421	1,118.42	6.9756		46	37,543	3,128.58	19.5130	38,575	3,214.58	20.0494	
	10	13,336	1,111.33	6.9314	13,703	1,141.92	7.1221		47	38,404	3,200.33	19.9605	39,460	3,288.33	20.5094	
	11	14,197	1,183.08	7.3789	14,587	1,215.58	7.5816		48	39,258	3,271.50	20.4044	40,338	3,361.50	20.9657	
	12	14,492	1,207.67	7.5322	14,891	1,240.92	7.7396		49	40,101	3,341.75	20.8425	41,204	3,433.67	21.4158	
	13	14,882	1,240.17	7.7349	15,291	1,274.25	7.9475		50	41,119	3,426.58	21.3716	42,250	3,520.83	21.9595	
	14	15,153	1,262.75	7.8758	15,570	1,297.50	8.0925		51	42,136	3,511.33	21.9002	43,295	3,607.92	22.5026	
Scale 3	14	15,153	1,262.75	7.8758	15,570	1,297.50	8.0925	Scale 8	49	40,101	3,341.75	20.8425	41,204	3,433.67	21.4158	
	15	15,470	1,289.17	8.0405	15,895	1,324.58	8.2614		50	41,119	3,426.58	21.3716	42,250	3,520.83	21.9595	
	16	15,842	1,320.17	8.2339	16,278	1,356.50	8.4605		51	42,136	3,511.33	21.9002	43,295	3,607.92	22.5026	
	17	16,217	1,351.42	8.4288	16,663	1,388.58	8.6606		52	43,200	3,600.00	22.4532	44,388	3,699.00	23.0707	
	18	16,536	1,378.00	8.5946	16,991	1,415.92	8.8311		53	44,276	3,689.67	23.0125	45,494	3,791.17	23.6455	
	19	17,154	1,429.50	8.9158	17,626	1,468.83	9.1611		54	45,379	3,781.58	23.5858	46,627	3,885.58	24.2344	
	20	17,781	1,481.75	9.2417	18,270	1,522.50	9.4958		55	46,517	3,876.42	24.1772	47,796	3,983.00	24.8420	
	21	18,430	1,535.83	9.5790	18,937	1,578.08	9.8425		56	47,381	3,948.42	24.6263	48,684	4,057.00	25.3035	
	22	18,907	1,575.58	9.8269	19,427	1,618.92	10.0972		Scale 9	56	47,381	3,948.42	24.6263	48,684	4,057.00	25.3035
Scale 4	22	18,907	1,575.58	9.8269	19,427	1,618.92	10.0972		57	48,306	4,025.50	25.1071	49,634	4,136.17	25.7973	
	23	19,463	1,621.92	10.1159	19,998	1,666.50	10.3940		58	49,219	4,101.58	25.5816	50,573	4,214.42	26.2853	
	24	20,099	1,674.92	10.4465	20,652	1,721.00	10.7339		59	50,135	4,177.92	26.0577	51,514	4,292.83	26.7744	
	25	20,736	1,728.00	10.7775	21,306	1,775.50	11.0738		60	51,051	4,254.25	26.5338	52,455	4,371.25	27.2635	
	26	21,412	1,784.33	11.1289	22,001	1,833.42	11.4350		61	51,965	4,330.42	27.0088	53,394	4,449.50	27.7516	
	27	22,122	1,843.50	11.4979	22,730	1,894.17	11.8139		62	52,878	4,406.50	27.4834	54,332	4,527.67	28.2391	
	28	22,845	1,903.75	11.8737	23,473	1,956.08	12.2001		63	53,791	4,482.58	27.9579	55,270	4,605.83	28.7266	
	29	23,749	1,979.08	12.3436	24,402	2,033.50	12.6830		64	55,076	4,589.67	28.6258	56,591	4,715.92	29.4132	
	30	24,545	2,045.42	12.7573	25,220	2,101.67	13.1081		Scale 10	64	55,076	4,589.67	28.6258	56,591	4,715.92	29.4132
Scale 5	30	24,545	2,045.42	12.7573	25,220	2,101.67	13.1081		65	56,170	4,680.83	29.1944	57,715	4,809.58	29.9974	
	31	25,320	2,110.00	13.1601	26,016	2,168.00	13.5218		66	57,265	4,772.08	29.7635	58,840	4,903.33	30.5821	
	32	26,067	2,172.25	13.5483	26,784	2,232.00	13.9210		67	58,362	4,863.50	30.3337	59,967	4,997.25	31.1679	
	33	26,835	2,236.25	13.9475	27,573	2,297.75	14.3311		68	59,463	4,955.25	30.9059	61,098	5,091.50	31.7557	
	34	27,594	2,299.50	14.3420	28,353	2,362.75	14.7365		69	60,560	5,046.67	31.4761	62,225	5,185.42	32.3415	
	35	28,172	2,347.67	14.6424	28,947	2,412.25	15.0452		70	61,658	5,138.17	32.0468	63,354	5,279.50	32.9283	
	36	28,919	2,409.92	15.0307	29,714	2,476.17	15.4439		71	62,755	5,229.58	32.6169	64,481	5,373.42	33.5140	
	37	29,728	2,477.33	15.4511	30,546	2,545.50	15.8763		72	64,034	5,336.17	33.2817	65,795	5,482.92	34.1970	
	38	30,598	2,549.83	15.9033	31,439	2,619.92	16.3404									

Notes: Above pay scales have been increased following arbitration.

All SCP's increased by 2.75% from 1 April 2008 plus an additional £100 per annum on spinal column points 4, 5 & 6.

National Minimum Wage from 1 October 2008 (1 October 2007 in brackets)
 Age 22 and over £5.73 (£5.52)
 Age 18-21 £4.77 (£4.60)
 Under 18 £3.53 (£3.40)

Winchester City Council Pay Scales

JNC for CO's Interim Pay Award applied 01/04/08 for grades 8-12 (points 49-84 inclusive).
ONLY applicable to Officers on JNC Chief Officer Conditions Of Service.

		01/04/2007	Month	Hour	01/04/2008	Month	Hour
Scale 8	49	40,101.00	3,341.75	20.8425	41,083.00	3,423.58	21.3529
	50	41,119.00	3,426.58	21.3716	42,126.00	3,510.50	21.8950
	51	42,136.00	3,511.33	21.9002	43,168.00	3,597.33	22.4366
	52	43,200.00	3,600.00	22.4532	44,258.00	3,688.17	23.0031
	53	44,276.00	3,689.67	23.0125	45,361.00	3,780.08	23.5764
	54	45,379.00	3,781.58	23.5858	46,491.00	3,874.25	24.1637
	55	46,517.00	3,876.42	24.1772	47,657.00	3,971.42	24.7698
	56	47,381.00	3,948.42	24.6263	48,542.00	4,045.17	25.2297
Scale 9	56	47,381.00	3,948.42	24.6263	48,542.00	4,045.17	25.2297
	57	48,306.00	4,025.50	25.1071	49,490.00	4,124.17	25.7225
	58	49,219.00	4,101.58	25.5816	50,425.00	4,202.08	26.2084
	59	50,135.00	4,177.92	26.0577	51,363.00	4,280.25	26.6959
	60	51,051.00	4,254.25	26.5338	52,302.00	4,358.50	27.1840
	61	51,965.00	4,330.42	27.0088	53,238.00	4,436.50	27.6705
	62	52,878.00	4,406.50	27.4834	54,174.00	4,514.50	28.1570
	63	53,791.00	4,482.58	27.9579	55,109.00	4,592.42	28.6429
64	55,076.00	4,589.67	28.6258	56,425.00	4,702.08	29.3269	
Scale 10	64	55,076.00	4,589.67	28.6258	56,425.00	4,702.08	29.3269
	65	56,170.00	4,680.83	29.1944	57,546.00	4,795.50	29.9096
	66	57,265.00	4,772.08	29.7635	58,668.00	4,889.00	30.4927
	67	58,362.00	4,863.50	30.3337	59,792.00	4,982.67	31.0769
	68	59,463.00	4,955.25	30.9059	60,920.00	5,076.67	31.6632
	69	60,560.00	5,046.67	31.4761	62,044.00	5,170.33	32.2474
	70	61,658.00	5,138.17	32.0468	63,169.00	5,264.08	32.8321
	71	62,755.00	5,229.58	32.6169	64,293.00	5,357.75	33.4163
72	64,034.00	5,336.17	33.2817	65,603.00	5,466.92	34.0972	
Scale 11	72	64,034.00	5,336.17	33.2817	65,603.00	5,466.92	34.0972
	73	65,312.00	5,442.67	33.9459	66,912.00	5,576.00	34.7775
	74	66,597.00	5,549.75	34.6138	68,229.00	5,685.75	35.4621
	75	67,876.00	5,656.33	35.2786	69,539.00	5,794.92	36.1429
	76	69,158.00	5,763.17	35.9449	70,852.00	5,904.33	36.8254
	77	70,437.00	5,869.75	36.6097	72,163.00	6,013.58	37.5068
	78	71,719.00	5,976.58	37.2760	73,476.00	6,123.00	38.1892
	79	72,995.00	6,082.92	37.9392	74,783.00	6,231.92	38.8685
Scale 12	79	72,995.00	6,082.92	37.9392	74,783.00	6,231.92	38.8685
	80	74,283.00	6,190.25	38.6086	76,103.00	6,341.92	39.5546
	81	75,559.00	6,296.58	39.2718	77,410.00	6,450.83	40.2339
	82	76,841.00	6,403.42	39.9381	78,724.00	6,560.33	40.9168
	83	78,123.00	6,510.25	40.6045	80,037.00	6,669.75	41.5993
	84	79,402.00	6,616.83	41.2692	81,347.00	6,778.92	42.2801

Notes:

Notes: Above pay scales have been increased according to the Employers' final offer and are subject to arbitration.

All SCP's increased by 2.45% from 1st April 2008.

Winchester City Council Pay Scales

JNC for CX Pay Award applied 01/04/2008 for grade 13 (points 84-89 inclusive).

ONLY applicable to Officers on JNC Chief Executive Conditions Of Service.

		01/04/2007	Month	Hour	01/04/2008	Month	Hour
Scale 13	84	79404	6617.00	41.2703	81351	6779.2500	42.2822
	85	81966	6830.50	42.6019	83976	6998.0000	43.6466
	86	84528	7044.00	43.9335	86601	7216.7500	45.0109
	87	87084	7257.00	45.2620	89220	7435.0000	46.3721
	88	89646	7470.50	46.5936	91845	7653.7500	47.7365
	89	92208	7684.00	47.9252	94467	7872.2500	49.0993

Notes:

All points increased by 2.45% from 1 April 2008.