



ERISWELL PARISH COUNCIL

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MINUTES

of the Eriswell Parish Council Meeting held on December 5th 2023 at the Manna Care, Eriswell

Present:

Cllr L Hall (Chairman)

Cllr A Bibbey (Vice Chairman)

Cllr B Foster

Cllr J Foster

Cllr R Hall

Cllr A James

In attendance: N Glading (EPC parish clerk) G Tolmie (EPC Footpath Warden) and one member of the public

2023/ 81	CHAIRMAN'S WELCOME and RECORDING OF MEETING	
	The Chairman requested that Cllr Bibbey, the Vice Chairman, presided. No recording	
2023/ 82	APOLOGIES FOR ABSENCE	
a.	Apologies for absence had been received from: C/Cllr Noble, D/Cllr G Kelly, D/Cllr T Whitehead	
b.	The Councillors consented to accept the apologies received	
c.	Noted: that Cllr P Maxfield has resigned as a parish councillor. Clerk has posted the official Notices.	
2023/ 83	DECLARATIONS OF INTEREST	
	None	
2023/84	MINUTES OF THE MEETING HELD ON OCTOBER 17th 2023	
a.	The minutes of the Parish Council meeting held on 17 th October 2023 were unanimously AGREED as an accurate record and the Chairman authorised to sign the same	
b.	Business remaining from the meeting not on this agenda None	
2023/85	PUBLIC PARTICIPATION	
	Members of the public may speak about specific items on this agenda or suggest future items. Please note: an individual's time is limited to 3 minutes (Standing Order 1.8.5) No discussion shall take place on any question put or comment made. (i) The path next to the Halls house- marble type cones have fallen, dangerous. Mr Tolmie has reported to Suffolk County Council. SCC came back and said it is not their responsibility to clean. Mr Tolmie has now written to West Suffolk Council. (ii) How many more advertising signs are going up? Planning permission required – clerk to follow up with Planning / Enforcement officers The councillors feel that it is acceptable for a small sign to be put up showing a local event, but not these mammoth hoardings. Cllr J Foster knows that a previous enforcement officer was made redundant so there may be staff shortages.	Clerk

2023/86	UPDATES FROM COUNTY/DISTRICT COUNCILLORS	
a.	<p><u>Update from Sqn. Ldr. Stew Geary</u>: Not present, no report had been received Clerk to write and ask about marking inside the alternate delivery bay (back end with a through lane).</p> <p>Smoke bomb going off in Church yard (Halloween) was disrespectful: it was acknowledged that Sqn Ldr Geary had tracked down one of the car registration numbers and has passed onto the Base.</p>	Clerk
b.	<u>Update from C/Cllr Colin Noble</u> : Not present	
c.	<p><u>Update from West Suffolk D/Cllr G Kelly</u> (not present) and /or D/Cllr T Whitehand (not present)</p> <p>The clerk read out a <u>Report from D/Cllr Kelly</u>:</p> <p>WSC discussed the local plan, there is no way we can get all the changes in that we want to.</p> <ol style="list-style-type: none"> 1. Number of affordable homes has to increase 2. We will no longer just roll over when the developer says `we cannot afford to do that` 3. Principle residence- can be done by area – covenant has to go in that you have to live in the property. Average prices should be lower. 4. No income from USAF <p>Q. S106s money- where is it ?</p> <p>A. Under the previous administration, Suffolk County Council said we want all of that for a new school / some went to the NHS. Lakenheath surgery were not asked directly if they were coping with increased demand, the question went to NHS Estates.</p> <p>Q. One road that goes straight through- extra cars and lorries- extra weight of traffic- does no one care?</p> <p>A Natural England said Brandon is a special area (curlews nesting inside area of special protection).</p> <p>There is an ongoing discussion about glyphosate - West Suffolk Council have agreed that the substance is non-carcinogenic but there is a suggestion that it harms bees. West Suffolk are considering stopping cutting the verges for Suffolk County Council as SCC still have a ban on glyphosate, so WSC can't use on pavements, etc.</p> <p>There has been another accident on A1065</p>	
2023/87	EARLSFIELD GRASS CUTTING	
a.	Update on grass cutting - none	
2023/88	MATTERS RELATING TO PLANNING	
a.	<p>Planning Officer: Daniel Gospel</p> <p>The Councillors considered Application no: DC/23/1912/TCA</p> <p>Expiry: 13 December 2023</p> <p>PROPOSAL Trees in a conservation area notification - one Horse chestnut (T1 on plan) overall crown reduction by 3.5 metres</p> <p>LOCATION 12 The Street Eriswell Suffolk IP27 9BH</p> <p>APPLICANT Tracy Thompson</p> <p>The decision was to offer no comment</p>	Planning officer informed 07/12/23 by clerk
2023/89	FINANCE/ AUTHORISATION OF PAYMENTS/ DONATIONS	
a.	<p>The November 2023 itemised expenditure/ invoices for payment were considered and AGREED</p> <p>The signatories were authorised to sign the relevant cheques</p>	

	Payee	Item	Amount	
	SALC	Membership fee	£188.41	
	Staff	Salary November 2023	£362.77	
	Hire (NG)	Hire of Manna café	£20.00	
	Staff	Office expense July Aug Sept 2023	£78.00	
	A Bibbey reimburse	Noticeboard	£1836.87	
	Eriswell Churchyard	See 2023/92	£500.00	
b.	Councillors considered opening a Lloyds Savings Account, and the amount to be moved. Option two was AGREED as preferred			Clerk
c.	The Accounts for Quarters 1 and 2 were RECEIVED : (i) Amounts paid (ii) Amounts Received (iii) Bank Reconciliation (iv) Budget comparison			
d.	Councillors considered the Budget and precept for 2024-2025. A budget with a precept increase of 4% was unanimously AGREED .			Appendix A
2023/90	MATTERS RELATING TO EXISTING STREETLIGHTING			
a.	To receive the recent letter from Suffolk County Council/ Suffolk Streetlighting. It was RESOLVED to continue the current agreement with Suffolk County Council streetlighting department. Clerk to inform The clerk told the Councillors about the grant available for West Suffolk Council for LED conversion of streetlights (Decarbonisation). It was RESOLVED to pursue this grant scheme. Clerk to look into and to implement Eriswell Parish Council`s Expression of Interest.			Appendix B Clerk Clerk
2023/91	SID REPORT			
a.	Report from SID management volunteers Cllr R Hall and G Tolmie Mr Tolmie reported that there is new record of 75mph at Church Corner Peaks are 7am to 8.30 in morning and 17.30 in the evening 35 mph is 85 th percentile i.e., most people Cllr J Foster told the meeting that the speed at Sparkes corner is increasing. Cllr J Foster asked that EPC request that the Suffolk Safety Cam Partnership put a camera near her house (at Sparkes corner), preferably on the verge. Cllr J Foster believes that Holywell Row already have such a device installed. It was RESOLVED that the clerk to write to Suffolk Safety Cam Partnership: Mr Tolmie agreed to send the clerk a picture of the optimum position at the site.			Appendix C Clerk
2023/92	GRANT REQUEST			
a.	It was RESOLVED to AGREE the £500 Grant Request from the Eriswell Churchyard Fund (deferred from last meeting)			
2023/93	SIGNPOSTING AT LORDS WALK/ EARLSFIELD			
a.	The Councillors considered a sign “Lords Walk” (action from previous meeting) This was thought to be a good idea, however there is the question of where it would be erected and the design.			
b.	To consider the removal of the large advertising hoardings at the entrance to Lords Walk (dealt with, see 2023/ 85 c.)			
2023/94	CHAIRMANS and CLERKS REPORT			
a.	<u>Chairmans</u> itinerary and report a) Meeting with landowners on 11 th October 2023 (from last meeting)			

	<p>Mr Tomie (community representative) mentioned a community centre for Lords Walk - good if they looked at giving some land to the community plus parking</p> <p>Mr Hewitt mentioned a Motel on the entrance triangle</p> <p>Affordable housing is on the developers list</p> <p>Our requests didn't fall on deaf ears, deal as part of package</p> <p>Mr Hewitt mentioned that looking at selling some bits of land and renting out others.</p> <p>b) <u>Update on streetlights at Radcliff Road</u> Clerk to write to C/ Cllr Colin Noble – the 9 lights are the property of SCC, when are you going to fix them?</p> <p>c) <u>Streetlights- LED grants</u>. Expression of Interest to be sent by clerk</p> <p>d) <u>BHF – grant application for a defibrillator</u></p> <p>e) <u>Accumulated rubbish at 37 Earlsfield Road</u> Clerk to find out who owns the property from the Land Registry, and chase WSC Environmental Health department.</p> <p>f) <u>Report on refurbishment of faded Lords Walk signs:</u> <i>Copy of email from the clerk: Colin, I reported these fading signs in the normal way, as you suggested.</i> <i>An engineer named Andy Moore phoned me to say that Paul Gibson has been to have a look. It is thought that the Lords Walk signs were installed by the developer at the time so that SatNavs could lock on. Maybe they were supposed to have been removed but this did not happen.</i> <i>Its a shame because the new community are starting to think of themselves as Lords Walk people and beginning to come together as an entity. Andy has kindly offered to remove the signs so that maybe we can have them re-surfaced, and the name reinstated. Is it Network Assurance that I would ask about that, or perhaps you have another idea?</i></p> <p>The Councillors discussed the issue and it was considered that new purpose made signs were the way forward, i.e. not the re-use of existing signs. Next meeting</p>	<p>Clerk</p> <p>Clerk</p> <p>Clerk</p> <p>Clerk</p>
b.	<p><u>Councillors' reports</u></p> <p>a) <u>Update from Cllr P Maxfield about Speed Officers deployment</u> (from previous meeting) – Cllr Maxfield has resigned</p> <p>b) <u>Update on prevention of damage to the Church wall at Eriswell</u>: none</p> <p>c) <u>Update from Cllr A Bibbey on purchase of new noticeboards at Earlsfield Shops</u>: have been ordered. Next meeting</p>	<p>Clerk</p>
c.	<p><u>Reports from other groups</u></p> <p>a) <u>Eriswell Recreation Ground Committee</u>: Mr G Tolmie (Chairman ERGMC) reported that there is a new assessor for playgrounds. Wooden play equipment showing its age, decomposing will need replacing or decommissioning. Water meters to be replaced next Monday. Sign to be re-done. Will put in a request for grant to EPC</p> <p>b) <u>Reading Rooms Committee</u>: Mr A Bibbey (Chairman) reported that the members are implementing various repairs and improvements</p> <p>c) <u>Poors Charity</u>: Mr B Foster (Chairman) reported that animals problematic, one horse would be acceptable. He suggests that the land is turned over then advertised as agricultural land for rent. More likely to rent if it has been turned over.</p>	

	<div>d) <u>Report from Eriswell Footpath Warden Mr G Tolmie</u>: work is ongoing.</div> <div>e) <u>Thermal Imaging project update</u>: Mr Tolmie will receive the camera during the coldest Winter months, which should be interesting.</div>													
2023/95	<div>EXCHANGE OF INFORMATION: Information may be shared (with the permission of the Chairman)</div> <div>Clerk informed the Councillors that the following had been received from PC Maxfield: Dear Sir / Madam</div> <div>I am writing to you to introduce myself as the Community Police Sergeant having responsibility for your Parish.</div> <div>Suffolk Constabulary have recently had a major re-shuffle in it’s provision of community policing with the intention of being much more visible, involved in many more local engagements and in working together with other agencies and stakeholders in order to tackle community issues such as Anti-social behaviour much more effectively.</div> <div>This is a major change to the previous model, which saw the local community teams also managing volume and low level investigations as well as community engagements, problem solving etc.</div> <div>I would like to begin attending Parish Council meetings, shifts permitting, in order that I can provide information such as crimes and issues affecting your area. On the occasions when I am not on duty at the time of your meetings I would aim to provide a written update.</div> <div>With all this in mind would it be possible to create an agenda time at each meeting in order to present policing updates and to field any questions or concerns that councillors, or attending public may have.</div> <div>I look forward to hearing from you and meeting you all soon.</div>	Clerk to invite to a forthcoming meeting												
	<div>Forthcoming Meetings – It was RESOLVED to hold all future meetings at the Reading Rooms on the last Tuesday of every month</div> <table><tr><td>January 30th 2024</td><td>July 30th 2024</td></tr><tr><td>February 27th 2024</td><td>August no meeting</td></tr><tr><td>March 26th 2024</td><td>September 24th 2024</td></tr><tr><td>April 30th 2024</td><td>October 29th 2024</td></tr><tr><td>May 28th 2024</td><td>November 26th 2024</td></tr><tr><td>June 25th 2024</td><td>December 2024 no meeting</td></tr></table>	January 30 th 2024	July 30 th 2024	February 27 th 2024	August no meeting	March 26 th 2024	September 24 th 2024	April 30 th 2024	October 29 th 2024	May 28 th 2024	November 26 th 2024	June 25 th 2024	December 2024 no meeting	
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2023/96 **MATTERS TO BE TAKEN UNDER EXEMPTION**

It is recommended that

In view of the confidential nature of the following item, which relates to business matters of other individuals, the public shall be excluded while the following item is discussed. This is in accordance with the Public Bodies (Admission to meetings) Act 1960, as amended by the Local Government Act 1972

Meeting closed 9pm

Calculation of Eriswell Parish Council Precept Demand

What is the Tax base? Council tax is the way that an area's residents contribute towards the cost of local services. There needs to be a mechanism for sharing this cost equitably across residents, in order to determine the level of their council tax bills. This mechanism is the total number of properties in the area, adjusted to reflect:

- relative property values (by allocating each property to one of 8 valuation Bands, A – H); and
- estimates for any exemptions from council tax or discounts that those properties may attract, as well as any Local Council Tax Reduction Support awarded to the occupants. The resultant figure is called the Tax base, and it is expressed in terms of the total number of "Band D Equivalent" properties in each area.

How the Tax base is calculated: The way that the Tax base is calculated is set out by legislation, so is the same process for all councils. Billing authorities are statutorily responsible for setting the Tax base in their areas, so this is done by West Suffolk Council. The starting point is the annual government "CTB return" completed by ARP (Anglia Revenues Partnership), who are responsible for raising the bills and collecting the council tax on our behalf. They begin with information on the Valuation List as at 9 September 2023 which lists the actual number of properties in each Parish or Town by valuation band. Subsequent lines on the return adjust these figures for all the various exemptions, discounts and council tax reduction support that apply as at 7 October 2023. The resulting total properties in each valuation band are then converted to a band D equivalent by applying factors that are set to ensure that a band A property will pay 2/3 of a band D property bill, whilst a band H property will pay twice as much as a band D (and 3 times that of a band A). These "band D equivalents" are then added together to give the Tax base for the purpose of the CTB return.

Position	Amount of Precept	%
Remain	£14,549	0.02%
Increase	£14,838	+ 2%
Increase	£14,983	+ 3%
Increase	£15,127	+ 4%

Budget		2023-4	2024-5	
Salaries		£5,000.00	£7,020.00	Increase in clerks salary
HMRC		£400.00	£660.00	corresponding tax increase
SALC payroll service		£110.00	£130.00	increase
Office expenses		£400.00	£320.00	Slight decrease
Earlsfield grass		£250.00	£0.00	Landowners responsibility
Hire of Hall/ premise		£80.00	£120.00	Manna Café increased fee
Website		£160.00	£160.00	Invoice not yet received
Training		£150.00	£100.00	Initial plans for on site training not realised
Insurance		£800.00	£840.00	Allowance for small increase
Subs, charges		£500.00	£400.00	Decrease
Maintenance/ improvements		£1,500.00	£500.00	Decrease
Donations/ grants		£350.00	£377.00	
Bin emptying		£1,000.00	£1,000.00	Increase in number of bins
Street Lighting		£3,100.00	£3,300.00	Increase in electricity as advised by SCC
Contingency		£749.00	£200.00	Decrease
		£14,549.00	£15,127.00	at £4% increase in precept



Date: 06 November 2023
Enquiries to: Richard Webster
Tel: 01473 264067
Email: Richard.webster@suffolkstreetlighting.org

Ms Nicola Glading
Eriswell Parish Council
6 Albert Rolph Drive
Lakenheath
IP27 9DA

Dear Ms Glading

Re: Street Lighting Contract

We would like to take this opportunity to inform you of the outcome following the recent street lighting term maintenance contract procurement carried out by Suffolk County Council.

After a very competitive process, J McCann & Co Ltd. were the successful tenderer and from the 1st October 2023, have commenced a 7 year term maintenance street lighting contract with Suffolk County Council with the potential for a further three year extension. Further information regarding J McCann can be found at <https://mccann-ltd.co.uk/>

The contract you have in place with Suffolk County Council will not change and your local contacts remain the same. Appended to this letter is a condensed outline of what you can expect from this new arrangement.

The rates secured are extremely competitive and, in most cases, you will see a reduction in maintenance costs. Energy costs, continue to be volatile however the rates secured remain competitive and are purchased as part of our larger energy portfolio.

Reporting of street lighting faults remains the same as previous years and can either be reported online at www.suffolk.gov.uk/streetlighting or via telephone through Suffolk County Council's contact centre on 0345 606 6171.

Our new contract has a strong focus on customer engagement and a commitment to ensure you are informed of programme dates regarding any works you have previously ordered, or works you will be placing. There is a performance framework in place to ensure all works are carried out efficiently and effectively and meet prescribed response times.

We are aware many of you have taken the opportunity to upgrade your assets to LED to benefit from reduced energy costs. However, if this is something you are still to consider, we are able to work with you to identify the required works and associated costs, as well as suggest measures that can be taken to further reduce costs through the use of the county council's central management system. The options available to reduce energy costs and associated carbon emissions include for part night switching and applying dimming, whether at 75%, 50% power, or

less, and we can provide the expected savings and return on investment figures for you to make an informed choice.

I trust the above, and attached, provides you with relevant information regarding the service provided, and if I can be of any further assistance then please do not hesitate to contact me.

Yours sincerely

Richard Webster
Asset Manager – Street Lighting

Appendix C

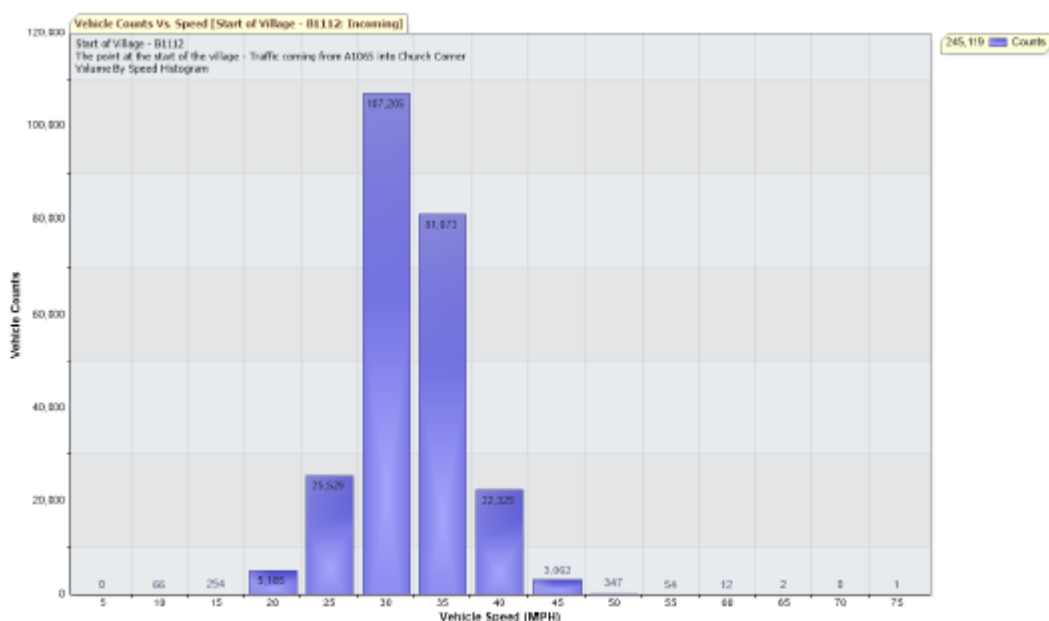
On 31 August 2023 at 15:00 the SID was installed on the B1112 on the pole positioned at the start of the village of Eriswell. The SID was positioned to monitor traffic coming from the A1065 on the B1112 heading towards the St. Laurence church in Eriswell.

Traffic speed was measured up until 15:00 of 29 November 2022. There are between 2700 and 3100 vehicles per weekday passing this point heading towards Eriswell.

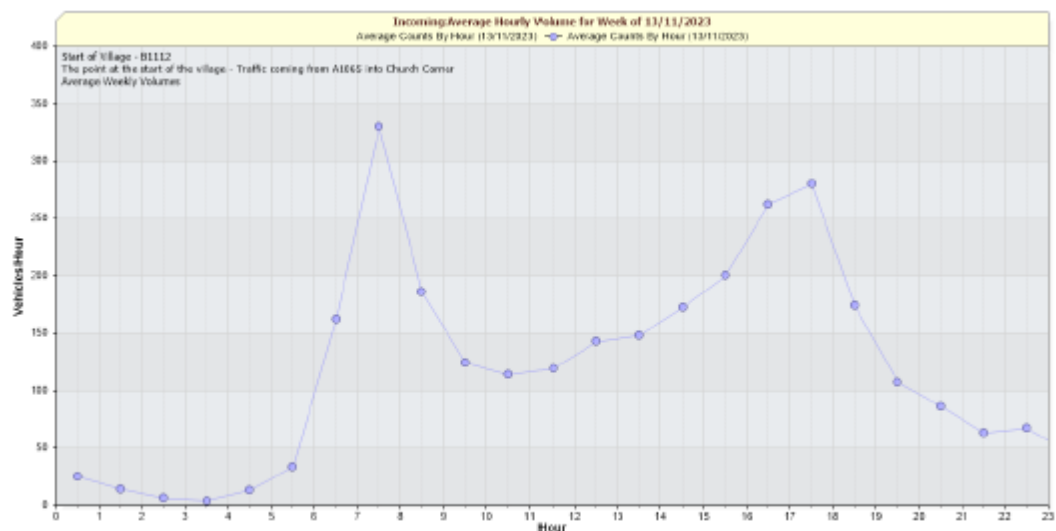
There are between 1900 and 2500 vehicles per day over the weekend heading towards Eriswell. The busiest times during the week are 07:00-08:30 (Avg. 310 cars p/h) and 17:30-18:30 (Avg. 280 cars p/h).

The 85th Percentile Speed (most people) travel at or below 34.3 MPH past his point. The 50th Percentile Speed (half the traffic) travel at or below 29.3 MPH past his point. The fastest speed recorded was 75MPH.

The next pages show: - Speed vs vehicle counts at the point listed above. - Typical hourly volumes (weekdays) passing this point - Community Speed Watch Team Limit (35MPH) exceedances



31/08/2022 to 29/11/2022 into Eriswell – Traffic from A1065



Typical weekday volumes/hour heading from A1065 on B1112 to Eriswell

Hour	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
0 - 1	12	20	18	18	19	22	10
1 - 2	7	12	21	12	16	19	13
2 - 3	4	1	4	5	11	7	9
3 - 4	2	9	3	7	5	15	13
4 - 5	8	6	6	6	7	12	10
5 - 6	13	16	14	10	10	7	8
6 - 7	43	67	65	41	43	9	7
7 - 8	79	124	129	89	83	15	8
8 - 9	89	109	111	123	117	27	19
9 - 10	58	49	78	72	72	44	37
10 - 11	39	52	36	50	53	52	49
11 - 12	25	41	45	52	41	58	46
12 - 13	42	33	54	55	62	54	60
13 - 14	38	40	58	65	53	75	64
14 - 15	47	53	44	58	46	73	61
15 - 16	48	48	54	64	62	67	61
16 - 17	50	45	52	55	62	43	49
17 - 18	41	29	37	45	56	40	51
18 - 19	39	36	50	30	43	30	34
19 - 20	25	32	36	37	52	33	26
20 - 21	37	26	30	25	49	18	35
21 - 22	21	28	25	19	26	10	20
22 - 23	31	31	15	33	26	19	14
23 - 24	15	18	15	23	26	33	14
Totals	813	925	1000	994	1040	782	718

Exceeding Speed of 35MPH - September

2023/96 **MATTERS TAKEN UNDER EXEMPTION**

- a. Councillors examined the newly agreed National Joint Council Pay Agreement and clerks pay increase. It was Noted that the National Minimum Wage from April 2024 is £11.44 per hour . It was unanimously **AGREED** to pay the clerk at SCP point 17. LC1 13-17. (Appendix D below)



t: 020 7637 1865
e: nalc@nalc.gov.uk

w: www.nalc.gov.uk

6 NOVEMBER 2023

E01-23 | 2022/23 LOCAL GOVERNMENT SERVICES PAY AGREEMENT 2023

We have been informed by the Local Government Association that the National Joint Council for Local Government Services has reached agreement on rates of pay applicable from 1 April 2023 to 31 March 2024.

The new pay rates for local councils are attached and have been agreed with SLCC and ALCC.

Employers are encouraged to implement this pay award as swiftly as possible.

For all spinal points to 43 the agreed award was a flat rate payment of £1,925. For scale points above that the award was 3.88%.

The Joint Council notes on backpay for employees who have left employment: "If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 April 2023 to the employee's last day of employment. When salary arrears are paid to ex-employees who were in the LGPS, the employer must inform its local LGPS fund. Employers will need to amend the CARE and final pay figures (if the ex-employee has pre-April 2014 LGPS membership) accordingly. Further detail is provided in section 15 of the HR guide and the Backdated Pay Award FAQs, which are available on the employer resources section of www.lgpsregs.org.

Historically the calculation of hourly pay for local councils has been reached by dividing the annual salary by 52 weeks and then by 37 hours. This is different from the recommendation of the Joint Council which calculates hourly rates by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week). This marginal difference causes some confusion, and it is intended that next year we shall move to the approach recommended by the National Joint Council.

NALC continues to be disappointed that the annual settlement has been delayed for reasons outside the Association's control.

SCP	1 April 2023		Scale Ranges
	£ per annum	* £ per hour	Based on SCP
2	£22,366	£11.62	CURRENT RATE Below LC Scale (for staff other than clerks)
3	£22,737	£11.82	
4	£23,114	£12.01	
5	£23,500	£12.21	
5	£23,500	£12.21	LC1 (5-6) (below substantive range)
6	£23,893	£12.42	LC1 (7-12) (substantive benchmark range)
7	£24,294	£12.63	
8	£24,702	£12.84	
9	£25,119	£13.06	
10	£25,545	£13.28	
11	£25,979	£13.50	
12	£26,421	£13.73	LC1 (13-17) (above substantive range)
13	£26,873	£13.97	
14	£27,334	£14.21	
15	£27,803	£14.45	
16	£28,282	£14.70	LPC LC2 (18-23) (below substantive range)
17	£28,770	£14.95	
18	£29,269	£15.21	
19	£29,777	£15.48	
20	£30,296	£15.75	
21	£30,825	£16.02	
22	£31,364	£16.30	LC2 (24-28) (substantive benchmark range)
23	£32,076	£16.67	
24	£33,024	£17.16	
25	£33,945	£17.64	
26	£34,834	£18.10	
27	£35,745	£18.58	
28	£36,648	£19.05	

SCP	1 April 2023		Scale Ranges
	£ per annum	* £ per hour	Based on SCP
29	£37,336	£19.41	LC2 (29-32) (above substantive benchmark range)
30	£38,223	£19.87	
31	£39,186	£20.37	
32	£40,221	£20.90	
33	£41,418	£21.53	LC3 (33-36) (below substantive range)
34	£42,403	£22.04	
35	£43,421	£22.57	
36	£44,428	£23.09	
37	£45,441	£23.62	LC3 (37-41) (substantive benchmark range)
38	£46,464	£24.15	
39	£47,420	£24.65	
40	£48,474	£25.19	
41	£49,498	£25.73	
42	£50,512	£26.25	LC3 (42-45) (above substantive benchmark range)
43	£51,515	£26.77	
44	£52,752	£27.42	
45	£54,017	£28.08	
46	£55,325	£28.76	LC4 (46-49) (below substantive range)
47	£56,648	£29.44	
48	£57,854	£30.07	
49	£59,418	£30.88	
50	£60,856	£31.63	LC4 (50-54) (substantive benchmark range)
51	£62,323	£32.39	
52	£64,335	£33.44	
53	£66,341	£34.48	
54	£68,356	£35.53	