

Ref. No. 110/99

16 November, 1999

Chief Executive Officer  
Each Health Board

Secretary/Manager  
Each Public Voluntary Hospital  
and Joint Hospital Board

Administrator/Chief Officer  
Each Mental Handicap  
and Specialist Agency

DEPARTMENT  
OF HEALTH AND  
CHILDREN  
AN ROINN  
SLÁINTE AGUS LEANAÍ

Seán Ógáin  
Director of Nursing

### Remuneration of Nursing Grades

I am directed by the Minister for Health and Children to refer to the recent agreement reached between employers and unions representing nurses in relation to their claims under the Programme for Competitiveness and Work and Partnership 2000. The sanction of the Minister may be assumed for the implementation of the arrangements set out in this circular. The totality of arrangements derive from Labour Court Recommendations 16083, 16261 and 16330. Further circulars will issue regarding other elements of the agreement, including allowances and structures.

#### **1. Salary Adjustments**

- 1.1 The Minister now conveys approval for the implementation of Clause 4 of the Annex on Public Service Pay of Partnership 2000. This provides for the application of the 2 % increase with effect from 1 July 1999 to all Nursing staff. This increase should also be applied to pensioners.
- 1.2. The sanction of the Minister may also be assumed for the first phase of implementation (i.e. with effect from 1 July 1999) of revised salary scales for promotional grades arising from LCR 16261 and LCR 16330. Further clarification will issue concerning the application of these increases to retired staff.
- 1.3 Full details of the revised payscales are provided in the enclosed Consolidated Salary Scales booklet. Salary details in relation to Nurse Tutors, Principal Nurse Tutor, Clinical Instructors and CNM3s will follow.

- 1.4 The following grades carry an allowance, payable on a red-circle basis to current staff only, with effect from 1 July 1999:

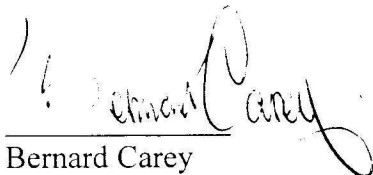
Deputy Nursing Officer	-	£750 per annum
Theatre/Night Sister	-	£450 per annum
Public Health Nurse	-	£900 per annum.

These allowances must be discontinued once an individual gains promotion, or if the post is upgraded.

## 2. Funding of Award

- 2.1 Your 1999 non-capital allocation has been adjusted, on the basis of figures already agreed with the Finance Unit, to take account of the cost of the 2% increase from 1 July, 1999 payable to all nursing grades (par. 1.1 above).
- 2.2 Your 1999 non- capital allocation will be adjusted to take account of the cost of the pay increases for promotional grades (par 1.2 above). Because of the complexity of the settlement terms and the need for absolute accuracy in the determination of the overall funding requirements, detailed costings will have to be provided in respect of the various elements of this agreement. Please complete and return the attached costing forms to the Nursing Policy Division not later than 26 November 1999.

Any queries in relation to this circular should be addressed to the Nursing Policy Division. Telephone enquiries may be made at (01) 6354056 / 6354057.



Bernard Carey  
Principal Officer  
Nursing Policy Division

**Appendix 1 to Circular 110/99**  
**INCREASED COSTS ARISING FROM SPECIAL PAY INCREASE FROM 1 JULY 1999 FOR NURSING GRADES**

**Page 1 - Schedule for Funding Adjustments - 1999 (cost in respect of 1 July 1999 pay increase).**  
 Please complete the following. Numbers will be expected to correspond to relevant Personnel Census figures.

Agency \_\_\_\_\_

<i>Grade</i>	<i>Numbers Employed (W.T.E.)</i>	<i>Basic Pay Costs £</i>	<i>Premium Pay Costs £</i>	<i>Employers P.R.S.I. £</i>	<i>1999 Cost £</i>
Junior Ward Sister					
Ward Sister					
Nursing Officer					
Theatre Sister Clinical Instructor Night Sister					
Deputy Nursing Officer					
Theatre Supt. Unit Nursing Officer Home Supt. Night Supt. Home Sister					
Asst. Matron 1 Div. Nurse Manager					
Asst. Chief Nursing Officer					
Asst. Matron 2					
Community Psy. Nurse					
Public Health Nurse					
Senior PHN					

Supt. PHN						
Chief Nursing Officer						
Director of Nursing/ Matron Band 1						
Director of Nursing/ Matron Band 2						
Director of Nursing/ Matron Band 2A						
Director of Nursing/ Matron Band 3						
Director of Nursing/ Matron Band 4						
Director of Nursing/ Matron Band 5						
Nurse Tutor						
Principal Nurse Tutor						
Others (specify)						
<b>TOTAL</b>						

I confirm that the requested funding adjustment set out above reflects the cost involved in the implementation of the revised salary scales for nursing grades.

Signed \_\_\_\_\_

Agency \_\_\_\_\_

**Please return this form to Nursing Policy Division, Floor 4, Department of Health & Children, Hawkins House, Hawkins Street, Dublin 2**

**Appendix 2 to Circular 110/99**  
**INCREASED COSTS ARISING FROM SPECIAL PAY INCREASE FROM 1 JULY 1999 FOR NURSING GRADES**

**Page 2 - Schedule for Funding Adjustments - 2000 (cost in respect of 1 July 1999 pay increase).**  
 Please complete the following. Numbers will be expected to correspond to relevant Personnel Census figures.

<b>Name of Agency</b>	<b>Grade</b>	<b>Numbers Employed (W.T.E.)</b>	<b>Basic Pay Costs £</b>	<b>Premium Pay Costs £</b>	<b>Employers P.R.S.I. £</b>	<b>2000 Cost £</b>
	Junior Ward Sister					
	Ward Sister					
	Nursing Officer					
	Theatre Sister Clinical Instructor Night Sister					
	Deputy Nursing Officer					
	Theatre Supt. Unit Nursing Officer Home Supt. Night Supt. Home Sister					
	Asst. Matron 1 Div. Nurse Manager					
	Asst. Chief Nursing Officer					
	Asst. Matron 2					
	Community Psy. Nurse					
	Public Health Nurse					
	Senior PHN					

Supt. PHN					
Chief Nursing Officer					
Director of Nursing/ Matron Band 1					
Director of Nursing/ Matron Band 2					
Director of Nursing/ Matron Band 2A					
Director of Nursing/ Matron Band 3					
Director of Nursing/ Matron Band 4					
Director of Nursing/ Matron Band 5					
Nurse Tutor					
Principal Nurse Tutor					
Others (specify)					
<b>TOTAL</b>					

I confirm that the requested funding adjustment set out above reflects the cost involved in the implementation of the revised salary scales for nursing grades.

Signed \_\_\_\_\_ Agency \_\_\_\_\_

*Please return this form to Nursing Policy Division, Floor 4, Department of Health & Children, Hawkins House, Hawkins Street, Dublin 2*

# **PSYCHIATRIC NURSING GRADES**

**MR DONAL McCARTHY**

**TEL : 6354056**

**MS CAITRIONA MASON**

**TEL : 6354057**

PCYCHIATRIC NURSING GRADES	1st Oct 1996	1st Jan 1997	1st June 1997	1st July 1997	1st April 1998	1st July 1998	1st July 1999	01/07/99 Phase 1 Increase	01/07/99 2% P2000
Trainee Psychiatric Nurse	5,211	5,263		5,395	5,395	5,516	5,599		5,711
	7,979	8,059	N/A	8,260	8,260	8,446	8,573	N/A	8,744
	11,292	11,405		11,666	11,690	11,953	12,132		12,375
Psychiatric Nurse	14,579	14,725	14,725	14,986	15,093	15,433	15,664		15,977
	14,944	15,093	15,461	15,722	15,848	16,205	16,448		16,777
	15,470	15,625	16,076	16,337	16,478	16,849	17,102		17,444
	15,977	16,137	16,654	16,915	17,070	17,454	17,716		18,070
	16,500	16,665	17,258	17,519	17,689	18,087	18,358	N/A	18,725
	16,955	17,125	17,727	17,988	18,170	18,579	18,858		19,235
	17,432	17,606	18,239	18,500	18,695	19,116	19,403		19,791
	17,981	18,161	18,904	19,165	19,377	19,813	20,110		20,512
	18,529	18,714	19,558	19,819	20,047	20,498	20,805		21,221
	19,212	19,404	20,489	20,750	21,001	21,474	21,796		22,232
LSI after 3 yrs on max	19,534	19,729	21,139	21,400	21,667	22,155	22,487		22,937
Dual Qualified Psychiatric Nurse	16,106	16,267	16,267	16,528	16,674	17,049	17,305		17,651
	16,641	16,807	17,346	17,607	17,780	18,180	18,453		18,822
	17,136	17,307	17,923	18,184	18,371	18,784	19,066		19,447
	17,565	17,741	18,364	18,625	18,823	19,247	19,536	N/A	19,927
	18,017	18,197	18,853	19,114	19,324	19,759	20,055		20,456
	18,413	18,597	19,501	19,762	19,989	20,439	20,746		21,161
	19,076	19,267	20,136	20,397	20,639	21,103	21,420		21,848
	19,753	19,951	21,066	21,327	21,593	22,079	22,410		22,858
	LSI after 3 yrs on max	20,075	20,276	21,716	21,977	22,259	22,760	23,101	
Community Psychiatric Nurse	19,284	19,477	19,477	19,738	19,964	20,413	20,719	21,548	21,979
	19,661	19,858	19,858	20,119	20,354	20,812	21,124	21,969	22,408
	20,040	20,240	20,240	20,501	20,746	21,213	21,531	22,392	22,840
	20,426	20,630	20,630	20,891	21,146	21,622	21,946	22,824	23,280
	20,659	20,866	21,102	21,363	21,630	22,117	22,449	23,347	23,814
	20,893	21,102	21,574	21,835	22,113	22,611	22,950	23,868	24,345
	21,147	21,358	22,086	22,347	22,638	23,147	23,494	24,434	24,922
	21,400	21,614	22,599	22,860	23,164	23,685	24,040	25,002	25,502
	21,654	21,871	23,111	23,372	23,689	24,222	24,585	25,568	26,080
	21,908	22,127	23,624	23,885	24,215	24,760	25,131	26,136	26,659
	Deputy Nursing Officer Clinical Nurse Manager 1	18,774	18,962	18,962	19,223	19,436	19,873	20,171	21,230
19,155		19,347	19,347	19,608	19,831	20,277	20,581	21,662	22,095
19,534		19,729	19,729	19,990	20,222	20,677	20,987	22,089	22,531
19,916		20,115	20,115	20,376	20,618	21,082	21,398	22,327	22,773
20,150		20,352	20,587	20,848	21,102	21,577	21,901	22,869	23,326
20,383		20,587	21,059	21,320	21,585	22,071	22,402	23,468	23,938
20,637		20,843	21,572	21,833	22,111	22,608	22,947	24,058	24,539
20,891		21,100	22,084	22,345	22,636	23,145	23,492	24,650	25,143
21,144		21,355	22,597	22,858	23,162	23,683	24,038	25,300	25,806
21,398		21,612	23,109	23,370	23,687	24,220	24,583	25,874	26,391



PSYCHIATRIC NURSING GRADES	1st Oct 1996	1st Jan 1997	1st June 1997	1st July 1997	1st April 1998	1st July 1998	1st July 1999	01/07/99 Phase 1 Increase	01/07/99 2% P2000
Nursing Officer	19,284	19,477	19,477	19,738	19,964	20,413	20,719	21,807	22,243
Clinical Nurse Manager 2	19,661	19,858	19,858	20,119	20,354	20,812	21,124	22,233	22,678
	20,040	20,240	20,240	20,501	20,746	21,213	21,531	22,661	23,115
	20,426	20,630	20,630	20,891	21,146	21,622	21,946	23,098	23,560
	20,659	20,866	21,102	21,363	21,630	22,117	22,449	23,628	24,100
	20,893	21,102	21,574	21,835	22,113	22,611	22,950	24,155	24,638
	21,147	21,358	22,086	22,347	22,638	23,147	23,494	24,727	25,222
	21,400	21,614	22,599	22,860	23,164	23,685	24,040	25,302	25,808
	21,654	21,871	23,111	23,372	23,689	24,222	24,585	25,876	26,393
	21,908	22,127	23,624	23,885	24,215	24,760	25,131	26,450	26,979
Nursing Officer, Assistant Chief	22,024	22,244	23,093	23,354	23,670	24,203	24,566	25,856	26,373
	22,716	22,943	23,817	24,078	24,412	24,961	25,335	26,665	27,198
	23,403	23,637	24,537	24,798	25,150	25,716	26,102	27,472	28,022
	24,549	24,794	26,185	26,446	26,840	27,444	27,856	29,318	29,905
	25,248	25,500	26,931	27,192	27,604	28,225	28,648	30,152	30,755
	25,967	26,227	27,697	27,958	28,389	29,028	29,463	31,010	31,630
			28,432	28,693	29,143	29,799	30,246	31,834	32,471
Nursing Officer, Chief	27,760	28,038	29,516	29,777	30,254	30,935	31,399	33,047	33,708
	28,601	28,887	30,412	30,673	31,172	31,873	32,351	34,049	34,730
	29,444	29,738	31,309	31,570	32,092	32,814	33,306	35,055	35,756
	30,285	30,588	32,206	32,467	33,011	33,754	34,260	36,059	36,780
	31,132	31,443	33,103	33,364	33,931	34,694	35,214	37,063	37,804
	31,977	32,297	34,000	34,261	34,850	35,634	36,169	38,068	38,829
Principal Nurse Tutor	22,909	23,138	24,019	24,280	24,619	25,173	25,551		
	23,354	23,588	24,486	24,747	25,098	25,663	26,048		
	23,760	23,998	24,912	25,173	25,535	26,110	26,502		
	24,605	24,851	26,245	26,506	26,901	27,506	27,919	Scalcs to follow	
	25,042	25,292	26,711	26,972	27,379	27,995	28,415		
	25,452	25,707	27,149	27,410	27,828	28,454	28,881		
	25,967	26,227	27,697	27,958	28,389	29,028	29,463		
			28,432	28,693	29,143	29,799	30,246		
Nurse Tutor (includes assimilation scales to June 97)	-	-	23,090	23,351	23,667	24,200	24,563		
	-	-	23,413	23,674	23,998	24,538	24,906		
	-	-	23,737	23,998	24,330	24,877	25,250		
	21,948	22,167	24,060	24,321	24,662	25,217	25,595	Scalcs to follow	
	22,461	22,686	24,383	24,644	24,993	25,555	25,938		
	22,840	23,068	24,707	24,968	25,325	25,895	26,283		
	23,298	23,531	25,030	25,291	25,656	26,233	26,626		
	23,711	23,948	25,353	25,614	25,987	26,572	26,971		
	24,107	24,348	25,677	25,938	26,319	26,911	27,315		
	24,675	24,922	26,000	26,261	26,650	27,250	27,659		

# **GENERAL NURSING GRADES**

**MR DONAL McCARTHY**

**TEL : 6354056**

**MS CAITRIONA MASON**

**TEL : 6354057**

NURSING GRADES	1st June	1st Oct	1st Jan	1st June	1st July	1st April	1st July	1st July	01/07/99	01/07/99
	1996	1996	1997	1997	1997	1998	1998	1999	Phase 1 increase	2% P2000
Student Nurse I	5,134	5,211	5,263	N/A	5,395	5,395	5,516	5,599	N/A	5,711
Student Nurse II	7,861	7,979	8,059	N/A	8,260	8,260	8,446	8,573	N/A	8,744
Student Nurse III	11,125	11,292	11,405	N/A	11,666	11,690	11,953	12,132	N/A	12,375
Post Registered Student Nurse	12,034	12,215	12,337	N/A	12,598	12,645	12,930	13,124	N/A	13,366
	12,752	12,943	13,072	N/A	13,333	13,399	13,700	13,906	N/A	14,184
Pupil Midwife	12,783	12,975	13,105	N/A	13,366	13,433	13,735	13,941	N/A	14,220
	13,200	13,398	13,532	N/A	13,793	13,870	14,182	14,395	N/A	14,663
Staff Nurse	14,030	14,240	14,382	14,382	14,643	14,742	15,074	15,300		15,606
including....	14,381	14,597	14,743	15,102	15,363	15,480	15,828	16,065		16,366
Registered Midwife	15,001	15,226	15,378	15,822	16,083	16,218	16,583	16,832		17,169
Registered Sick Children's Nurse	15,635	15,870	16,029	16,542	16,803	16,956	17,338	17,598		17,950
Registered Mental Handicap Nurse	16,260	16,504	16,669	17,262	17,523	17,694	18,092	18,363	N/A	18,730
	16,850	17,103	17,274	17,882	18,143	18,329	18,741	19,022		19,402
	17,420	17,681	17,858	18,502	18,763	18,965	19,392	19,683		20,077
	17,921	18,190	18,372	19,122	19,383	19,600	20,041	20,342		20,749
	18,426	18,702	18,889	19,742	20,003	20,236	20,691	21,001		21,421
	18,799	19,081	19,272	20,350	20,611	20,859	21,328	21,648		22,081
LSI after 3 yrs on max	19,116	19,403	19,597	21,000	21,261	21,525	22,009	22,339		22,766
Dual Qualified Nurse	15,870	16,106	16,267	16,267	16,528	16,674	17,049	17,305		17,651
	16,395	16,641	16,807	17,346	17,607	17,780	18,180	18,453		18,822
	16,883	17,136	17,307	17,923	18,184	18,371	18,784	19,066		19,447
	17,305	17,565	17,741	18,364	18,625	18,823	19,247	19,536	N/A	19,927
	17,751	18,017	18,197	18,853	19,114	19,324	19,759	20,055		20,456
	18,141	18,413	18,597	19,501	19,762	19,989	20,439	20,746		21,161
	18,794	19,076	19,267	20,136	20,397	20,639	21,103	21,420		21,848
	19,461	19,753	19,951	21,066	21,327	21,593	22,079	22,410		22,858
LSI after 3 yrs on max	19,778	20,075	20,276	21,716	21,977	22,259	22,760	23,101		23,563
Sister, Junior Ward	18,511	18,789	18,977	18,977	19,238	19,451	19,889	20,187	21,247	21,672
Clinical Nurse Manager 1	18,864	19,147	19,338	19,338	19,599	19,821	20,267	20,571	21,651	22,084
	18,886	19,169	19,361	19,361	19,622	19,845	20,292	20,596	21,677	22,111
	19,116	19,403	19,597	19,832	20,093	20,328	20,785	21,097	22,205	22,649
	19,346	19,636	19,832	20,304	20,565	20,812	21,280	21,599	22,733	23,188
	19,596	19,890	20,089	20,817	21,078	21,337	21,817	22,144	23,307	23,773
	19,846	20,144	20,345	21,329	21,590	21,862	22,354	22,689	23,880	24,368
	20,096	20,397	20,601	21,842	22,103	22,388	22,892	23,235	24,455	24,944
	20,346	20,651	20,858	22,354	22,615	22,913	23,429	23,780	25,028	25,529

NURSING GRADES	1st June	1st Oct	1st Jan	1st June	1st July	1st April	1st July	1st July	01/07/99	01/07/99
	1996	1996	1997	1997	1997	1998	1998	1999	Phase 1 Increase	2% P2000
Sister, Ward	19,079	19,365	19,559	19,559	19,820	20,048	20,499	20,806	21,896	22,336
Clinical Nurse Manager 2	19,406	19,697	19,894	19,894	20,155	20,391	20,850	21,163	22,274	22,720
	19,739	20,035	20,235	20,235	20,496	20,741	21,208	21,526	22,656	23,109
	20,023	20,323	20,526	20,526	20,787	21,039	21,512	21,835	22,981	23,441
	20,253	20,557	20,763	20,998	21,259	21,523	22,007	22,337	23,510	23,980
	20,483	20,790	20,998	21,470	21,731	22,007	22,502	22,840	24,039	24,520
	20,733	21,044	21,254	21,983	22,244	22,533	23,040	23,386	24,614	25,106
	20,983	21,298	21,511	22,495	22,756	23,057	23,576	23,930	25,186	25,690
	21,233	21,551	21,767	23,008	23,269	23,583	24,114	24,476	25,761	26,276
	21,483	21,805	22,023	23,520	23,781	24,108	24,650	25,020	26,334	26,860
Theatre Sister	19,548	19,841	20,039	20,039	20,300	20,540	21,002	21,317	22,436	22,885
	19,886	20,184	20,386	20,386	20,647	20,896	21,366	21,686	22,825	23,281
Night Sister.	20,220	20,523	20,728	20,728	20,989	21,246	21,724	22,050	23,208	23,672
Clinical Nurse Manager 2	20,465	20,772	20,980	20,980	21,241	21,505	21,989	22,319	23,491	23,961
	20,695	21,005	21,215	21,451	21,712	21,987	22,482	22,819	24,017	24,497
	20,925	21,239	21,451	21,923	22,184	22,471	22,977	23,322	24,546	25,037
	21,175	21,493	21,708	22,435	22,696	22,996	23,513	23,866	25,119	25,621
	21,425	21,746	21,963	22,948	23,209	23,522	24,051	24,412	25,694	26,208
	21,675	22,000	22,220	23,460	23,721	24,047	24,588	24,957	26,267	26,793
	21,925	22,254	22,477	23,973	24,234	24,572	25,125	25,502	26,841	27,376
Nurse Tutor	21,624	21,948	22,167	23,090	23,351	23,667	24,200	24,563		
assimilation scales for former Tutor Principal III	22,129	22,461	22,686	23,413	23,674	23,998	24,538	24,906		
	22,502	22,840	23,068	23,737	23,998	24,330	24,877	25,250		
	22,954	23,298	23,531	24,060	24,321	24,662	25,217	25,595	Scales to follow	
	23,360	23,710	23,947	24,383	24,644	24,993	25,555	25,938		
	23,751	24,107	24,348	24,707	24,968	25,325	25,895	26,283		
	24,310	24,675	24,922	25,030	25,291	25,656	26,233	26,626		
				25,353	25,614	25,987	26,572	26,971		
				25,677	25,938	26,319	26,911	27,315		
				26,000	26,261	26,650	27,250	27,659		
				23,090	23,351	23,667	24,200	24,563		
				23,413	23,674	23,998	24,538	24,906		
				23,737	23,998	24,330	24,877	25,250		
assimilation scales for former Tutor Principal II	20,874	21,187	21,399	24,060	24,321	24,662	25,217	25,595		
	21,362	21,682	21,899	24,383	24,644	24,993	25,555	25,938		
	21,722	22,048	22,268	24,707	24,968	25,325	25,895	26,283		
	22,158	22,490	22,715	25,030	25,291	25,656	26,233	26,626		
	22,550	22,888	23,117	25,353	25,614	25,987	26,572	26,971		
	22,927	23,271	23,504	25,677	25,938	26,319	26,911	27,315		
	23,467	23,819	24,057	26,000	26,261	26,650	27,250	27,659		



NURSING GRADES	1st June	1st Oct	1st Jan	1st June	1st July	1st April	1st July	1st July	01/07/99 Phase 1 Increase	01/07/99 2% P2000
	1996	1996	1997	1997	1997	1998	1998	1999		
<b>Assistant Matron 1</b>	21,205	21,523	21,738	22,566	22,827	23,130	23,650	24,005	25,265	25,771
(payable only in Band 1 Hospitals)	21,627	21,951	22,171	23,016	23,277	23,591	24,122	24,484	25,769	26,285
	22,036	22,367	22,591	23,451	23,712	24,037	24,578	24,947	26,257	26,782
	22,895	23,238	23,470	24,786	25,047	25,406	25,978	26,368	27,752	28,307
	23,284	23,633	23,869	25,209	25,470	25,839	26,420	26,816	28,224	28,788
	23,735	24,091	24,332	25,697	25,958	26,339	26,932	27,336	28,771	29,347
	24,158	24,520	24,765	26,154	26,415	26,808	27,411	27,822	29,283	29,868
	24,577	24,946	25,195	26,608	26,869	27,273	27,887	28,305	29,791	30,387
				28,433	28,694	29,144	29,800	30,247	31,835	32,472
<b>Assistant Matron 2</b>										
(payable in all other Hospitals)										
(Assimilation scale for those previously on Asst Matron County Home scale now moving to Band 2)	19,787	20,084	20,285	21,393	21,654	21,928	22,421	22,757	23,952	24,431
	20,233	20,536	20,741	21,863	22,124	22,410	22,914	23,258	24,479	24,969
	20,677	20,987	21,197	22,339	22,600	22,897	23,412	23,763	25,011	25,511
	21,096	21,412	21,626	23,645	23,906	24,236	24,781	25,153	26,474	27,003
	21,535	21,858	22,077	24,128	24,389	24,731	25,287	25,666	27,013	27,554
	21,978	22,308	22,531	24,608	24,869	25,223	25,791	26,178	27,552	28,103
	22,413	22,749	22,976	25,093	25,354	25,720	26,299	26,693	28,094	28,656
				25,758	26,019	26,402	26,996	27,401	28,840	29,416
(Assimilation scale for those previously on Asst Matron County/Other Hospital 160 beds or less now moving to Band 2)	20,103	20,405	20,609	21,393	21,654	21,928	22,421	22,757		
	20,545	20,853	21,062	21,863	22,124	22,410	22,914	23,258		
	20,991	21,306	21,519	22,339	22,600	22,897	23,412	23,763		
	21,840	22,168	22,390	23,645	23,906	24,236	24,781	25,153		
	22,287	22,621	22,847	24,128	24,389	24,731	25,287	25,666		
	22,730	23,071	23,302	24,608	24,869	25,223	25,791	26,178		
	23,177	23,525	23,760	25,093	25,354	25,720	26,299	26,693		
				25,758	26,019	26,402	26,996	27,401		

