



Complete Agenda

Democratic Service
Swyddfa'r Cyngor
CAERNARFON
Gwynedd
LL55 1SH

Meeting

CHIEF OFFICERS APPOINTMENTS COMMITTEE

Date and Time

10.30 am, WEDNESDAY, 14TH FEBRUARY, 2018

Location

Siambr Dafydd Orwig, Council Offices, Caernarfon, Gwynedd, LL55 1SH

Contact Point

Lowri Haf Evans

01286 679878

lowrihafevans@gwynedd.llyw.cymru

(DISTRIBUTED Tuesday, 6 February 2018)

CHIEF OFFICERS APPOINTMENTS COMMITTEE

MEMBERSHIP (15)

Plaid Cymru (8)

Councillors

E. Selwyn Griffiths
Peredur Jenkins
Mair Rowlands
Ioan Thomas

Annwen Hughes
W. Gareth Roberts
Dyfrig L. Siencyn
Gethin Glyn Williams

Independent (5)

Councillors

Richard Medwyn Hughes
Eryl Jones-Williams
Angela Russell

Eric M. Jones
Dewi Wyn Roberts

Llais Gwynedd (2)

Councillors

Robert Glyn Daniels

Alwyn Gruffydd

Ex-officio Members

Chair and Vice-Chair of the Council – Councillor

A G E N D A

1. APOLOGIES

To receive any apologies for absence.

2. DECLARATION OF PERSONAL INTEREST

To receive any declaration of personal interest

3. URGENT ITEMS

To note any items that is a matter of urgency in the view of the Chairman for consideration.

4. MINUTES

4 - 5

The Chairman shall propose that the minutes of the meeting of this committee held on 8.11.2017 be signed as a true record

5. ANNUAL REVIEW - COUNCIL'S PAY POLICY

6 - 19

To submit the report of the Chief Executive

Agenda Item 4

CHIEF OFFICERS' APPOINTMENT COMMITTEE, 8.11.17

Present: Councillor W. Gareth Roberts (Chair)

Councillors Selwyn Griffiths, Alwyn Gruffydd, Annwen Hughes, R Medwyn Hughes, Peredur Jenkins, Eric M. Jones, Eryl Jones-Williams, Dewi Wyn Roberts, Mair Rowlands, Angela Russell, Dyfrig Siencyn, Ioan Thomas and Gareth Thomas (Cabinet Member for Education).

Also in Attendance: Geraint Owen (Head of Corporate Support), Eurig Williams (Human Resources Advisory Services Manager), Dilwyn O. Williams (Chief Executive), Iwan Trefor Jones (Corporate Director) and Lowri Haf Evans (Member Support Officer).

1. APOLOGIES

Apologies were received from Councillors Glyn Daniels and Gethin Glyn Williams.

2. DECLARATION OF PERSONAL INTEREST

None to note

3. URGENT ITEMS

None to note

4. MINUTES

The Chair signed the minutes of the meeting of this committee held on 17.10.17 as a true record.

5. EXCLUSION OF PRESS AND PUBLIC

RESOLVED to exclude the press and public from the meeting during the discussion on the following item due to the likely disclosure of exempt information as defined in paragraph 12, Section 4, Schedule 12A, Local Government Act 1972. This paragraph is relevant as the report includes information regarding specific individuals and that those individuals are entitled to privacy. There is no public interest that calls for disclosing personal information about the individuals or for them to be identified. Consequently, the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

6. INTERVIEWING AN APPLICANT FOR THE POST OF HEAD OF EDUCATION

One applicant who was on the short list for the post was interviewed.

The applicant gave a presentation on how he would deliver and fulfil his vision in practice, and he responded to a number of subsequent questions.

Observations were received from the Assessment Centre held on 25.10.17 by the Head of Corporate Support, with a summary of the applicant's performance.

It was proposed and seconded that the post be offered to Mr Garem Jackson.

In response to a question regarding mentoring, the Chief Executive expressed that he would discuss the appropriate support needs with the applicant in order to assist him with development in his role as the Head of Education.

RESOLVED UNANIMOUSLY TO APPOINT MR GAREM JACKSON TO THE POST OF HEAD OF EDUCATION.

The meeting commenced at 10.00am and concluded at 11.45am.

Agenda Item 5

Meeting	Chief Officers' Appointments Panel
Date	14 February 2018
Title	Annual Review - Council's Pay Policy
Purpose	Agree on a recommendation to full Council
Author	Dilwyn Williams - Chief Executive
Cabinet Member	Councillor Mair Rowlands

BACKGROUND

1. Since 2012 there is a statutory responsibility on all Councils to adopt a pay policy on an annual basis. This statutory requirement notes that it is a function for the full Council to approve that pay policy.
2. When adopting the pay policy for 2012/13, the full Council resolved to ask the Chief Officers' Appointments Panel to conduct an annual review of the pay policy's future sustainability and to submit recommendations to a meeting of the full Council in March each year.
3. Subsequently, and in accordance with the arrangements adopted since then, the Committee is asked to consider the content of the draft pay policy for 2018/19 and to submit a recommendation to the meeting of the full Council on the 2nd of March.

CHIEF OFFICERS

4. There were no changes in responsibilities amongst Heads of Department and Corporate Directors during 2017/18 and therefore no new evaluation has been conducted for 2018/19. However, current Chief Officer salaries are based on either the lower quartile or the median for jobs of corresponding size within the National Public Sector Market, as shown in January 2012.
5. This means that the comparison with jobs of corresponding size in the National Public Sector Market has not been conducted as part of the corporate pay policy review for six years. It is highly likely therefore that the salaries of Chief Officers in Gwynedd have fallen below the lower quartile and median of corresponding jobs in the meantime. It was suggested last year that it would be timely to conduct such an exercise for consideration by the Committee when reviewing in 2018/19. However in view of the current financial climate, it was decided not to conduct the review. This subsequently means that there is a danger that the

salaries of the Council's Chief Officers will lose ground with those salaries paid by neighbouring authorities.

6. The Joint National Council for Chief Officers and the Joint National Council for Chief Executives are currently considering pay awards for the next two years but no formal offer has been submitted thus far.
7. Chief Officers and the Chief Executive have a contractual right to those pay rises agreed upon nationally and to this end, the draft policy states, **"Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises and this Council will therefore pay these as and when determined in accordance with current contractual requirements"**. This means that the Council approves those pay rises agreed upon nationally as a result of annually adopting the pay policy.

POSTS BELOW CHIEF OFFICER LEVEL

8. The Council has established its minimum salary on point 8 within the National pay scale following a review of the 2015/16 Pay Policy, this in an attempt to move closer towards the "Living Wage", as defined by the Living Wage Foundation.
9. In his budget statement on the 8th July, 2015, the Chancellor of the Exchequer announced that he would establish the "National Living Wage" for workers aged 25 and above. It was announced in last year's Autumn Statement that this "National Living Wage" would rise to £7.83 an hour as from the 1st April, 2018.
10. Point 8 (the Council's minimum salary) is currently £7.90 per hour (compared with the £8.75 per hour recognised as the Living Wage by the Living Wage Foundation). Recently, national representatives on behalf of the Local Government Employers have tabled a final offer to workforce representatives on a proposed pay rise for the next two years. Agreement on the basis of these terms would award those workers on point 20 and above an additional annual pay increase of 2% for the next two years whilst those on points 8-19 would get a pay increase of between 3.7% and 9.1% in 2018/19 and up to a further 8% in 2019/20. This would lead to a minimum salary of £9.18 within the Council as from the 1st April, 2019 (£8.62 as from the 1st April, 2018).
11. Trade union representatives, who represent local government workers, have stated that they will formally respond to this offer at the beginning of March following consultation with their members.
12. In light of these national initiatives to raise salaries on the lower levels of the pay structure and the fact that the Council remains in a position of needing to budget

for the cost of any national agreement, there is no intention to recommend any further local changes to the minimum salary in 2018/19.

13. As reported last year, the Council has been holding discussions with local representatives of the recognised trade unions for the past two years in an attempt to ensure a collective agreement on a package that would lead to changes in other elements of the local Conditions of Service.
14. There has been a constructive dialogue and two of the three unions, namely the GMB and UNITE, were prepared to hold a ballot amongst members on the package under consideration. However, UNISON's National Office confirmed in December 2017 that it would not permit any local branch to hold a ballot on an offer which would lead to "a deterioration in terms and conditions".
15. This means that the Council has written to all those members of staff, employed under the Local Government Workers' conditions, in order to outline the package. The opportunity to submit comments on the details of the offer remains open to Council staff until the 12th March. The Cabinet will consider those comments received prior to making a final decision later in March.
16. Details of the proposed amendments are as follows;
 - Abolishing the additional payment of a 1/5 of the hour for working between 8 and 10 in the evening. Gwynedd Council remains the only employer amongst the neighbouring authorities that issues an additional payment for working these hours.
 - The financial detriment scheme enables the Council to protect the salary grade of staff for a period of up to 3 years in situations of restructuring services. We are considering amending the scheme from the 3 years to:
 - 1 year of 100% protection
 - 1 year on 50% protection
 - Amending the policy for the reimbursement of travelling expenses. Under the revised policy, officers would be expected to subtract the total number of miles that are travelled to and from the normal place of work from any business journey that starts and ends at the individual's home. This would mean that officers would only receive reimbursement for any additional miles that are travelled on Council business.
 - Reduce the weekly payment for being "on duty" outside of normal hours of work from £265.88 per week to £200 per week. This change WOULD NOT

have an impact on what is paid for being “on call” (the sum of £159.53 per week).

- A collective agreement signed in 2012 implemented a change that meant a reduction in all workers’ pay equivalent to 1½ days per annum. The Council is offering to take the first step in removing this reduction in pay by lowering the deduction of pay from 1½ days to 1 day i.e. the ½ day’s annual pay would be given back to us as staff members. The Council also intends to consider how it can remove the remaining 1 day’s reduction in its entirety as soon as possible.

17. It is intended for those changes finally agreed upon to become effective as from the 1st July this year and this means that the relevant Conditions of Service, which form part of the Pay Policy, will be amended as from that date.

RECOMMENDATION

18. That the Committee submits the draft 2018/19 Pay Policy Statement to the Council for adoption.



Pay Policy Statement – 2018/19

INTRODUCTION

The Council is required by Section 38(1) of the Localism Act 2011 to prepare pay policy statements. These statements must articulate the Authority's own policies towards a range of issues relating to the pay of its workforce, particularly its senior staff (or 'chief officers') and its lowest paid employees. Pay policy statements must be prepared for each financial year. They must be approved by full Council.

PAY POLICY FOR CHIEF OFFICERS

The Council defines its chief officers as being its Chief Executive, Corporate Directors and Heads of Department. The Council employs Chief Officers under JNC terms and conditions which are incorporated in their contracts. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group. Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises and this Council will therefore pay these as and when determined in accordance with current contractual requirements.

Salaries

The policy appertaining to the salaries of Heads of Department and Corporate Directors was originally adopted by the full Council in October 2009 and subsequently in June 2012 as part of the overall Policy's annual review. A further partial review was conducted in March 2015 in order to reflect further structural changes within the Council.

It is based on an independent report by the Hay Group and is based on their job evaluation scheme.

Corporate Directors' salary is set just under the lower quartile of the National Public Sector Market, as shown in January 2012, for jobs of corresponding size (lower quartile means that 75% of the sector are paid more).

The Head of Education's salary is based on the median of the National Public Sector Market for jobs of corresponding size, as shown in January 2012 (median means that 50% of the sector are paid more).

The Head of Finance's salary is based on the lower quartile of the National Public Sector Market for jobs of corresponding size, as shown in January 2012 (lower quartile means that 75% of the sector are paid more).

All other Heads of Departments' salaries are based on the median of the National Public Sector Market for jobs of corresponding size as shown in January 2012 (median means that 50% of the sector are paid more).

Consideration to the reviewing of actual pay in relation to the benchmark levels will take place annually.

The Chief Executive's salary has been set in accordance with the scale of £102,557 - £110,441.

The Council does not pay any bonus payments or performance related pay to its Chief Officers. The Council's local terms and conditions of service are relevant to Chief Officers, as for all other staff, unless otherwise noted within individual policies.

The salaries of the Council's Chief Officers can be seen in Appendix 1.

LOWER PAID

The Council's pay policy for its remaining staff is based on the Council's equal pay policy and its collective agreement with the recognised trade unions as introduced on the 1st April 2008. The Council's pay structures are subject to equal pay audits.

The Council has adopted the GLPC Job Evaluation Scheme criteria as the basis for setting salary grades for all posts employed under the Local Government Workers' Conditions of Service. The Council is committed to pay salaries in accordance with equal Pay legislation and the "single status" agreement between local government employers and the recognised trade unions in 1997.

The Council defines its lowest paid, as spinal pay point 8 on the national pay scale as agreed by the National Joint Council. The Council does not pay any bonus payments nor pay which is based on workers' performance.

The relationship between the remunerations of its Chief Officers and its other employees is designed to secure the ability of the Council to be able to recruit and retain the best suitable candidates to its various posts, whilst maintaining the differentials as defined by the job's evaluation scheme.

The Hutton Review of Fair Pay in the Public Sector recommends a maximum ratio of no more than 1:20 between the highest and the lowest paid. The ratio within the Council is 1:7.8.

In addition, the ratio between the median of Chief Officers' pay and the lowest salary point is 1:5.

LOCAL CONDITIONS OF SERVICE

Salary on Commencement in Post

The number of increments within each grade reflects the possible period of development in post that could be relevant to individuals on that grade. Members

of staff will be appointed to the salary point within the grade which reflects the time required for development in order that they are able to undertake the full responsibilities and duties of the post.

Normally, each employee is appointed to the lowest pay point within the appropriate pay grade. If an employee is already being paid above the lowest pay point or if there is sufficient evidence to demonstrate that the employee is already fully competent to fulfil a number of aspects relating to the post, a manager can, in consultation with the Head of Corporate Support, appoint on a higher pay point within the appropriate pay grade.

If there is a capacity within the job grade, all members of staff will receive an annual pay increment on the 1st April dependent upon those terms noted in the Council's Policy on Dealing with Underperformance and on condition that they have been appointed to their current post for more than six months prior to that date.

Re-location Expenses

The scheme is relevant to staff appointed as a result of an advertisement or following an internal re-organisation where they have to move house.

The employee's present home must be more than 20 miles from his/her administrative centre in order to consider an application to reimburse costs.

In such circumstances, the cost of the removal of furniture and belongings will be reimbursed subject to accepting the lowest of three estimates as well as the full cost of storing furniture for up to three months. A contribution of up to £3,270 to cover legal expenses, estate agent fees, change of carpets and curtains and other incidental costs of removal will be paid subject to the receipt of supporting invoices.

Market Supplement

The grading of posts is based on the Council's job evaluation scheme as this ensures that the pay system is based on equality as defined in the Equal Pay Act 1970 and ensures consistency in pay decisions. For these reasons any deviation from this system may create a risk to the Council that must be tightly regulated and must be for significant and clear reasons. There must be clear and detailed evidence in order to justify any deviation from this arrangement.

However, there may be occasions when market forces lead to recruitment and/or retention problems related to a particular post. The Council may in exceptional circumstances, and in order to attract and retain an individual to a particular post, offer an additional temporary supplement to the salary grade identified through the Authority's grading scheme.

In this respect a market supplement will only be used when there is adequate documented evidence of failure to attract and/or retain an employee to a post. A market supplement is not a permanent addition to the salary. Should circumstances related to the market rate of the post change, or where a member of staff is transferred by the Council to a different post that does not attract a market supplement, their entitlement to the payment will cease and the supplement will be withdrawn in line with agreed notice.

The Council, at its meeting on the 9 October, 2014, approved a market supplement provision of up to £3,000 for Chief Officers where it can be justified by a business case. There is no ceiling set in respect of market supplement levels for other posts.

Honoraria (Undertaking Additional Responsibilities)

An additional payment can be approved when an employee agrees to temporarily undertake some specific additional duties and responsibilities which are beyond the normal duties and responsibilities of their substantive post. The proportion of higher level of duties and responsibilities must be significant, evaluated at a higher salary level and over an extended period prior to being able to offer temporary additional remuneration.

On-Duty, Standby and Call-Out Payments

The Council is committed to providing services according to the needs of the people of Gwynedd. This means that at times it is necessary for staff to be called upon to carry out work at times outside their normal working pattern and at unsociable times. The Council meets the need for these services by:

- having suitably trained staff on duty to take calls and to decide upon the relevant course of action
- having a suitably trained workforce on standby and able to be called out at short notice to respond to emergency work
- rewarding the above staff at suitable rates that recognise the inconvenience and disruption that this work causes.

On duty is defined as a period of time when an officer is on duty outside of their normal hours of work for a specific period of time and is available to respond to calls from residents, emergency services, etc.

Standby is defined as a specific period of time that an officer is available for call out outside of their normal hours of work.

In some cases on duty or being on standby will form a part of officers' basic salary and their contract of employment will specifically state this. They will not be entitled to any extra payment whilst on duty or on standby.

Payment for other officers will be by way of an additional, separately identified payment that will reflect the level of inconvenience and disruption to the officers' normal home life that is incurred. Officers will receive a minimum of two hours at the appropriate rate of pay for each time they are called out (including travelling time).

On-duty/standby payments will be updated annually in line with the annual salary increase agreed by the National Joint Council for Local Government Services.

Professional Fees

One fee per annum will be reimbursed to officers in respect of membership to recognised bodies which are relevant to their professional function and where that membership is a requirement by the Council.

Car Users

All staff are denoted as casual car users and reimbursements are paid for business travel on HMRC rates.

Subsistence Payments

Subsistence repayments will be made when travelling out of County for breakfast, dinner, tea and supper up to the maximum of the Council's subsistence allowances on production of receipts. For those whose normal work covers more than one County, e.g. Gwynedd and Môn, "Out of County" is defined as outside that normal area of work.

Working Additional Hours

Employees, in receipt of basic pay at or below point 28 who are required to work additional hours beyond the 37 hour working week are entitled to receive enhancements at the rate of basic pay at time and a half (alternative arrangements in place for those workers with work patterns where those hours worked are on a fortnightly/monthly or annual basis). Employees paid above point 28 who work planned additional hours beyond the 37 hour week, and where prior approval has been given by the Head of Department, will be paid at their basic rate of pay for those additional hours or will be entitled to time off in lieu.

Working Unsociable Hours

Salary is paid at the basic rate on weekends for work within the 37 hours. Enhanced pay is due to those employees who work during the following hours;

- basic pay and one fifth of hourly rate for work conducted between 8 and 10 in the evening
- basic pay and one third of hourly rate for work conducted between 10 at night and 6 in the morning

Salary is paid in accordance with the national agreement for work conducted on bank holidays and additional statutory days.

First Aid Allowance

An annual allowance is paid to employees who act as designated First Aiders.

Local Election Duties

The Council's fees for payments to its Returning Officer and Deputy Returning Officer for local election duties are included in Appendix 2.

Severance and Retirement

The Council's severance and retirement schemes are applied equally and fairly to all staff regardless of grade, age or gender and are implemented in accordance with the regulations of the relevant pension schemes. There are no exceptions for Chief Officers. The relevant policies are available on the Council's website.

Financial Detriment Scheme

Financial detriment is defined as a loss due to a change in salary grade and contractual terms and conditions. The Council provides financial assistance to staff who face financial loss (as a consequence of re-structuring or re-designation of responsibilities) for a period of three years from the date that the change in the employment package becomes operational. That financial assistance will cease after three years unless the individual member of staff has in the meantime been appointed to another post where he/she is not facing financial detriment.

Re-employment

The Council does not have a policy which excludes former officers, who were in receipt of severance, redundancy or pension payments, from being re-employed.

The Council will however consider each candidate on their own merits and will appoint with a view of achieving the best efficiency for the service and best value for its ratepayers. Such appointment, if made, would be subject to any abatements stipulated in the Local Government Pension Scheme Regulations.

Appointment of New Chief Officer (Salary of £100,000 and above)

The Full Council will approve any amendment to the salary package of any such post prior to its recruitment. Recruitment to any such post will be advertised externally.

Chief Officers' Salaries

Chief Executive	£102,557 - £110,441
Strategic Directors x 2	£83,307 - £92,564
Head of Education	£77,949 - £86,611
Head of Finance	£70,714 - £78,570
Heads of Corporate Support, Economy and Community, Highways & Municipal, Environment, Children & Supporting Families, Adults, Health and Wellbeing	£65,800 - £73,109
Head of Consultancy	£55,582 - £61,758
Monitoring Officer	£55,759 - £58,514

ELECTION PAYMENT SCHEME AS APPROVED BY GWYNEDD COUNCIL

Fees for the general conduct of the election and performance of all duties which a Returning Officer is required to perform under any order or other enactment relating to the election of Councillors		
Returning Officer and Deputy Returning officer Fees	Contested	Uncontested
Returning Officer	120.00	
For the general conduct of the election and performance of all duties which a Returning Officer is required to perform under any order or other enactment relating to the election of Councillors.)
)
For each Electoral Division, Community/Town Council, Community/Town Council Ward)
)
Deputy Returning Officer	80.00	
Specific duties to include attending to receive nomination papers, examining them and adjudicating on their validity; dealing with candidates; notifying candidates of decisions on nominations, publishing statements of persons nominated and attending to receive withdrawals and conducting the counts.)
)
For each Electoral Division, Community/Town Council, Community/Town Council Ward)
By-Elections		
In any by-election where a Deputy Returning Officer is employed to manage the count:		
For each Electoral Division, Community/Town Council, Community/Town Council Ward	32.00	

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Appendix 3

Strwythur Cyflog o 01/04/2017			Pay Structure from 01/04/2017			
Cyn didyniad Cytundeb Torfol			Before Collective Agreement deduction			
Pwynt SCP	Graddfa Grade	Cyflog Salary	Misol Monthly	Wythnos Weekly	Yr awr Hourly	X 1½
8	GS2	15,246	1,270.50	292.39	7.9024	11.8536
9	GS3	15,375	1,281.25	294.86	7.9693	11.9539
10	GS4	15,613	1,301.08	299.43	8.0926	12.1389
11		15,807	1,317.25	303.15	8.1932	12.2898
12		16,123	1,343.58	309.21	8.3570	12.5355
13		16,491	1,374.25	316.27	8.5477	12.8216
14	GS5	16,781	1,398.42	321.83	8.6980	13.0470
15		17,072	1,422.67	327.41	8.8489	13.2733
16		17,419	1,451.58	334.06	9.0287	13.5431
17		17,772	1,481.00	340.83	9.2117	13.8175
18	GS6	18,070	1,505.83	346.55	9.3662	14.0492
19		18,746	1,562.17	359.51	9.7165	14.5748
20		19,430	1,619.17	372.63	10.0711	15.1066
21		20,138	1,678.17	386.21	10.4381	15.6571
22	S1	20,661	1,721.75	396.24	10.7091	16.0637
23		21,268	1,772.33	407.88	11.0238	16.5356
24		21,962	1,830.17	421.19	11.3835	17.0752
25	S2	22,658	1,888.17	434.54	11.7442	17.6163
26		23,398	1,949.83	448.73	12.1278	18.1917
27		24,174	2,014.50	463.61	12.5300	18.7950
28		24,964	2,080.33	478.76	12.9395	19.4092
29	S3	25,951	2,162.58	497.69	13.4511	20.1766
30		26,822	2,235.17	514.39	13.9025	20.8538
31		27,668	2,305.67	530.62	14.3410	21.5116
32	S4	28,485	2,373.75	546.29	14.7645	22.1468
33		29,323	2,443.58	562.36	15.1989	22.7983
34		30,153	2,512.75	578.28	15.6291	23.4436
35	PS1	30,785	2,565.42	590.40	15.9567	23.9350
36		31,601	2,633.42	606.05	16.3796	24.5694
37	PS2	32,486	2,707.17	623.02	16.8383	25.2575
38		33,437	2,786.42	641.26	17.3313	25.9969
39		34,538	2,878.17	662.37	17.9019	26.8529
40	PS3	35,444	2,953.67	679.75	18.3716	27.5573
41		36,379	3,031.58	697.68	18.8562	28.2843
42	PS4	37,306	3,108.83	715.46	19.3367	29.0050
43		38,237	3,186.42	733.31	19.8192	29.7289
44		39,177	3,264.75	751.34	20.3065	30.4597
45	PS5	40,057	3,338.08	768.22	20.7626	31.1439
46		41,025	3,418.75	786.78	21.2643	31.8965
47	PS7	41,967	3,497.25	804.85	21.7526	32.6289

48			42,899	3,574.92	822.72	22.2357	33.3535
49			43,821	3,651.75	840.40	22.7136	34.0704
50	UR1		44,741	3,728.42	858.05	23.1904	34.7856
51			45,654	3,804.50	875.56	23.6637	35.4955
52			46,574	3,881.17	893.20	24.1405	36.2108
53			47,495	3,957.92	910.86	24.6179	36.9268
54	UR2		48,412	4,034.33	928.45	25.0932	37.6398
55			49,332	4,111.00	946.09	25.5701	38.3551
56			50,251	4,187.58	963.72	26.0464	39.0696
57			51,167	4,263.92	981.28	26.5212	39.7818
58	UR3		52,088	4,340.67	998.95	26.9986	40.4979
59			52,999	4,416.58	1,016.42	27.4708	41.2061
60			53,922	4,493.50	1,034.12	27.9492	41.9238
61			54,840	4,570.00	1,051.73	28.4250	42.6375
62	UR4		55,759	4,646.58	1,069.35	28.9013	43.3520
63			56,677	4,723.08	1,086.96	29.3772	44.0658
64			57,593	4,799.42	1,104.52	29.8520	44.7779
65			58,514	4,876.17	1,122.19	30.3293	45.4940