

Agenda

Employment panel

Date: **Monday 17 January 2022**

Time: **12.00 pm**

Place: **online meeting**

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, please call Sarah Buffrey, democratic services officer on 01432 260176 or e-mail sarah.buffrey@herefordshire.gov.uk in advance of the meeting.

Agenda for the meeting of the Employment panel

Membership

Chairperson **Councillor David Hitchiner**
Vice-chairperson **Councillor Ellie Chowns**

Councillor Tony Johnson
Councillor Liz Harvey
Councillor Terry James

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 declarations of interests in respect of Schedule 1, Schedule 2 or Other Interests from members of the committee in respect of items on the agenda.	
4. MINUTES To approve the minutes of the meetings held on 15 and 24 November 2021.	9 - 12
5. QUESTIONS FROM MEMBERS OF THE PUBLIC To receive any written questions from members of the public. Details of the scheme and related guidance are available here: https://www.herefordshire.gov.uk/info/200148/your_council/61/get_involved Please submit questions to councillorservices@herefordshire.gov.uk The deadline for the receipt of questions is Tuesday 11 January at 5.00 pm. Accepted questions will be published as a supplement prior to the meeting.	
6. QUESTIONS FROM COUNCILLORS To receive any written questions from councillors. Please submit questions to councillorservices@herefordshire.gov.uk The deadline for the receipt of questions is Tuesday 11 January at 5.00 pm. Accepted questions will be published as a supplement prior to the meeting.	
7. PAY POLICY STATEMENT To recommend the 2022 pay policy statement to Full Council for approval and publication.	13 - 26

The Public's Rights to Information and Attendance at Meetings

In view of the continued prevalence of covid-19, we have introduced changes to our usual procedures for accessing public meetings. These will help to keep our councillors, staff and members of the public safe.

Please take time to read the latest guidance on the council website by following the link at www.herefordshire.gov.uk/meetings and support us in promoting a safe environment for everyone. If you have any queries please contact the Governance Support Team on 01432 261699 or at governancesupportteam@herefordshire.gov.uk

We will review and update this guidance in line with Government advice and restrictions. Thank you for your help in keeping Herefordshire Council meetings safe.

You have a right to:

- Observe all Council, Cabinet, Committee and Sub-Committee meetings unless the business to be transacted would disclose 'confidential' or 'exempt' information.
- Inspect agenda and public reports at least five clear days before the date of the meeting. Agenda and reports (relating to items to be considered in public) are available at www.herefordshire.gov.uk/meetings
- Inspect minutes of the Council and all committees and sub-committees and written statements of decisions taken by the Cabinet or individual Cabinet Members for up to six years following a meeting.
- Inspect background papers used in the preparation of public reports for a period of up to four years from the date of the meeting. (A list of the background papers to a report is given at the end of each report). A background paper is a document on which the officer has relied in writing the report and which otherwise is not available to the public.
- Access to a public register stating the names, addresses and wards of all Councillors with details of the membership of Cabinet and of all Committees and Sub-Committees. Information about councillors is available at www.herefordshire.gov.uk/councillors
- Have access to a list specifying those powers on which the Council have delegated decision making to their officers identifying the officers concerned by title. Information about councillors is available at www.herefordshire.gov.uk/councillors
- Copy any of the documents mentioned above to which you have a right of access, subject to a reasonable charge (20p per sheet subject to a maximum of £5.00 per agenda plus a nominal fee of £1.50 for postage).
- Access to this summary of your rights as members of the public to attend meetings of the Council, Cabinet, Committees and Sub-Committees and to inspect and copy documents.

Observing meetings

Meetings will be streamed live on the Herefordshire Council YouTube Channel at <https://www.youtube.com/HerefordshireCouncil>. The recording of the meeting will be available shortly after the meeting has concluded.

Recording of meetings

Please note that filming, photography and recording of this meeting is permitted provided that it does not disrupt the business of the meeting.

Members of the public are advised that if you do not wish to be filmed or photographed you should let the governance services team know before the meeting starts so that anyone who intends filming or photographing the meeting can be made aware.

The reporting of meetings is subject to the law and it is the responsibility of those doing the reporting to ensure that they comply.

The council may make a recording of this public meeting or stream it live to the council's website. Such recordings form part of the record of the meeting and are made available for members of the public via the council's web-site.

**The Seven Principles of Public Life
(Nolan Principles)**

1. Selflessness

Holders of public office should act solely in terms of the public interest.

2. Integrity

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

3. Objectivity

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

4. Accountability

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

5. Openness

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

6. Honesty

Holders of public office should be truthful.

7. Leadership

Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

**Minutes of the meeting of Employment panel held at
Herefordshire Council Offices, Plough Lane, Hereford, HR4 0LE
on Monday 15 November 2021 at 10.00 am**

Present: Councillor David Hitchiner (chairperson)

Councillors: Tony Johnson, Liz Harvey, Terry James, Jenny Bartlett,
Jeremy Milln and Felicity Norman

Officers: Chief Executive, Assistant director, people and HR Business Partner

37. APOLOGIES FOR ABSENCE

Apologies were received from Councillor Ellie Chowns.

38. NAMED SUBSTITUTES (IF ANY)

The following substitutes for Councillor Chowns were noted:

Councillor Felicity Norman for the appointment of the corporate director, children and young people;

Councillor Jenny Bartlett for the appointment of the corporate director, community wellbeing

Councillor Jeremy Milln for the appointment of the corporate director, economy and environment.

39. DECLARATIONS OF INTEREST

There were no declarations of interest.

40. MINUTES

Resolved:

The minutes of the meeting held on 9 August 2021 were approved.

41. QUESTIONS FROM MEMBERS OF THE PUBLIC

There were no questions from members of the public.

42. QUESTIONS FROM COUNCILLORS

There were no questions from councillors.

43. APPOINTMENT OF CORPORATE DIRECTORS

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) as indicated below. The item discloses information in relation to an individual or individuals.

After a national search and robust selection process, including final interviews on 9, 10 and 12 November 2021 respectively, the employment panel agreed the following course of action in respect of the appointment of the Corporate Directors of Children and Young People, Community Wellbeing and Economy and Environment.

Resolved that:

- a) Subject to no valid objections being received from cabinet members by 4:00pm on 16 November Ross Cook is appointed as Corporate Director, Economy and Environment;**
- b) Subject to no valid objections being received from cabinet members by 4:00pm on 16 November Darryl Freeman is appointed as Corporate Director, Children and Young People;**
- c) No offer of appointment be made at this time in respect of the Corporate Director, Community Wellbeing and officers be instructed to undertake a new search to find the right candidate.**

The meeting ended at 11.29 am

Chairperson

**Minutes of the meeting of Employment panel held at
Herefordshire Council Offices, Plough Lane, Hereford, HR4 0LE
on Wednesday 24 November 2021 at 10.00 am**

Present: Councillor David Hitchiner (chairperson)
Councillors: Liz Harvey, Terry James and Trish Marsh

Officers: Chief Executive and HR Business Partner

44. APOLOGIES FOR ABSENCE

Apologies were received from Councillor Ellie Chowns and Councillor Tony Johnson.

45. NAMED SUBSTITUTES (IF ANY)

Councillor Trish Marsh as a substitute for Councillor Ellie Chowns.

46. DECLARATIONS OF INTEREST

There were no declarations of interest.

47. MINUTES (To Follow)

As the name of the individual appointed as the corporate director economy and environment had not been made public at the time of the meeting the minutes of the previous meeting had not been published and would be carried forward to the next meeting for approval.

48. QUESTIONS FROM MEMBERS OF THE PUBLIC

There were no questions from members of the public.

49. QUESTIONS FROM COUNCILLORS

There were no questions from councillors.

50. APPOINTMENT OF DIRECTOR OF PUBLIC HEALTH

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) as indicated below. The item discloses information in relation to an individual or individuals.

After a national search and robust selection process, including final interviews on Friday 19 November 2021, the employment panel agreed the following course of action in respect of the appointment of the Council's Director of Public Health.

Resolved that:

- a) Subject to no valid objections being received from cabinet members by 4:00pm on 25 November Matthew Pearce is appointed as the Council's Director of Public Health.**

The meeting ended at 10.37 am

Chairperson

Title of report: Pay Policy Statement

Meeting: Employment panel

Meeting date: Monday 17 January 2022

Report by: Director of Human Resources and Organisational Development

Classification

Open

Decision type

This is not an executive decision

Wards affected

(All Wards);

Purpose

To recommend the 2022 pay policy statement to Full Council for approval and publication.

Recommendation(s)

That:

(a) The pay policy statement at appendix A is recommended to Full Council.

Alternative options

1. There are no alternative options to the recommendation; the annual approval by Council of the pay policy statement is a statutory requirement arising from the Localism Act 2011 to provide transparency with regard to the council's approach to setting the pay of its employees. The statement does not of itself make any policy changes, but provides a summary of those policies already in place.

2. It is open to the employment panel to determine any changes it wishes to make to the statement to improve transparency, having regard to the statutory guidance issued by the Department for Levelling Up, Housing and Communities and Local Government.

Key considerations

1. The Localism Act 2011 places an obligation on the council to produce an annual pay policy statement for each financial year and for this statement to be approved by Full Council before the start of the financial year to which it relates.
2. 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.
3. The statement must include the council's definition of 'lowest paid employees' and the reasons for adopting that definition.
4. The statement must include policies relating to:
 - a) The level and elements of remuneration for each chief officer
 - b) Remuneration of chief officers on recruitment
 - c) Increases and additions to remuneration for each chief officer
 - d) The use of performance related pay for chief officers
 - e) The use of bonuses for chief officers
 - f) The approach to the payment of chief officers on their ceasing to hold office under, or to be employed by the authority; and
 - g) The publication of and access to information relating to remuneration of chief officers
5. The statement draws together factual material and provides a summary of the current pay policies of the council.
6. The ratio between the council's lowest paid staff and the chief executive's salary is included in the statement. For 2022/23 this ratio is 1:8.68 which is the same as the previous year. A comparison of the pay ratios published for similar or neighbouring local authorities is below and this shows the council's ratio to be amongst the lowest.
 - a) Worcestershire County Council, 1:10.98
 - b) Birmingham City Council, 1:10.29
 - c) Powys County Council, 1:7.90
 - d) Staffordshire County Council, 1:12

- e) Dudley MBC, 1:10
 - f) Oxfordshire County Council, 1:11.2
 - g) Bristol City Council, 1:15.6
 - h) Sandwell Council, 1:8
7. 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 must approve any new salary packages, or severance payments, exceeding £100,000.
 8. 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

9. By complying with the legal requirement the council continues to ensure that the resources available are used in the most effective way and there is transparency in how public money is used. This contributes to the corporate plan priority to secure better services, quality of life and value for money.
10. By publishing the statement the council is demonstrating the code of corporate governance principles of implementing good practices in transparency, reporting, and audit to deliver effective accountability, and behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law.

Environmental Impact

11. Whilst this decision will have minimal environmental impacts, consideration has been made to minimise waste and resource use in line with the council's environmental policy.

Equality duty

12. Under section 149 of the Equality Act 2010, the 'general duty' on public authorities is set out as follows:

A public authority must, in the exercise of its functions, have due regard to the need to –

 - (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;

- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The pay policy 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 equality legislation.

Resource implications

- 13. There are no financial implications arising from the report; the statement simply summarises current policies and pay levels.

Legal implications

- 14. Sections 38 – 43 of the Localism Act 2011 requires the council to prepare a pay policy statement for each financial year. Section 3.5.21 of the constitution requires the Employment Panel to review the pay policy and recommend it to Full Council. It must be prepared and approved before 31 March each year and once approved, published.
- 15. The 2022 policy statement meets the requirements of the Localism Act 2011 and also meets the requirements of the guidance issued by the Secretary of State for Levelling Up, Housing and Communities to which the council is required under section 40 of the Localism Act 2011 to have regard to.

Risk management

- 16. The risk associated with the pay policy statement is set out below.

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

Consultees

- 17. None.

Appendices

Appendix A – draft pay policy statement

Background papers

None identified

PAY POLICY STATEMENT 2022

Introduction

1. This document meets section 38(1) of the Localism Act 2011 that requires councils to produce an annual pay policy statement that articulates the council's own policies towards a range of issues relating to the pay of its workforce, particularly its senior staff and lowest paid employees. The majority of terms and conditions are universal and apply to all employees, unless otherwise specified.
2. The council's pay policy statement does not apply to schools, other than reference to pay for bargaining for support staff in locally maintained schools.
3. Herefordshire Council's rules with regard to employment of staff are set out within the employment rules contained within Part 4, section 9 of the constitution.
4. The statement is subject to annual review.

Pay structure / national frameworks

5. Herefordshire Council is committed to fair pay and grading determined by a robust and objective job evaluation process. The National Joint Council's (NJC) job evaluation scheme is used for identifying the pay grade for all posts up to 07HC and the Hay job evaluation scheme for posts above this level.
6. The council's pay structure is based on the National Joint Council for local authorities pay spine as the basis for its local grading structure up to 11HC. Pay rates above this are locally determined. The pay structure is at appendix A. The council adheres to the national pay bargaining for local government employees, including any negotiated annual cost of living increases. This also applies to support staff in local authority maintained schools.
7. To reflect market conditions, the council currently pays enhancements such as market forces supplements to attract candidates or to retain employees where there is an identified and evidenced skills shortage to enable the council to pay a competitive rate for the job. The council has a robust policy in place to manage market forces supplements. The majority of these supplements are paid to staff working in children's social care where there are nationally recognised shortages in the supply of qualified children's social workers. A small number of market forces supplements are also in place for some senior management posts and these are listed in paragraph 12. Proposals for new market forces supplements are approved by the Director, HR&OD and s151 Officer. Existing market forces supplements are reviewed no less frequently than every two years and may be withdrawn subject to notice, where the market conditions no longer warrant the payment.

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.
9. The terms and conditions of employment for the majority of council employees are determined by the National Joint Council for local authorities. Statutory chief officers and employees on director grade and above are aligned to the Joint Negotiating Committee for Chief Officers of Local Authorities (or Joint Negotiating Committee for Chief Executives of Local Authorities). These may be amended, supplemented or superseded by decisions on conditions of service made by the council from time to time and contained within the council's employment policies and procedures.
10. Nationally or locally determined rates and terms and conditions apply for other employee groups including:
- Employees whose pay and conditions are determined by the Soulbury Committee;
 - Centrally employed teachers whose pay and conditions are determined nationally;
 - Employees who have transferred from the NHS to the council and retain their former terms and conditions of employment;
 - Employees who have retained terms and conditions of employment from other employers following a TUPE transfer to the council.

Level and elements of remuneration for each chief officer

11. 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 grade.

	Post Title	Salary grade	Notes
	CEO Herefordshire Council (head of paid service)	CX	
Statutory chief officers			
	Corporate director, children and young people	DIR1	
	Corporate director, community wellbeing (acting)	DIR1	
	Director of resources and assurance (section 151 officer)	DIR2	
	Director of public health (acting)	HOS1	1
	Director of governance and legal services (monitoring officer)	HOS1	
Non statutory chief officers			
	Corporate director for economy and environment	DIR1	
	Director, human resources and organisational development	HOS1	
Deputy chief officers			
	Service director, children and families	HOS1	vacant
	Service director, education, skills and learning	HOS1	2
	Service director, corporate services	HOS1	
	Service director, economy and regulatory	HOS1	vacant
	Service director, environment, highways and waste	HOS1	vacant
	Service director, communities	HOS1	
	Service director, all ages commissioning (acting)	HOS1	
	Service director, social care delivery	HOS1	
	Head of corporate finance (deputy S151 officer)	HC13	
	Senior HR business partner	HC12	
	Democratic services manager	HC11	

1. Plus market forces supplement of £7,000, due for review January 2024
2. Plus market forces supplement of £6,000, due for review September 2023

Remuneration of lowest paid employees

12. 'Lowest paid employees' is defined as those paid on full time equivalent salaries on spinal column point 01HC, which is the minimum spinal column point currently in use within the council's grading structure.

Relationship between remuneration of chief officers and remuneration of employees who are not chief officers

13. The relationship between the rate of pay for the lowest paid and chief officers is determined by the job evaluation process used for establishing the grading of posts and grade/role profiles as set out earlier in this policy statement. The salary ratio between the council's lowest paid staff and the chief executive's salary is 1:8.68. This is unchanged from the previous year.

Remuneration on recruitment

14. 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 or if an internal candidate is appointed on promotion so that a pay rise ensues. The chief executive and directors are on spot salaries specified in this statement, the right of approval to offer new appointments, not specified above in this statement and or to approve discretionary severance packages in excess of £100k is reserved to Council.

Increases and additions to remuneration

15. Employees, within a salary pay band, receive annual increments until the top of their salary grade has been reached. The first increment is paid when the employee has been in post for 12 months or six months after appointment, whichever is the later. This does not apply to the chief executive or directors. In exceptional circumstances increments may be accelerated within the grade on grounds of special merit or ability subject to the maximum of the level not being exceeded.
16. The chief executive is the returning officer for Herefordshire. No additional payment is made for fulfilling this duty for local elections as this is built into the overall salary. Employees who undertake election duties are paid a fee that is set by the returning officer depending on the duties undertaken.
17. 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. Where this is necessary the council may apply pay supplements to posts which are determined to be 'hard to fill'. At all times the council will ensure the requirement for such supplements is objectively justified by reference to clear and transparent evidence of relevant market conditions. These supplements are regularly reviewed.
18. Honoraria payments are made to recognise either a special contribution an employee has made that is over and above general performance in a role, or where they have temporarily undertaken additional responsibility at a higher grade.

Use of performance related pay, bonuses or pension enhancements

19. The council does not apply any bonuses or performance related pay to employees.
20. Pension enhancements are made in line with the council's LGPS discretions policy.

Benefits in kind

21. Employees currently have access to salary sacrifice schemes for bicycles. The council operates a childcare voucher scheme to those employees already in the scheme at 1 April 2018 and subject to prevailing legislation. The council also offers staff access to a package of high street discounts and benefits. This reflects the benefits available to staff in neighboring authorities so that the council is able to be competitive in recruitment markets.
22. Reasonable relocation expenses may be paid for new employees or workplace relocation. Employees are reimbursed for reasonable travel and subsistence expenditure incurred in the course of their work. Subsistence is only paid when travelling outside of the county.
23. Worcestershire County Council administers the local government pension scheme on behalf of the council.

Approach to payment on ceasing to hold office under or to be employed by the authority

24. The council's policy on termination of employment of employees prior to reaching normal retirement age is to base redundancy payments on the statutory calculation multiplied by 1.5.
25. The council operates a mutual early resignation scheme (MERS) under which an individual employee, in agreement with the council, chooses to leave employment in return for a severance payment or, if in the Local Government Pension Scheme and aged over 55, a pension that is not actuarially reduced. It is not a redundancy or a voluntary redundancy.

Accountability and decision making

26. In accordance with the council's constitution, the employment panel is responsible for decision making in relation to the recruitment, pay, terms and conditions and severance arrangements for the chief executive, monitoring officer, section 151 officer, director of public health and corporate directors.
27. In accordance with the council's constitution, the chief executive is responsible for decision making in relation to all other employees of the council.
28. 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. This includes 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 and policy framework of the council.
29. In addition to approval of this statement, the right of approval of new salary packages for additional posts not listed in this statement over £100,000 is reserved to Council. In such circumstances the employment panel will be the body accountable for developing recommendations to Council.

Publication of and access to information

30. After approval by Council, this statement will be published on the council's website. In addition, statutory employees' (chief executive, directors, including the chief finance officer, and monitoring officer) details are disclosed in the council's annual statement of accounts 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.

**NATIONAL JOINT COUNCIL FOR LOCAL GOVERNMENT GRADES:
PAY STRUCTURE AS AT 1 APRIL 2021**
(April 2021 and 2022 pay award pending)

Grade	National SCP (scp50 & above are local)	Annual Pay Rate £	Hourly Pay Rate £
01HC	1	17,842	9.25
02HC	1	17,842	9.25
	2	18,198	9.43
	3	18,562	9.62
03HC	3	18,562	9.62
	4	18,933	9.81
04HC	4	18,933	9.81
	5	19,312	10.01
	6	19,698	10.21
05HC	6	19,698	10.21
	7	20,092	10.41
	8	20,493	10.62
	9	20,903	10.83
	10	21,322	11.05
06HC	10	21,322	11.05
	11	21,748	11.27
	11	21,748	11.27
	12	22,183	11.50
	13	22,627	11.73
	14	23,080	11.96
	15	23,541	12.20
	16	24,012	12.45
	17	24,491	12.69
07HC	17	24,491	12.69
	18	24,982	12.95
	19	25,481	13.21
	19	25,481	13.21
	20	25,991	13.47
	21	26,511	13.74
	22	27,041	14.02
08HC	22	27,041	14.02
	23	27,741	14.38
	24	28,672	14.86
	25	29,577	15.33
	25	29,577	15.33
	26	30,451	15.78
09HC	26	30,451	15.78
	27	31,346	16.25
	28	32,234	16.71
	29	32,910	17.06
10HC	29	32,910	17.06
	30	33,782	17.51
	30	33,782	17.51
	31	34,728	18.00
	32	35,745	18.53
10HC	32	35,745	18.53
	33	36,922	19.14
	34	37,890	19.64
	35	38,890	20.16
	36	39,880	20.67
	37	40,876	21.19
	38	41,881	21.71

	39	42,821	22.20
11HC	40	43,857	22.73
	41	44,863	23.25
	42	45,859	23.77
	43	46,845	24.28
	44L	48,117	24.94
12HC	45L	49,422	25.62
	46L	50,766	26.31
	47L	52,148	27.03
	48L	53,562	27.76
	49L	55,016	28.52
13HC	50L	56,514	29.29
	51L	58,050	30.09
	52L	59,628	30.91
	53L	61,248	31.75
HoS2	1	77,079	39.95
	2	79,161	41.03
	3	81,296	42.14
HoS1	1	83,492	43.28
	2	85,746	44.45
	3	88,058	45.64
DIR 2	1	106,869	55.39
DIR 1	1	130,860	67.83
CEX	1	155,022	80.35

