

AGENDA

Employment Panel

Date: **Thursday 24 January 2013**

Time: **3.30 pm**

Place: **Council Chamber - Brockington**

Notes: Please note the **time, date** and **venue** of the meeting.

For any further information please contact:

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If you would like help to understand this document, or would like it in another format or language, please call Sally Cole, Governance Services on 01432 260249 or e-mail scole@herefordshire.gov.uk in advance of the meeting.

Agenda for the Meeting of the Employment Panel

Membership

**Councillor KS Guthrie
Councillor MAF Hubbard
Councillor JG Jarvis
Councillor RI Matthews
Councillor PD Price**

AGENDA

	Pages
1. APOLOGIES FOR ABSENCE	
To receive any apologies for absence.	
2. NAMED SUBSTITUTES (IF ANY)	
To receive details of any Member nominated to attend the meeting in place of a Member of the Panel.	
3. DECLARATIONS OF INTEREST	
To receive any declarations of interest by Members in respect of items on this agenda.	
4. MINUTES	1 - 2
To approve the Minutes of the meeting held on 13 November 2012.	
5. PAY POLICY STATEMENT	3 - 16
To consider a draft pay policy statement for recommendation to Council.	
EXCLUSION OF THE PUBLIC AND PRESS	
In the opinion of the Proper Officer, the next item will not be, or is likely not to be, open to the public and press at the time it is considered.	
RECOMMENDATION	
That under Section 100(A)(4) of the Local Government Act 1972, the public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Schedule 12(A) of the Act (as amended) as indicated below.	
1	Information relating to any individual.
3	Information relating to the financial or business affairs of any particular person (including the authority holding that information).
6. APPOINTMENT OF MONITORING OFFICER	17 - 20
To seek the Panel's approval for the appointment to the statutory post of Monitoring Officer.	
This item discloses information relating to any individual or information relating to the financial or business affairs of any particular person (including the authority holding that information).	

HEREFORDSHIRE COUNCIL

MINUTES of the meeting of the Employment Panel held at Council Chamber - Brockington on Tuesday 13 November at 2.00 pm

Present: JG Jarvis (Chairman, KS Guthrie MAF Hubbard, RI Matthews and PD Price

In Attendance: J Lewis (Assistant Director: People, Policy & Partnership)
J Clarke (Veredus)

1. APOLOGIES FOR ABSENCE

Apologies were no apologies for absence.

2. NAMED SUBSTITUTES (IF ANY)

None.

3. DECLARATIONS OF INTEREST

All panel members recorded prior knowledge of the two internal candidates .

4. EXCLUSION OF THE PUBLIC AND PRESS

RESOLVED THAT: under Section 100(A)(4) of the Local Government Act 1972, the public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Schedule 12(A) of the Act (as amended) in that the item disclosed information relating to one or more individuals.

5. APPOINTMENT OF CHIEF EXECUTIVE

Panel Members were reminded of the process that had been followed to date encompassing:

- » Agreement of role profile and selection criteria
- » A national advertisement and search campaign resulting in 31 applications
- » Long listing against agreed selection criteria resulting in 9 candidates progressing to shortlisting
- » Shortlisting against agreed selection criteria resulting in 5 candidates progressing to final assessment
- » Final assessment including psychometric testing, informal interviews, two stakeholder panel assessments, presentation and formal interview.

The Chairman placed on record his thanks to Employment Panel Members, Stakeholders, Jenny Lewis, Jonathan Clark and support staff for their professional support throughout the process.

RESOLVED THAT: a recommendation be made to Council that Alistair Neill be appointed as Chief Executive and Head of Paid Service.

The meeting closed at 2.51 pm

MEETING:	EMPLOYMENT PANEL
DATE:	24 JANUARY 2013
TITLE OF REPORT:	PAY POLICY STATEMENT
REPORT BY:	ASSISTANT DIRECTOR – PEOPLE, POLICY & PARTNERSHIPS

CLASSIFICATION: Open

Wards Affected

County-wide

Purpose

To consider a draft pay policy statement for recommendation to Council.

Recommendation(s)

THAT:

- (a) the pay policy statement summarising existing council policies (at Appendix A) be recommended to Council; and
- (b) the planned review of the policies underpinning this statement be noted.

Key Points Summary

- Council is required to approve a 2013/14 pay policy statement by 31 March 2013.
- The statement provides a summary of the remuneration position within the council and makes reference to existing policies of the council that are currently under review.
- A review of policies is currently underway and will inform the further development of a Pay and Reward Policy to support key elements within the Workforce Strategy that has been developed to underpin the delivery of the refreshed Corporate Plan.
- In light of the continuing level of financial challenge facing the authority, during the early part of the financial year we will be consulting staff about potential changes to policies and terms and conditions. Should these affect the Pay Policy Statement, Council approval of an amended statement will be sought.
- There have been no changes in policies since the pay policy statement was published in March 2012. The pay policy statement has been updated to reflect current data relating to roles, salaries and financial information.

Further information on the subject of this report is available from
Dean Taylor, Acting Head of Paid Service on (01432) 260044

Alternative Options

- 1 There are no alternative options; the approval by Council of a pay policy statement for the authority is a statutory requirement.

Reasons for Recommendations

- 2 To provide transparency with regard to the Council's approach to setting the pay of its employees in compliance with the provisions of the Localism Act 2011

Introduction and Background

- 3 The Localism Act places a requirement on local authorities to produce an annual pay policy statement for each financial year and for this statement to be approved by Council before the start of the financial year to which it relates.
- 4 The statement must set out the Council's policies relating to:
 - a) the remuneration of its chief officers
 - b) the remuneration of its lowest paid employees; and
 - c) the relationship between the remuneration of its chief officers and the remuneration of its employees who are not chief officers.
- 5 The statement must include the Council's definition of 'lowest paid employees' and the reasons for adopting that definition.
 - d) The statement must include policies relating to:
 - e) The level and elements of remuneration for each chief officer
 - f) Remuneration of chief officers on recruitment
 - g) Increases and additions to remuneration for each chief officer
 - h) The use of bonuses for chief officers
 - i) The approach to the payment of chief officers on their ceasing to hold office under, or to be employed by the authority; and
 - j) The publication of and access to information relating to remuneration of chief officers

Key Considerations

- 6 The statement draws together factual material and provides a summary of the current pay policies of the Council.
- 7 During the year 2012/13, the authority has been through a significant period of change. To support the delivery of the refreshed corporate plan approved by Council in November, the authority is developing a Workforce Strategy (to be considered by Cabinet in March), that sets out the workforce priorities for 2013-2015. Within the developing strategy, the following 10 objectives have been identified:
 - a. Our leadership enables staff and the organisation to succeed through clarity of role, contribution and accountability;

- b. Our people managers enable our workforce to be engaged, motivated and committed to the organisation working in an environment where communication is effective, empowerment and trust is high;
- c. We have skilled people managers who ensure that the right people are in the right roles with the right skills to deliver our objectives;
- d. As our challenge increases it becomes even more important that we attract, retain and develop the best possible staff;
- e. We have a flexible and responsive workforce capable of working effectively across team and organisational boundaries with a 'can do attitude' that is customer and outcome focussed;
- f. Our managers are great at supporting their team members to lead healthy lives and to have a good work/life balance.
- g. Our staff experience an effective performance culture where we are open about our performance in order that we can build on successes and learn from things that don't go so well;
- h. Our policies and processes support achievement of performance improvement;
- i. The way we pay and reward our people attracts, retains and engages in a way that positively impacts engagement and performance improvement;
- j. Equality and diversity is embedded at the heart of our organisation.

8 The policies of the Council and therefore this statement, are underpinned by the following core principles that are specifically related to the workforce outcome described above (7.i.) and will form part of the review of pay and reward:

- a) Local arrangements are aligned to national terms and conditions
- b) Pay structures and progression arrangements enable the business to recruit and retain staff it needs, as an 'employer of choice' to achieve its goals in line with corporate plan, vision and values
- c) Policies are competitive with the external labour market to recruit and retain key personnel to achieve business success.
- d) Governance arrangements for reviewing pay and reward are robust

9 A key element of the developing workforce strategy is related to Pay and Reward. The authority has actioned a variety of initiatives recently to support the budget challenges and will be informally consulting with employees in relation to many aspects of pay and reward during January / February 2013.

10 The process and timescale planned for the review of pay and reward is as follows:

- a. Informal consultation on a variety of options through a survey to gain a collective view and followed up with communications and conversations to inform proposals throughout January and February 2013.

- b. Review and consider findings to formulate options and proposals by end of February 2013.
 - c. Discuss proposal with key stakeholders to inform and agree the options to be presented through formal consultation – March 2013
 - d. Formal consultation period to run throughout April/May 2013
 - e. Proposals approved in May/June 2013
 - f. Commence implementation from June / July 2013
- 11 Any changes arising from this consultation will be implemented for all levels of staff (Chief Executive to HC2). Any amendments needed to the Pay Policy Statement in year to reflect any such changes agreed will be reported to Council.
- 12 Previously, the Employment Panel identified areas for review including: whether or not to implement an ‘earn-back’ pay system for senior staff; adoption of a policy in respect of employment of a chief officer already in receipt of a public sector pension; and approach to maintaining or reaching a specific pay multiple within the organisation. The principles of these options will be included for discussion as part of the proposals for the review of pay and reward following consultation with staff.
- 13 The Employment Panel has also identified a number of areas where, in light of increasing localism and the broader economic climate, they would expect to see pay policies be reviewed; the outcome of these reviews will be reported to the Employment Panel to inform the development of the Pay and Reward Policy for the council and the annual review of the pay policy statement.
- 14 As part of the pay and reward review we will test the proposal that recommends a pay principle shift for lowest paid workers from the National Minimum Wage to the Living Wage as the minimum level.
- 15 All posts, whether chief officer or not, have their level of remuneration established through assessment by a nationally recognised and independent job evaluation scheme. Council have the opportunity to vote on any new salary packages exceeding £100,000.
- 16 In approving its statement, Council must have regard to any guidance issued by the Secretary of State. This has been taken into consideration in the development of the statement.

Community Impact

- 17 The Council, as an employer, has a significant role to play in the local economy. We have an explicit corporate objective related to increasing the average wage and the number of people that work in Herefordshire. Consideration should continue to be given to the degree to which the commissioning approach adopted by the Council may be used to influence pay policies of local contractors who supply goods or services on behalf of the authority.

Equality and Human Rights

- 18 The statement makes clear that the Council’s employment policies, and the processes by which pay levels for a post are set, have full regard to relevant equalities legislation.

Financial Implications

- 19 There are no financial implications arising from the report; the statement simply summarises current policies and pay levels. Council has the opportunity to vote on any proposed pay packages exceeding £100,000.

Legal Implications

- 20 The statement meets the requirements of the Localism Act 2011.

Risk Management

- 21 Failure to approve and publish a statement would result on non-compliance with a statutory requirement. Arrangements are in place to ensure publication of the statement following approval by Council.

Consultees

- 22 The Leadership Team, Senior Management Team and the Trade Unions have been involved in discussions in relation to the proposals to review pay and reward policies.

Appendices

Appendix A – Draft Pay Policy Statement

Background Papers

- None identified.

Introduction and Purpose

1. The purpose of this statement is to set out the council's approach to setting the pay of its employees (excluding those working in local authority schools) by identifying:
 - the methods by which salaries of all employees are determined;
 - the detail and level of remuneration of its most senior staff (chief officers), as defined by the relevant legislation;
 - who is responsible for ensuring the provisions set out in this statement are applied consistently throughout the council, and for recommending any changes to council.
2. Once approved by Council, this policy statement will come into immediate effect and will be subject to annual review.

Legislative Framework

3. Section 38(1) of the Localism Act 2011 requires local authorities to produce an annual pay policy statement.
4. Under section 112 of the Local Government Act 1972, the council has the 'power to appoint officers on such reasonable terms and conditions as the authority thinks fit', subject to the provisions of section 41 of the Localism Act (namely for decisions in relation to terms and conditions of chief officers to comply with the pay policy statement).
5. In determining the pay and remuneration of all of its employees, Herefordshire Council will comply with all relevant employment legislation. With regard to the equal pay requirements contained within the Equality Act, the council ensures there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the use of equality proofed job evaluation mechanisms which directly relate salaries to the requirements, demands and responsibilities of the role.

Organisational context

As a result of the changes to the national and local structure of NHS organisations brought about by the Health and Social Care Act 2012, work has been underway throughout 2012 to disaggregate the integrated management arrangements which had been developed between Herefordshire Council and NHS Herefordshire. As part of this work, in November Council appointed a new Chief Executive who took up post on 1 March; Council also approved a new corporate plan.

The council is reaching the end of a three year transformation programme, *Rising to the Challenge*, which aims to deliver:

- Greater integration
- Increasing efficiency and productivity
- Managing with less funding
- Better outcomes for Herefordshire residents

In response to national funding cuts and service pressures, the council has, over the last two years, reduced spending by approximately £21 million, protecting frontline services by, where possible managing reductions through efficiency measures. For example we have reduced our employees by 281 and have set up the shared services company Hoople Ltd, to deliver human resources, financial services and IT functions in partnership with other organisations.

A key element of the *Rising to the Challenge* programme is a series of fundamental reviews of services known as 'root and branch' reviews which are commissioned, or directly provided by Herefordshire Council. The root and branch reviews inform how Herefordshire Council is meeting the significant financial challenges facing local public services, by redefining the role of the council and other public services; setting out the priorities for the next decade; and rebuilding budgets with clear links between spend and results. Workforce resources will need to align to delivery of these priorities.

Pay Structure / National Frameworks

6. Herefordshire Council is committed to fair pay and grading determined by a robust and objective job evaluation process. The *National Job Evaluation Scheme* is used for all posts up to HC7 and the *Hay Job Evaluation Scheme* for all posts above this level.
7. Based on the application of the job evaluation process, the council uses the nationally negotiated pay spine (attached at Appendix 1) as the basis for its local pay rates in relation to job grades. This determines the salaries of the large majority of the non school based workforce, together with the use of other nationally defined rates where relevant. There have been no increases in the national pay spine since April 2009.
8. All other pay related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time in accordance with collective bargaining machinery and or as determined by council policy. In determining its grading structure and setting remuneration levels for all posts, the council takes account of the need to ensure value for money in respect of the use of public expenditure, balanced against the need to recruit and retain employees who are able to meet the requirements of providing high quality services to the community, delivered effectively and efficiently and at times at which those services are required.
9. New appointments will normally be made at the minimum of the relevant grade, although this can be varied where necessary to secure the best candidate.
10. From time to time it may be necessary to take account of the external pay market in order to attract and retain employees with particular experience, skills and capacity. In accordance with the council's policy on market forces, where this is necessary the council will ensure the requirement for such a market forces supplement is objectively justified by reference to clear and transparent evidence of relevant market comparators, using appropriate data sources available from within and outside the local government sector. Any market forces supplement will be payable for a pre-determined fixed period and will be subject to ongoing review.
11. The council does not make use of performance related pay for any of its employees.
12. The council remains committed to adherence with national pay bargaining in respect of the national pay spine and any annual cost of living increases negotiated in the pay spine.

The Employment Panel is recommending that the council's position on the lowest paid workers being moved from the national minimum wage to the Living Wage should be included in the wider planned consultation exercise with regards our organisations 'Total Reward' package. See item 31 for further details.

Senior Management Remuneration

13. For the purpose of this statement 'senior management' means 'chief officers' as defined within section 43 of the Localism Act. The posts falling within this definition are listed below, with details of their remuneration (excluding standard pension contribution) as at 1st January 2013.

Post	Salary	Other Financial Benefits	Total Remuneration
Chief Executive (<i>Head of Paid Service</i>)	£145,000	None	£145,000
Director of Corporate Services	£130,000	None	£130,000
Director for People's Services (<i>Director of Adult Social Services; Director of Children's Services</i>)	£120,000	None	£120,000
Director for Places and Communities	£120,000	None	£120,000
<i>Director of Public Health</i>	£97,478	None	£97,478
Asst. Director – Children and Young People's Provider Services	£78,231	None	£78,231
Asst. Director – People's Services Commissioning	£78,231	None	£78,231
Asst. Director – Economic, Environmental and Cultural Services	£76,176	None	£76,176
Asst. Director – Place Based Commissioning	£76,176	None	£76,176
Asst. Director – Homes and Community Services	£76,176	None	£76,176
Asst. Director of Law, Governance and Resilience (<i>Monitoring Officer</i>)	£90,000	None	£90,000
Asst. Director People, Policy and Partnerships	£78,231	None	£78,231
Chief Officer, Finance & Commercial Services (<i>Section 151 Officer</i>)	£90,000	None	£90,000

NB: Italics indicate statutory postholder functions

Additions to Salary of Chief Officers

14. The Chief Executive is the Returning Officer for Herefordshire. No additional payments are made for fulfilling this duty.
15. The council does not apply any bonuses, pension enhancements (subject to para. 22 below) or performance related pay at this time to its chief officers or to other staff within its workforce. No other pay benefits are paid to chief officers at the time of producing this statement. There is a planned review of pay and reward over the next few months.

Recruitment of Chief Officers

16. Herefordshire Council's rules with regard to employment of staff are set out within the Employment Rules contained within section 4.9 of the Constitution, available at the following link:
http://www.herefordshire.gov.uk/docs/K_004_Part_4_Procedure_Rules_15Jul11.pdf
17. Where the council remains unable to recruit chief officers under a contract of employment, or there is a need for interim support to either provide cover for a vacant substantive chief officer post, or on a short-term basis to enable the delivery of specific priorities aligned to the Corporate Plan where these do not require a permanent addition to the establishment, the council will consider and utilise engagement of individuals under 'contracts for service'. These will be sourced through a relevant procurement process in accordance with the council's contracts procedure rules, ensuring the council is able to demonstrate the maximum value for money benefits from competition in securing the relevant service
18. Herefordshire Council currently engages two interim Assistant Directors in the People's Services Directorate under the arrangements detailed in paragraph 17 above. Any officer previously employed by Herefordshire Council in receipt of a severance or redundancy payment when their employment ceases may not be re-employed by the authority (including under a contract of services or as an agency worker) until a period of at least three months has elapsed.
19. Any officer appointed to the council who has been made redundant within the previous two years from an organisation covered by the Redundancy Payments (Continuity of Employment in Local Government etc) (Modification) Order 1999 (as amended) (which applies to local authorities and related bodies) will have their previous continuous service taken into account for the purpose of calculating annual leave, sick pay, maternity / paternity entitlements. For the purpose of redundancy, the calculation of service would be the date of return to Herefordshire Council.

Payments on Termination

20. The council's policy on termination of employment of employees prior to reaching normal retirement age, in accordance with regulations 5 & 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 and Regulation 12 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007 (as amended), is to base redundancy payments on 'actual weeks pay', and to pay an enhanced lump-sum redundancy payment. This enhanced payment will be calculated by multiplying by 1.5 the number of weeks statutory redundancy that would apply to the employee taking into account relevant continuous local government service and age. (NB Statutory redundancy pay is therefore included in the enhanced payment.). This may, at the discretion of the relevant accountable body (see para 29 below) be increased to a maximum multiplier of up to 2. An alternative to enhancement may be approved, namely to augment service

within the Local Government Pension Scheme at the rate of 1 year/5 years relevant service to a maximum of 4 years. This policy will be included within the pay and reward review.

21. Any other payments falling outside the provisions or the relevant periods of contractual notice shall be subject to a formal decision made in accordance with the relevant process as set out in the council's Employment Rules (see para 29 below).

Pensions

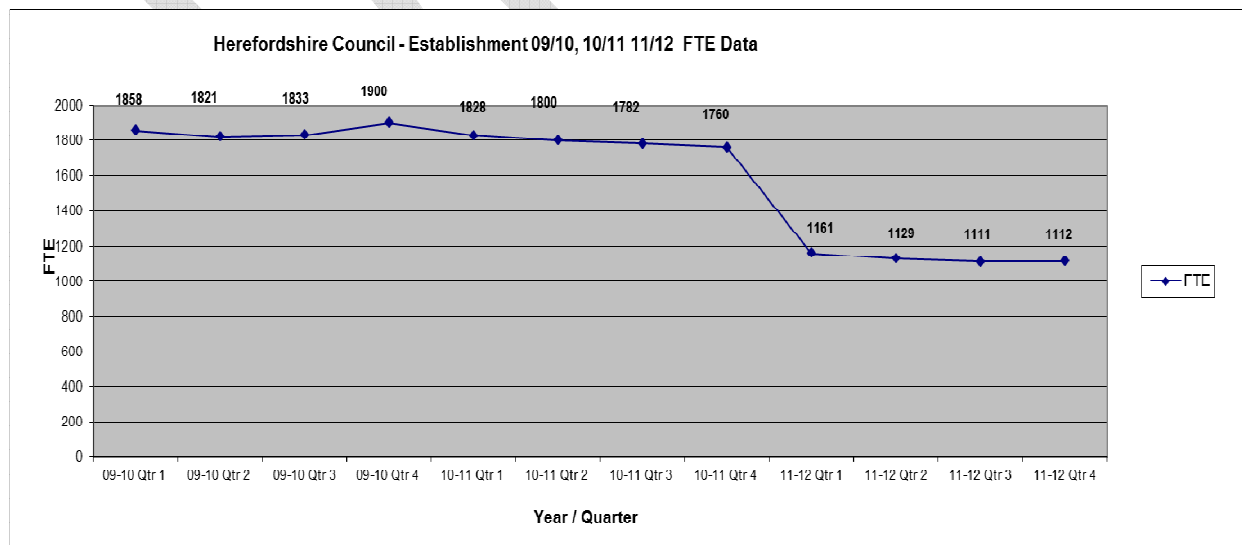
22. Subject to qualifying conditions, employees have a right to join the nationally determined Local Government Pension Scheme. The employee contribution rates, which are defined by statute, are as of 1st April 2013:

Whole Time Pay Rate	Contribution Rate
Up to £ 13,500	5.5%
£ 13,501 to £15,800	5.8%
£ 15,801 to £ 20,400	5.9%
£ 20,401 to £ 34,000	6.5%
£ 34,001 to £ 45,500	6.8%
£ 45,501 to £ 85,300	7.2%
More than £85,300	7.5%

23. The employer contribution rates are set by actuaries advising the pension fund; these are reviewed on a triennial basis in order to ensure the scheme is appropriately funded. The current rate, as of 1st April 2013 is 22.5%.

Broader Workforce perspective

24. The overall spend of Herefordshire Council is approximately £350 million. Approximately £38.5 million is spent on employing the non-schools workforce in relation to basic salaries (including national insurance and superannuation) of directly employed staff to which this policy relates. As at 1 January 2013 (the most recent data available at time of drafting) there were 1076 full-time equivalent (fte) posts across the organisation. The table below shows the workforce reduction since 2009/10.



25. As at 1 January 2013, the median basic salary was £22,221 (excluding national insurance and superannuation). The previous year stated a mean average salary of £31,900 which was inclusive of national insurance and superannuation. The median chief officer salary is £90,000.
26. For the purpose of this Pay Policy Statement, and in accordance with the provisions of section 38 of the Localism Act, Herefordshire Council defines “lowest paid employees” as those paid on full time (37 hours) equivalent salaries in accordance with the minimum spinal column point currently in use within the council’s grading structure. As at 1st April 2013, this is SCP 7 £12,787 per annum – there is one person paid at this level which has reduced from 5. The council employs apprentices who are not included within the definition of ‘lowest paid employees’.
27. The current pay levels within the council define the multiple between the lowest paid (full time equivalent) employee and the Chief Executive as 1:11 which was 1:14 twelve months ago and; between the lowest paid employee and average chief officer as 1:8. The multiple between the median full time equivalent earnings and the Chief Executive is 1:6 and; between the median full time equivalent earnings and median chief officer is 1:4. The multiple between the median salary grade and the Chief Executive is 1:7.

Accountability & Decision Making

28. In accordance with the council’s Constitution, the Employment Panel (in respect of the Chief Executive, Monitoring Officer, Section 151 Officer, Deputy Chief Executive and Directors) or the Chief Executive (all other employees) is responsible for decision-making in relation to the recruitment, pay, terms and conditions and severance arrangements in relation to employees of the council.
29. For those pay accountability matters identified within the Localism Act as being reserved to Council, the Employment Panel will be the body accountable for formulating recommendations to Council including the undertaking of an annual review of this statement before recommending its approval to Council as one of the suite of documents Council approves as part of its Medium Term Financial Strategy. The Pay Policy Statement therefore forms part of the Budget & Policy Framework of the council.
30. In addition to approval of this statement, the right of approval of new salary packages over £100,000 is reserved to Council. In such circumstances the Employment Panel will be the body accountable for developing recommendations to Council.

Pay and Reward review

31. During the year 2012/13, the authority has been through a significant period of change. To support the delivery of the refreshed corporate plan approved by Council in November, the authority has developed a Workforce Strategy that sets out the workforce priorities for 2013-2015. A key element of this strategy is related to Pay and Reward which will be reviewed early in 2013/14.
32. The scope of this review includes all aspects of pay and reward policies, in line with the workforce outcomes described in the Workforce Strategy and will consider the views and feedback from key stakeholders including staff and trade unions in formulating any options and proposals that are then formally consulted on, agreed and implemented.

Publication

33. After approval by Council, this statement will be published on the council's website. In addition, for senior officer posts where the full time equivalent salary is at least £50,000, the council's Annual Statement of Accounts (available at the following link: http://www.herefordshire.gov.uk/council_gov_democracy/council/1858.asp) includes a note setting out the total amount of:

- salary, fees or allowances paid to or receivable by the person in the current and previous year;
- any bonuses so paid or receivable by the person in the current and previous year;
- any sums payable by way of expenses allowance that are chargeable to UK income tax;
- any compensation for loss of employment and any other payments connected with termination;
- any benefits received that do not fall within the above

DRAFT

PAY STRUCTURE AS AT 1.4.10 - NATIONAL JOINT COUNCIL FOR LOCAL
GOVERNMENT GRADES

Grade	National SCP (scp50 & above are local)	Annual Pay Rate	Hourly Pay Rate
HC1	4	12145	6.30
	5	12312	6.38
	6	12489	6.47
	7	12787	6.63
HC2	7	12787	6.63
	8	13189	6.84
	9	13589	7.04
	10	13874	7.19
HC3	10	13874	7.19
	11	14733	7.64
	12	15039	7.80
	13	15444	8.01
HC4	13	15444	8.01
	14	15725	8.15
	15	16054	8.32
	16	16440	8.52
HC5	17	16830	8.72
	18	17161	8.90
	19	17802	9.23
	20	18453	9.56
	21	19126	9.91
HC6	21	19126	9.91
	22	19621	10.17
	23	20198	10.47
	24	20858	10.81
	25	21519	11.15
	26	22221	11.52
HC7	26	22221	11.52
	27	22958	11.90
	28	23708	12.29
	29	24646	12.77
	30	25472	13.20
	31	26276	13.62
HC8	31	26276	13.62
	32	27052	14.02
	33	27849	14.43
	34	28636	14.84
	35	29236	15.15
	36	30011	15.56
HC9	36	30011	15.56
	37	30851	15.99
	38	31754	16.46
	39	32800	17.00
	40	33661	17.45
HC10	41	34549	17.91
	42	35430	18.36
	43	36313	18.82
	44	37206	19.28
	45	38042	19.72
HC11	46	38961	20.19
	47	39855	20.66
	48	40741	21.12
	49	41616	21.57
	50	42747	22.16
HC12	51	43905	22.76
	52	45099	23.38
	53	46328	24.01
	54	47584	24.66
	55	48876	25.33
HC13	56	50206	26.02
	57	51570	26.73
	58	52972	27.46
	59	54412	28.20

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