

Average Costing Program with years and inflation**Inflator****1.02****Band 2**

XN02

WTE

MS

1.00

COL

Y

Years	<u>09/10</u>	<u>10/11</u>	<u>11/12</u>	<u>12/13</u>	<u>13/14</u>	<u>14/15</u>	<u>15/16</u>
Basic	14,359	14,646	14,939	15,238	15,543	15,853	16,171
COL	400	408	416	424	433	442	450
NI	795	811	827	844	861	878	895
SA	2,066	2,108	2,150	2,193	2,237	2,281	2,327
Total	<u>17,620</u>	<u>17,973</u>	<u>18,332</u>	<u>18,699</u>	<u>19,073</u>	<u>19,454</u>	<u>19,843</u>

Band 3

XN03

WTE

MS

1.00

COL

Y

Years	<u>09/10</u>	<u>10/11</u>	<u>11/12</u>	<u>12/13</u>	<u>13/14</u>	<u>14/15</u>	<u>15/16</u>
Basic	16,698	17,032	17,373	17,720	18,074	18,436	18,805
COL	400	408	416	424	433	442	450
NI	1,008	1,028	1,049	1,070	1,091	1,113	1,135
SA	2,394	2,442	2,490	2,540	2,591	2,643	2,696
Total	<u>20,500</u>	<u>20,910</u>	<u>21,328</u>	<u>21,754</u>	<u>22,189</u>	<u>22,633</u>	<u>23,086</u>

Band 4

XN04

WTE

MS

1.00

COL

Y

Years	<u>09/10</u>	<u>10/11</u>	<u>11/12</u>	<u>12/13</u>	<u>13/14</u>	<u>14/15</u>	<u>15/16</u>
Basic	19,494	19,884	20,282	20,687	21,101	21,523	21,953
COL	487	497	507	517	528	538	549
NI	1,270	1,296	1,322	1,348	1,375	1,403	1,431
SA	2,797	2,853	2,910	2,969	3,028	3,089	3,150
Total	<u>24,049</u>	<u>24,530</u>	<u>25,021</u>	<u>25,521</u>	<u>26,031</u>	<u>26,552</u>	<u>27,083</u>

Band 5

XN05

WTE

MS

1.00

COL

Y

Years	<u>09/10</u>	<u>10/11</u>	<u>11/12</u>	<u>12/13</u>	<u>13/14</u>	<u>14/15</u>	<u>15/16</u>
Basic	23,562	24,033	24,514	25,004	25,504	26,014	26,535
COL	589	601	613	625	638	650	663
NI	1,650	1,683	1,716	1,751	1,786	1,821	1,858
SA	3,381	3,449	3,518	3,588	3,660	3,733	3,808
Total	<u>29,182</u>	<u>29,766</u>	<u>30,361</u>	<u>30,968</u>	<u>31,587</u>	<u>32,219</u>	<u>32,864</u>

Band 6

XN06	WTE
MS	1.00
COL	Y

Years	<u>09/10</u>	<u>10/11</u>	<u>11/12</u>	<u>12/13</u>	<u>13/14</u>	<u>14/15</u>	<u>15/16</u>
Basic	28,889	29,467	30,056	30,657	31,270	31,896	32,534
COL	600	612	624	637	649	662	676
NI	2,135	2,178	2,222	2,266	2,312	2,358	2,405
SA	4,128	4,211	4,295	4,381	4,469	4,558	4,649
Total	<u>35,753</u>	<u>36,468</u>	<u>37,197</u>	<u>37,941</u>	<u>38,700</u>	<u>39,474</u>	<u>40,264</u>

Band 7

XN07	WTE
MS	1.00
COL	Y

Years	<u>09/10</u>	<u>10/11</u>	<u>11/12</u>	<u>12/13</u>	<u>13/14</u>	<u>14/15</u>	<u>15/16</u>
Basic	34,410	35,098	35,800	36,516	37,246	37,991	38,751
COL	600	612	624	637	649	662	676
NI	2,638	2,691	2,744	2,799	2,855	2,912	2,971
SA	4,901	4,999	5,099	5,201	5,305	5,412	5,520
Total	<u>42,549</u>	<u>43,400</u>	<u>44,268</u>	<u>45,154</u>	<u>46,057</u>	<u>46,978</u>	<u>47,917</u>

Band 8A

XN08	WTE
MS	1.00
COL	N

Years	<u>09/10</u>	<u>10/11</u>	<u>11/12</u>	<u>12/13</u>	<u>13/14</u>	<u>14/15</u>	<u>15/16</u>
Basic	42,434	43,283	44,148	45,031	45,932	46,851	47,788
COL	0	0	0	0	0	0	0
NI	3,402	3,470	3,540	3,610	3,683	3,756	3,831
SA	5,941	6,060	6,181	6,304	6,430	6,559	6,690
Total	<u>51,777</u>	<u>52,812</u>	<u>53,869</u>	<u>54,946</u>	<u>56,045</u>	<u>57,166</u>	<u>58,309</u>

Band 8B

XN09	WTE
MS	1.00
COL	N

Years	<u>09/10</u>	<u>10/11</u>	<u>11/12</u>	<u>12/13</u>	<u>13/14</u>	<u>14/15</u>	<u>15/16</u>
Basic	50,579	51,591	52,622	53,675	54,748	55,843	56,960
COL	0	0	0	0	0	0	0
NI	4,521	4,612	4,704	4,798	4,894	4,992	5,092
SA	7,081	7,223	7,367	7,514	7,665	7,818	7,974
Total	<u>62,181</u>	<u>63,425</u>	<u>64,694</u>	<u>65,987</u>	<u>67,307</u>	<u>68,653</u>	<u>70,026</u>

Band 8C

XN10	WTE
MS	1.00
COL	N

Years	<u>09/10</u>	<u>10/11</u>	<u>11/12</u>	<u>12/13</u>	<u>13/14</u>	<u>14/15</u>	<u>15/16</u>
Basic	59,822	61,018	62,239	63,484	64,753	66,048	67,369
COL	0	0	0	0	0	0	0
NI	5,628	5,740	5,855	5,972	6,092	6,213	6,338
SA	8,375	8,543	8,713	8,888	9,065	9,247	9,432
Total	<u>73,825</u>	<u>75,301</u>	<u>76,807</u>	<u>78,343</u>	<u>79,910</u>	<u>81,509</u>	<u>83,139</u>

Band 8D

XN11	WTE
MS	1.00
COL	N

Years	<u>09/10</u>	<u>10/11</u>	<u>11/12</u>	<u>12/13</u>	<u>13/14</u>	<u>14/15</u>	<u>15/16</u>
Basic	71,736	73,171	74,634	76,127	77,649	79,202	80,786
COL	0	0	0	0	0	0	0
NI	7,153	7,296	7,442	7,591	7,742	7,897	8,055
SA	10,043	10,244	10,449	10,658	10,871	11,088	11,310
Total	<u>88,932</u>	<u>90,710</u>	<u>92,525</u>	<u>94,375</u>	<u>96,263</u>	<u>98,188</u>	<u>100,152</u>

Band 9

XN12	WTE
MS	1.00
COL	N

Years	<u>09/10</u>	<u>10/11</u>	<u>11/12</u>	<u>12/13</u>	<u>13/14</u>	<u>14/15</u>	<u>15/16</u>
Basic	86,800	88,536	90,307	92,113	93,955	95,834	97,751
COL	0	0	0	0	0	0	0
NI	9,081	9,263	9,448	9,637	9,829	10,026	10,227
SA	12,152	12,395	12,643	12,896	13,154	13,417	13,685
Total	<u>108,033</u>	<u>110,194</u>	<u>112,397</u>	<u>114,645</u>	<u>116,938</u>	<u>119,277</u>	<u>121,663</u>

Ave Consultant

	WTE	Basic	PA's	Allow
MS	1.00	94,911	0.00	0
COL	N			

Years	<u>09/10</u>	<u>10/11</u>	<u>11/12</u>	<u>12/13</u>	<u>13/14</u>	<u>14/15</u>	<u>15/16</u>
Basic	94,911	96,809	98,745	100,720	102,735	104,789	106,885
PA's	0	0	0	0	0	0	0
Allowances	0	0	0	0	0	0	0
NI	11,417	11,645	11,878	12,116	12,358	12,605	12,857
SA	13,288	13,553	13,824	14,101	14,383	14,671	14,964
Total	119,616	122,008	124,448	126,937	129,476	132,065	134,707

Ave Spec Reg

	WTE	Basic	Bandings %	Allow
MS	1.00	38,465	50.00	0
COL	N			

Years	<u>09/10</u>	<u>10/11</u>	<u>11/12</u>	<u>12/13</u>	<u>13/14</u>	<u>14/15</u>	<u>15/16</u>
Basic	38,465	39,234	40,019	40,819	41,636	42,468	43,318
Banding	19,233	19,617	20,009	20,410	20,818	21,234	21,659
Allowances	0	0	0	0	0	0	0
NI	6,941	7,079	7,221	7,365	7,513	7,663	7,816
SA	8,078	8,239	8,404	8,572	8,744	8,918	9,097
Total	72,716	74,170	75,653	77,166	78,710	80,284	81,890