## 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.

#### PERSONNEL COMMITTEE

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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 exceed 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. <u>SUSTAINABLE COMMUNITY STRATEGY & CORPORATE BUSINESS PLAN</u> (<u>RELEVANCE TO</u>):
- 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

	2002	2003	2004	2005	2006
Department	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

	2008			2009	2009	Part Ext	Full ext		Ringfenced			from Govt
Department		change		FTE	Headcount	fund	fund	Not funded	fund	Change	FTE	initiative
Chief Executive	2		0	2	2	0	0	0	0		0	0
Governance Directorate												
Director & PA	1		0	1	1	0	0	0	0			
										2005 Legal officer - Planning enforcement changes (EA29),		
		Dis - temp Land								04/05 changes to Licensing Act increased level of work. Temp		
Legal Services	21.57	Charges policy	-1	20.57	22	0	0	1.2	0	post made perm	1	1
		dis of D&P mgr &										
		print assist 0.5.										
		Trans D&P to										
Financial Services		CSC & PCI	-8.62	12	15							
Democratic Services	10.86	0.5 disest (123)	-0.5	10.3	13	0	0	0	0	0.27 disestablished from post 123 - 0.23 transferred to post 507	0.5	0
										E-governance initiatives resourced from existing establishment.		
										Restructure 2004/5 split IT from support services, 4 new analyst		
IM&T	11.61		0	11.61	12	0	0	0	0	& project posts	4	0
										2002 Tax Credit, Pension Credits increase benefits officer		
1										(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		
Revenues & Benefits	53 20	Posts disest	-1.26	52.03	57	٥	0	0	0	Increased	6	6
Neverides & Berients	33.27	Add Mkt Mgr to	-1.20	32.03	37	0	U	0		Increased	0	0
Estates	20.81		0.23	21.04						0.23 from Dem Svs		
Operations Directorate	20.01	CSt	0.23	21.07						0.23 HOIT BEIT 3V3		
Director & PA	2		0	2	2	n	0	0	0			
Birector a 171		Courier 0.6 dis,	Ŭ,				·	Ü				
		0.6 CSC, add										
Customer Service Centre		D&P 4	-0.85	25.87						2004/05 Egovt initiative 2 new posts, Access to Services 0.6 fte	2.6	2.6
Environment	44.45	Dai 4	1.1	45.55						2004/03 Egovi militative z new posts, necess to services 6.0 ite	2.0	2.0
Access & Infrastructure	43.5		0.36	43.86								
Access & minustracture	73.3	1.96	0.50	43.00								
		Meadowside,										
		increase VA										
Cultural Services	40.7	hours	1.95	42.65								
Landlord Services	104.79	nours	0	104.79						0.5 Choice based lettings	0.5	0.5
Editation a Convisco			, , , , , , , , , , , , , , , , , , ,	10 117 7						one endice based loaninge	0.0	0.0
										2005 2.5 Enforcement staff - increase service levels. Member		
										priority (EA29), PDG required higher performance against		
Planning Control	48.27			44.47						national indicators to secure funding so resources added.		
Building Control	11.5		0	11.5						l		
Policy Directorate												
Director & PA	1		0	1								
										Transfer of staff from Perf & Scrutiny, Health & Housing. E		
										Comms & LSP Manager - new Local Govt Act 2000 requirement		
										for Community strategy, Local Govt & Public Health		
		From Perf &								Involvement in Health Act 2007 (LAAs etc), sustainability		
		Scrut, D&P &								refocused to climate change with Climate Change &		
Partnerships & Communication		Planning	-5.31	17.31						Sustainable Energy Act 2002	2	າ
Performance & Scrutiny	4.85	i idilililiy	-J.J1	17.31						Sustainable Energy Not 2002		
. S. S. Mario & Scruttiny	7.03									Growth 0.6 due to local plan review and public enquiry from		
Strategic Planning	7.22		-1	6.22	Q	n	n	n	0.6	PDG money, 0.6 technical officer for LDF work	1.2	0.6
Strategic Housing	21.91		2	23.91	25	n	0	n	0.0	2 transfer in from Ptn & Comms	1.2	0.0
Stategic Flouding	21.71		2	25.71	2.0	0	0	0	-	Transfer of H&S from Environment, Business Manager 0.5		
Organisational Development	7.65		0	7.65	10	n	n	n	n	established then disestablished		
	518.32		18.31	507.33	10	- 0	0	U	0			12.7
TOTAL	カロス イノ											

			Total	Establishment	
Department	2002/03	2005/06	Total change in FTE	growth linked to Govt initiative	Central Government initiative behind growth in establishment
					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
Chief Executive	12.32	17.31	4.99	4	Climate Change & Sustainable Energy Act 2002
City Secretary & Solicitor	26.85	35.66	8.81		Incorporated Mayoralty from CX.
					2005 Legal officer - Planning enforcement changes (EA29),
Legal				3	04/05 changes to Licensing Act increased level of work.
Committee Admin					Restructured to incorporate Heath & Housing, Arts,
Community Services	54.76	172.55	117.79		Museums & Tourism moved to Development Services
Arts	34.70	172.33	117.77		ividscums a Tourism moved to bevelopment services
Admin					
Museums					
Sport and Recruitment					
Tourism					
Development Services	121.81	162.88	41.07		
Engineers					
Traffic & Transport					
Parking					
					2005 2.5 Enforcement staff - increase service levels.  Member priority (EA29), 3.5 from PDG - required higher performance against national indicators to secure funding
Planning				3.5	so resources added.
Building Control					
Estates					2004/05 Facut initiative 2 new pacts. Access to Convices
Finance	89.54	115	25.46		2004/05 Egovt initiative 2 new posts, Access to Services 0.6 fte in CSC
Support Services					New e-governance initiatives resourced from existing establishment. Restructure 2004/5 split IT from support services, 4 new analyst & project posts,
Accountancy					
D&P					
					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.
Revenues				6	Since been increased
Health & Housing	150.08	0	-150.08		Transferred to Community Services
Landlord				1	Choice Based Lettings
Business services					
Strat Housing					New legislation relating to Homelessness
Health				1	New legislation relating to Food Safety
Personnel	6.6 461.96	7.1 510.5	0.5 48.54	25.6	

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

where posts are identified as vacant there may	2007	2008	2009							
	2007	2008	2009	2009						
Department	FTE	FTE	FTE	Current Headcount	FTE in post	Vacant*	Full Ext Funding	Part Ext Funded	Ringfenced Ext Funding	
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						0				
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 Funded** 

<u>Landlord Services</u> 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

<u>Financial Services</u>

Joint funded audit manager post employed by Havant

<u>Environment</u> Community Safety Intelligence Officer

<u>Partnerships, Communication & Improvement</u> Community Wellbeing Manager 50% funding PCTs

<u>Strategic Planning</u> 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.

Seale   1   4   11,577   994,75   6,0172   11,995   999,58   6,2344   Scale   6   38   30,598   2,549,83   15,9033   31,439   2,619,92   16,340   16,1176		;	######	Month	Hour	######	Month	Hour		(	01/04/2007	Month	Hour	######	Month	Hour
6 11,907 992.55 6.1887 12,334 1,007.83 6.4106 40 32,486 2,703.00 16.8586 33,328 2,777.33 17,302.7  7 12,291 10,024.25 6.3883 12,629 1,065.42 6.5639 42 34,140 2,845.00 17,7443 35,079 2,850.58 18,229 9,130.62 1,086.58 6.7880 13,427 1,118.42 6,9756 43 34,940 2,915.92 11,186.6 35,938 2,980.60 8,180 11,113.33 6,1113.33 6,3314 13,703 1,141.92 7,1221 44 35,852 2,987.67 18,6341 36,838 3,069.83 19,1466 11,141,97 1,183.08 7,3789 14,857 1,155.8 7,5816 45 36,657 3,054.75 19,0525 37,665 3,138.75 19,5764 11,155.8 7,306.6 11,155.8 7,306.6 13,141.97 1,183.08 7,3789 13,427 1,165.8 7,708 14,567 1,155.8 7,708	Scale 1	4		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
7 12,291 1,024,25 6,3883 12,629 1,052,42 6,5639 41 33,291 2,774,25 17,303 34,207 2,850,58 17,7791 8,150,50 1,05		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
8 12,678 1,066.50 6,5894 13,027 1,085.58 6,7708 42 34,140 2,945.00 17,7443 35,079 2,923.25 18,2323 9 13,062 1,085.55 2,987.67 18,1866 35,953 2,986.08 18,866 10 13,336 1,111,33 6,331 1,141,92 7,1221 44 35,652 2,987.67 18,6341 36,338 3,089.83 19,1466 11 14,197 1,183.00 7,3786 14,587 1,5756 45 36,657 3,054.75 19,0525 37,665 3,138.75 19,5764 45 36,657 3,054.75 19,0525 37,665 3,138.75 19,5764 45 36,657 3,054.75 19,0525 37,665 3,138.75 19,5764 45 36,657 3,054.75 19,0525 37,665 3,138.75 19,5764 47 10 13,336 1,111,33 6,931 13,027 1,108.59 6,7708 45 36,657 3,054.75 19,0525 37,665 3,138.75 19,5764 10 13,336 1,111,33 6,931 13,703 1,141,92 7,1221 47 38,404 3,203.31 19,9605 39,460 3,288.33 20,504 11 14,197 1,183.00 7,3789 14,567 1,215.50 7,75816 48 32,258 3,271.50 2,0444 4,038 3,30.50 2,0567 12 14,482 1,207.67 7,5322 14,891 1,240.92 7,7396 49 40,101 3,341,75 20,0442 4,038 3,30.50 2,0567 14,1862 1,240.17 7,7349 15,281 1,274.25 7,347.5 50 41,119 3,425.58 1,217.16 42,250 3,50.03 2,19855 15,470 1,287.50 8,0825 15,140.18 15,153 1,282.75 7,8768 1,5570 1,287.50 8,0825 15,140.18 15,153 1,282.75 7,8768 1,5570 1,287.50 8,0825 15,140.18 15,153 1,282.75 7,8768 1,589.5 1,324.58 8,2814 1,5153 1,524.70 1,289.50 8,0825 15,140.18 15,153 1,282.75 8,082.5 1,282.50 8,0825 15,140.18 15,153 1,282.75 8,082.5 1,282.50 8,082.5 15,140.18 1,282.50 8,9158 1,282.88 8,8606 52 43,200 3,000 22,453.2 44,388 3,699.0 22,453.4 1,454.2 4,454.2 1,45		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
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 2,986,08 18,6866 10 13,336 1,1113 3,6831 13,703 1,141,92 7,71221 44 35,6852 2,987,67 18,6341 36,838 30,699,33 19,1456 45 36,657 3,054,75 19,0525 37,665 3,138,75 19,5764 45 36,657 3,054,75 19,0525 37,665 3,138,75 19,5764 10 13,656,76 1,065,50 6,6894 13,027 1,085,56 6,7708 45 36,657 3,054,75 19,0525 37,665 3,138,75 19,5764 10 13,336 1,111,33 6,8314 13,703 1,141,92 7,71221 47 38,6657 3,054,75 19,0525 37,665 3,214,58 20,0544 11 14,197 1,183,06 7,3789 11,4587 1,121,58 7,5816 48 39,255 3,271,50 20,4044 40,338 3,361,50 20,0564 11 14,197 1,183,06 7,3789 11,240,92 7,77396 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 3,426,56 21,3716 42,250 3,520,83 21,9505 14 15,153 1,262,75 7,8758 15,570 1,297,50 8,0925 51 42,134 3,341,53 21,9002 43,295 3,520,83 21,9505 15 14,740 1,289,17 8,040,17 1,281,50 8,128,17 8,040,17 1,281,50 8,128,17 8,040,17 1,281,50 8,460,18 1,341,50 8,460,18		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
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		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		18.2323
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		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
8         12,678         1,066,50         6,894         13,027         1,085,58         6,7708         45         36,687         3,064,75         19,525         37,685         3,138,75         19,5764           9         13,062         1,088,50         6,890         13,421         1,1182         6,7756         46         37,543         3,128,88         19,510         38,575         3,214,58         20,504           11         14,197         1,183,08         7,3798         14,878         1,218         7,5816         48         39,258         3,271,50         20,4044         40,333         3,3617         21,4188           13         14,882         1,207,67         7,5322         14,891         1,240,92         7,7396         49         40,101         3,341,75         20,425         41,204         3,330,87         21,4188           14         1,5153         1,262,75         7,6758         15,570         1,297,50         8,0925         5cale 8         49         40,101         3,341,75         20,8425         3,007,92         22,5026           5cale 3         14         1,5153         1,262,75         7,8788         15,570         1,297,50         8,0925         5cale 8         49         40,101		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
8         12,678         10,685,0         6,889         13,027         1,085,58         6,7708         45         36,687         3,064,75         19,0525         37,685         3,138,75         3,214,58         20,044         40         13,336         1,111         33,36         1,111         33,738         1,418         1,773         1,141         27,1221         47         38,404         3,203,33         1,9605         39,460         3,288,33         20,5094           11         11,4197         1,183,08         7,3789         1,487         1,2158         7,5816         48         39,258         3,271,50         2,0404         40,333         3,3615         2,14188           13         14,882         1,207,67         7,5322         1,8891         1,240,25         7,7396         49         40,101         3,341,75         2,8425         41,204         3,435,67         2,214,158           14         1,5153         1,262,75         7,6758         15,570         1,297,50         8,0925         5cale 8         49         40,101         3,341,75         2,08425         3,007,92         2,255,855           5         1,5153         1,262,75         7,8758         15,570         1,297,50         8,0925         5cale	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
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 1,1113 36 6314 13,703 1,141.92 7,1221 47,38,404 3,203.3 19,9605 3,460 3,283.3 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 3,425.58 21,3716 42,250 3,520.88 21,8556 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 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 15 15,470 1,289.17 8,239 16,278 1,365.59 1,324.58 8,2614 56 15,642 1,320.17 8,2339 16,278 1,365.59 8,4605 51 42,136 3,511.33 21,9002 43,295 3,607.92 22,5026 17 16,217 1,351.42 8,428 16,663 1,386.58 8,6605 51 42,136 3,511.33 21,9002 43,295 3,607.92 22,5026 19 17,751 1,481.75 9,2417 18,270 1,522.50 9,4958 15 44,276 3,689.67 23,012.5 45,494 3,791.17 23,6455 19 17,154 1,429.50 8,1958 17,626 1,468.83 9,1611 54 4,5379 3,781.58 23,588.8 46,67 3,386.58 24,244 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 24,842 21 18,430 15,358.39 9,570 18,937 1,576.80 9,868 55 46,517 3,876.82 24,1203 4,8684 4,057.00 25,3035 24 20,099 16,749.2 10,149 19,998 1,765.80 9,868 55 46,517 3,876.82 24,120.83 48,684 4,057.00 25,3035 24 20,099 16,749.2 10,149 19,998 1,765.80 9,868 55 46,517 3,876.82 24,120.83 48,684 4,057.00 25,3035 24 20,099 16,749.2 10,149 19,998 1,765.80 9,868 55 46,517 3,876.82 24,120.83 48,684 4,057.00 25,3035 24 20,099 16,749.2 10,149 19,998 1,775.50 10,3340 56 45,399 3,344.2 24,6263 48,684 4,057.00 25,3035 24 20,099 16,749.2 10,149 19,998 1,775.50 10,3340 56 45,399 3,344.2 24,6263 48,684 4,057.00 25,3035 24,200,999 16,749.2 10,149 19,149 10,178 10,179	Oouic 2								Coulc 1							
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11																
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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         21,9585           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         15,885         1,324,58         8,2614         50         41,119         3,426,58         21,3716         42,250         3,520,83         21,4158           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         1,368,56         8,6606         51         42,136         3,511,33         21,9002         43,295         3,607,92         22,5026           19         17,154         1,429,50         8,946         16,991         1,415,92         8,8311         53         4											,				,	
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   15,170   1,281.77   8,0405   15,895   1,324.58   8,2614   50   41,119   3,426.58   21,3716   42,250   3,607.92   22,5026   17   16,271   1,351.42   8,4288   16,663   1,386.50   8,6606   52   43,200   3,600.00   22,4532   44,388   3,699.00   23,0707   18,176   16,536   1,378.00   8,5946   16,991   1,415.92   8,8311   53   44,276   3,889.67   23,0125   45,494   3,791.17   23,6455   19   17,154   1,429.50   8,9158   17,626   1,488.83   9,1611   54   45,379   3,781.58   23,5858   46,627   3,885.83   24,2344   20   17,781   1,481.75   9,2417   18,270   1,522.50   9,458   55   46,171   3,864.24   24,126   3,881.34   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   24,244   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   22,7744   2,780.89   2,440.24   2,243.24											,					
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 15,642 1,320.17 8,2339 16,278 1,365.50 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 1,6683 1,385.50 8,6606 52 43,200 3,600.00 22,4532 44,388 3,609,00 23,076 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 23,6454 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 18,407 1,575.88 9,8269 19,427 1,618.92 10,0972 56 47,381 3,948.42 24,6263 48,684 4,057.00 25,3035 24,545 20,736 1,725.00 10,7775 21,306 1,775.50 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 27 22,122 1,843.50 1,725.00 10,7775 21,306 1,775.50 11,0738 59 50,135 4,177.92 26,0577 51,514 4,292.83 26,774 4,295.00 10,7775 21,306 1,775.50 11,0738 59 50,135 4,177.92 26,0577 51,514 4,292.83 26,774 4,495.50 27 22,122 1,843.50 11,849.99 22,730 1,894.17 11,8139 62 58,787 4,065.50 25,796 58,270 4,605.83 28,7266 29,374.61 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 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 32,266.77 2,172.50 14,4402 2,233.50 12,2603 64 55,076 4,589.67 28,6258 56,591 4,715.92 29,4132 32,266.67 2,172.50 13,5493 2,267.75 14,3311 68 59,463 4,955.25 30,9059 61,098 5,091.50 31,7557 32,277.57 14,3311 68 59,463 4,955.25 30,9059 61,098 5,091.50 31,7557 32,277.57 14,441.25 15,4459 71,647.92 2,477.33 15,441.24 2,833 2,2455.54 51,5452 3,3454 2,347.53 31,4409.92 2,347.53 31,444.24 2,345.75 14,339 11,647.92 2,347.53 31,444.24 2,345.24																
15         15, 470         1,288,17         8,0405         15,895         1,324,58         8,2614         50         41,119         3,426,58         2,13716         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           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           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         3,883,00         24,8420           21         18,430         1,578,58         9,8269         19,427         1,618,92         10,0972         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         57         48,306         4,025,50         <			10,100	1,202.70	7.0700	10,070	1,207.00	0.0020			42,100	0,011.00	21.0002	10,200	0,007.02	22.0020
15         15,470         1,288,17         8,0405         15,885         1,324,588         8,2614         50         41,119         3,426,58         2,13716         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           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           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         3,883,00         24,8420           21         18,430         1,578,58         9,8269         19,427         1,618,92         10,0972         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         57         48,306         4,025,50         <	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
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         22,25026           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         3,680,607         23,0125         44,484         3,791,17         23,0707           19         17,154         1,429,50         8,9158         17,626         1,468,83         9,1611         54         45,379         3,781,58         23,588,58         46,627         3,883,00         24,234           21         18,430         1,535,83         9,570         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         57         48,306         4,225,50         <		15	15,470	1,289.17	8.0405	15,895	1,324.58	8.2614			41,119	3,426.58	21.3716		3,520.83	21.9595
17		16		1,320.17				8.4605		51						
18       16,536       1,378,00       8,946       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       24,234         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         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       25,793         24       20,099       1,674,92       10,1465       20,652       1,721,00       10,7339       59       50,135       4,177,92       26,577       51,514       4,292,83       26,774         25       2,		17														
19 17,154 1,429.50 8,9158 17,626 1,488.83 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		18		1.378.00			,				,			,		
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 1,576.08 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		19									,	,			,	
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           Scale 4         22         18,907         1,575.58         9.8269         19,427         1,618.92         10.0972         5cale 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         10.1465         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         11.14873         22,730         1,894.17 <th< th=""><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th>,</th><th></th><th></th><th></th><th></th><th></th></th<>											,					
Scale 4         18,907         1,575.58         9,8269         19,427         1,618.92         10.0972           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         26,853           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         51,965         4,330.42         27.0088         53,394         4,449.50         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         27.4834         54,332         4,527.6											,			,	,	
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 22,21 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 55 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 26,087 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 32,9974 37 29,778 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 2,447.33 15.4511 30,546 2,545.50 15.8763 77 26,403.4 5,336.17 33.2817 65,795 5,542.9 33.5140 37 29,728 2,447.33 15.4511 30,546 2,545.50 15.8763 77 64,034 5,336.17 33.2817 65,795 5,452.9 34.1970		22									,			-,	,	
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 50 50 50 50 50 50 50 50 50 50 50 50 50							,		Scale 9	56	47,381	3,948.42	24.6263	48,684	4,057.00	25.3035
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         11.8737         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           Scale 5         30         24,545         2,045.42         12.7573         25,220         2,101.67         13.1081         65         56,170	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
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         1,997.908         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         65         56,176         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		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
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         27.516           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         1,997.08         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         65         56,776         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         4,589.67         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		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
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 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 28,345 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		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
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 5 30 24,545 2,045.42 12.7573 25,220 2,101.67 13.1081  Scale 5 30 24,545 2,045.42 12.7573 25,220 2,101.67 13.1081  Scale 6 55,076 4,589.67 28.6258 56,591 4,715.92 29.4132  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		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
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 5 30 24,545 2,045.42 12.7573 25,220 2,101.67 13.1081  Scale 5 30 24,545 2,045.42 12.7573 25,220 2,101.67 13.1081  5 5 66,170 4,589.67 28.6258 56,591 4,715.92 29.4132  8 6 6 57,265 4,772.08 29.7635 58,840 4,903.33 30.5821  3 2 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  3 3 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  3 4 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  3 5 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  3 6 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  3 7 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		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
30         24,545         2,045.42         12.7573         25,220         2,101.67         13.1081           Scale 5         30         24,545         2,045.42         12.7573         25,220         2,101.67         13.1081         65         56,170         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         30.5841           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		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
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         4,868.50         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         32.918           35         28,172         2,347.67         14.6424         28,947         2,476.17         15.4439         71         62,755		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
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         2,476.17         15.4439         71         62,755		30	24,545	2,045.42	12.7573	25,220	2,101.67	13.1081								
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									Scale 10		55,076			56,591		
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	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
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		31		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
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		32									58,362			59,967		
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											,					
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																
<b>37</b> 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
<b>38</b> 30,598 2,549.83 15.9033 31,439 2,619.92 16.3404		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
		0.1.00.1.00		00.004=	27.000.00	<b>-</b> 400 00	0.4.00=0
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 70	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	70,437.00	5,869.75	36.6097	72,163.00	6,013.58	37.5068
	78 70	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
Jouis 12	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	40.2339
	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
	<b>U</b>	7 5, 102.00	3,010.00	11.2002	01,017.00	5,770.02	12.2001

#### 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.