



# NATIONAL NEWS FLASH

SERVING EDUCATION SINCE 1904



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NNF 15 of 2024

17 April 2024

## Draft Salary Scales

Find the draft salary scales attached. Please note that these figures are subject to change, based on past experience.

**DRAFT SALARY SCALES - W.E.F. 1 APRIL 2024. 4.7% COST OF LIVING ADJUSTMENT FOR EDUCATORS (SCHOOL- AND OFFICE-BASED) / THERAPISTS/ LECTURERS . FIND YOUR SALARY IN THE LEFT COLUMN, MOVE ACROSS TO THE APRIL 2024 COLUMN. THE SAME SCALES CAN BE USED FOR THE JULY 2024 PAY PROGRESSION OF 1.5 % BY MOVING 3 NOTCHES DOWN FROM WHERE YOU ARE ON THE SCALE.**  
*The final scales will be published by the Department in the Government Gazette*

Notch Code	Notch Value 1/4/2023	Notch Value 1/4/2024	Notch Code	Notch Value 1/4/2023	Notch Value 1/4/2024	Notch Code	Notch Value 1/4/2023	Notch Value 1/4/2024	Notch Code	Notch Value 1/4/2023	Notch Value 1/4/2024
1	147,729	154,671	76	209,646	219,498	151	299,427	313,500	226	425,235	445,221
2	149,469	156,495	77	210,639	220,539	152	301,128	315,282	227	427,236	447,315
3	149,724	156,762	78	211,611	221,556	153	302,253	316,458	228	429,297	449,475
4	150,828	157,917	79	212,568	222,558	154	303,960	318,246	229	431,355	451,629
5	151,491	158,610	80	213,579	223,617	155	305,400	319,755	230	435,477	455,943
6	152,166	159,318	81	214,569	224,655	156	306,855	321,276	231	435,675	456,153
7	152,871	160,056	82	215,565	225,696	157	308,277	322,767	232	439,866	460,539
8	153,549	160,767	83	216,564	226,743	158	309,750	324,309	233	441,951	462,723
9	154,227	161,475	84	217,572	227,799	159	311,211	325,839	234	444,111	464,985
10	154,920	162,201	85	218,580	228,852	160	312,693	327,390	235	446,199	467,169
11	155,631	162,945	86	219,609	229,932	161	314,148	328,914	236	448,341	469,413
12	156,336	163,683	87	220,617	230,985	162	315,657	330,492	237	450,513	471,687
13	157,023	164,403	88	221,649	232,068	163	317,139	332,046	238	452,673	473,949
14	157,722	165,135	89	222,681	233,148	164	318,648	333,624	239	454,806	476,181
15	158,460	165,909	90	223,716	234,231	165	320,145	335,193	240	457,008	478,488
16	159,186	166,668	91	224,754	235,317	166	321,660	336,777	241	459,201	480,783
17	159,864	167,379	92	225,825	236,439	167	323,187	338,376	242	461,418	483,105
18	160,629	168,180	93	226,857	237,519	168	324,708	339,969	243	463,602	485,391
19	161,352	168,936	94	227,952	238,665	169	326,241	341,574	244	465,843	487,737
20	162,108	169,728	95	228,993	239,757	170	327,819	343,227	245	468,081	490,080
21	162,819	170,472	96	230,079	240,894	171	329,337	344,817	246	470,325	492,429
22	163,557	171,243	97	231,153	242,016	172	330,924	346,476	247	472,569	494,781
23	164,322	172,044	98	232,233	243,147	173	332,490	348,117	248	474,876	497,196
24	165,045	172,803	99	233,310	244,275	174	334,086	349,788	249	477,117	499,542
25	165,792	173,583	100	234,387	245,403	175	335,643	351,417	250	479,445	501,978
26	166,548	174,375	101	235,500	246,570	176	337,248	353,100	251	481,740	504,381
27	167,301	175,164	102	236,577	247,695	177	338,856	354,783	252	484,077	506,829
28	168,054	175,953	103	237,684	248,856	178	340,470	356,472	253	486,375	509,235
29	168,825	176,760	104	238,797	250,020	179	342,066	358,143	254	488,742	511,713
30	169,587	177,558	105	241,491	252,840	180	343,710	359,865	255	491,079	514,161
31	170,352	178,359	106	242,634	254,037	181	345,336	361,566	256	493,464	516,657
32	171,159	179,202	107	243,741	255,198	182	346,986	363,294	257	495,810	519,114
33	171,912	179,991	108	244,884	256,395	183	348,624	365,010	258	498,216	521,631
34	172,686	180,801	109	246,030	257,592	184	350,292	366,756	259	500,604	524,133
35	173,508	181,662	110	247,176	258,792	185	351,945	368,487	260	503,016	526,659
36	174,318	182,511	111	248,313	259,983	186	353,622	370,242	261	505,428	529,182
37	175,059	183,288	112	249,510	261,237	187	355,305	372,003	262	507,858	531,726
38	175,911	184,179	113	250,638	262,419	188	356,991	373,770	263	510,303	534,288
39	176,712	185,016	114	251,808	263,643	189	358,686	375,543	264	512,763	536,862
40	177,507	185,850	115	253,005	264,897	190	361,074	378,045	265	515,214	539,430
41	178,329	186,711	116	254,172	266,118	191	361,773	378,777	266	517,752	542,085
42	179,130	187,548	117	255,339	267,339	192	363,276	380,349	267	520,194	544,644
43	179,949	188,406	118	256,554	268,611	193	365,214	382,380	268	522,735	547,305
44	180,792	189,288	119	257,742	269,856	194	366,228	383,442	269	527,535	552,330
45	181,596	190,131	120	258,966	271,137	195	366,936	384,183	270	530,073	554,985
46	182,445	191,019	121	260,160	272,388	196	368,685	386,013	271	532,599	557,631
47	183,285	191,898	122	261,378	273,663	197	370,428	387,837	272	535,161	560,313
48	184,125	192,780	123	262,611	274,953	198	372,180	389,673	273	537,726	562,998
49	184,965	193,659	124	263,823	276,222	199	373,953	391,530	274	540,303	565,698
50	185,799	194,532	125	265,056	277,515	200	375,741	393,402	275	542,889	568,404
51	186,666	195,438	126	266,286	278,802	201	377,502	395,244	276	545,532	571,173
52	187,713	196,536	127	267,537	280,110	202	379,323	397,152	277	548,115	573,876
53	188,364	197,217	128	268,803	281,436	203	381,114	399,027	278	550,788	576,675
54	189,435	198,339	129	270,036	282,729	204	382,929	400,926	279	553,419	579,429
55	190,308	199,251	130	271,359	284,112	205	384,753	402,837	280	556,086	582,222
56	191,187	200,172	131	272,589	285,402	206	386,598	404,769	281	558,753	585,015
57	192,054	201,081	132	273,882	286,755	207	388,416	406,671	282	561,447	587,835
58	192,978	202,047	133	275,187	288,120	208	390,303	408,648	283	564,135	590,649
59	193,836	202,947	134	276,468	289,461	209	392,136	410,565	284	566,871	593,514
60	194,748	203,901	135	277,746	290,799	210	394,032	412,551	285	569,574	596,343
61	195,654	204,849	136	279,060	292,176	211	395,892	414,498	286	572,346	599,247
62	196,527	205,764	137	280,374	293,553	212	397,776	416,472	287	575,076	602,106
63	197,448	206,727	138	281,706	294,945	213	399,681	418,467	288	577,887	605,049
64	198,369	207,693	139	283,002	296,304	214	401,598	420,474	289	580,635	607,926
65	199,257	208,623	140	284,346	297,711	215	403,485	422,448	290	583,452	610,875
66	200,178	209,586	141	285,690	299,118	216	405,417	424,473	291	586,260	613,815
67	201,126	210,579	142	287,043	300,534	217	407,361	426,507	292	589,062	616,749
68	202,053	211,548	143	288,369	301,923	218	409,326	428,565	293	591,906	619,725
69	202,959	212,499	144	289,746	303,363	219	411,234	430,563	294	594,801	622,758
70	203,922	213,507	145	291,108	304,791	220	413,214	432,636	295	597,606	625,692
71	204,867	214,497	146	292,485	306,231	221	415,206	434,721	296	600,528	628,752
72	205,779	215,451	147	293,844	307,656	222	417,189	436,797	297	603,429	631,791
73	206,760	216,477	148	295,239	309,114	223	419,151	438,852	298	606,339	634,836
74	207,744	217,509	149	296,628	310,589	224	421,182	440,979	299	609,243	637,878
75	208,647	218,454	150	298,029	312,036	225	423,189	443,079	300	612,219	640,992

Notch Code	Notch Value 1/4/2023	Notch Value 1/4/2024	Notch Code	Notch Value 1/4/2023	Notch Value 1/4/2024	Notch Code	Notch Value 1/4/2023	Notch Value 1/4/2024	Notch Code	Notch Value 1/4/2023	Notch Value 1/4/2024
301	615,138	644,049	376	881,673	923,112	INCLUSIVE PACKAGE			INCLUSIVE PACKAGE		
302	621,108	650,301	377	885,930	927,570	1	856,923	897,198	75	1,230,084	1,287,897
303	621,393	650,598	378	890,259	932,100	2	861,111	901,584	76	1,236,132	1,294,230
304	627,420	656,910	379	894,597	936,642	3	865,278	905,946	77	1,242,183	1,300,566
305	630,423	660,054	380	898,962	941,214	4	869,508	910,374	78	1,248,291	1,306,962
306	633,468	663,240	381	903,309	945,765	5	873,738	914,805	79	1,254,387	1,313,343
307	635,814	665,697	382	907,743	950,406	6	878,007	919,272	80	1,260,558	1,319,805
308	636,537	666,453	383	912,141	955,011	7	882,291	923,760	81	1,266,738	1,326,276
309	639,918	669,993	384	916,635	959,718	8	886,605	928,275	82	1,272,972	1,332,801
310	642,672	672,879	385	921,051	964,341	9	890,910	932,784	83	1,279,197	1,339,320
311	645,054	675,372	386	925,614	969,117	10	895,269	937,347	84	1,285,494	1,345,911
312	646,128	676,497	387	930,078	973,791	11	899,598	941,880	85	1,291,785	1,352,499
313	649,224	679,737	388	934,659	978,588	12	903,996	946,485	86	1,298,142	1,359,156
314	652,410	683,073	389	939,195	983,337	13	908,418	951,114	87	1,304,475	1,365,786
315	655,524	686,334	390	943,785	988,143	14	912,861	955,764	88	1,310,898	1,372,509
316	658,701	689,661	391	948,375	992,949	15	917,298	960,411	89	1,317,309	1,379,223
317	661,899	693,009	392	953,043	997,836	16	921,789	965,112	90	1,323,795	1,386,012
318	665,109	696,369	393	957,639	1,002,648	17	926,268	969,804	91	1,330,293	1,392,816
319	668,286	699,696	394	962,367	1,007,598	18	930,798	974,547	92	1,336,842	1,399,674
320	671,568	703,131	395	967,035	1,012,485	19	935,325	979,284	93	1,343,391	1,406,529
321	674,790	706,506	396	971,760	1,017,432	20	939,903	984,078	94	1,350,003	1,413,453
322	678,093	709,962	397	976,500	1,022,397	21	944,490	988,881	95	1,356,603	1,420,362
323	681,345	713,367	398	981,300	1,027,422	22	949,110	993,717	96	1,363,284	1,427,358
324	684,660	716,838	399	986,031	1,032,375	23	953,721	998,547	97	1,369,977	1,434,366
325	687,969	720,303	400	990,912	1,037,484	24	958,392	1,003,437	98	1,376,724	1,441,431
326	691,308	723,798	401	995,712	1,042,509	25	963,069	1,008,333	99	1,383,474	1,448,496
327	694,635	727,284	402	1,000,599	1,047,627	26	967,785	1,013,271	100	1,390,293	1,455,636
328	698,043	730,851	403	1,005,471	1,052,727	27	972,483	1,018,191	101	1,397,112	1,462,776
329	701,382	734,346	404	1,010,388	1,057,875	28	977,247	1,023,177	102	1,403,994	1,469,982
330	704,829	737,955	405	1,015,305	1,063,023	29	982,023	1,028,178	103	1,410,864	1,477,176
331	708,216	741,501	406	1,020,297	1,068,252	30	986,835	1,033,215	104	1,417,815	1,484,451
332	711,675	745,125	407	1,025,241	1,073,427	31	991,653	1,038,261	105	1,424,751	1,491,714
333	715,107	748,716	408	1,030,302	1,078,725	32	996,516	1,043,352	106	1,431,774	1,499,067
334	718,587	752,361	409	1,035,297	1,083,957	33	1,002,012	1,049,106	107	1,438,815	1,506,438
335	722,052	755,988	410	1,040,382	1,089,279	34	1,006,923	1,054,248	108	1,445,904	1,513,860
336	725,574	759,675	411	1,045,452	1,094,589	35	1,011,828	1,059,384	109	1,452,981	1,521,270
337	729,069	763,335	412	1,050,597	1,099,974	36	1,016,784	1,064,574	110	1,460,142	1,528,778
338	732,648	767,082	413	1,055,682	1,105,299	37	1,021,734	1,069,755	111	1,467,294	1,536,258
339	736,164	770,763	414	1,060,911	1,110,774	38	1,026,741	1,074,999	112	1,474,530	1,543,833
340	739,761	774,531	415	1,066,047	1,116,150	39	1,031,745	1,080,237	113	1,481,775	1,551,477
341	743,340	778,278	416	1,071,303	1,121,655	40	1,036,800	1,085,529	114	1,489,083	1,559,070
342	746,967	782,073	417	1,076,520	1,127,115	41	1,041,858	1,090,824	115	1,496,394	1,566,726
343	750,561	785,838	418	1,081,803	1,132,647	42	1,046,964	1,096,170	116	1,503,771	1,574,448
344	754,257	789,708	419	1,087,068	1,138,161	43	1,052,070	1,101,516	117	1,511,154	1,582,179
345	757,878	793,497	420	1,092,426	1,143,771	44	1,057,227	1,106,916	118	1,518,609	1,589,985
346	761,583	797,376	421	1,097,727	1,149,321	45	1,062,375	1,112,307	119	1,526,043	1,597,767
347	765,279	801,246	422	1,103,151	1,155,000	46	1,067,589	1,117,767	120	1,533,573	1,605,651
348	769,011	805,155	423	1,108,506	1,160,607	47	1,072,806	1,123,227	121	1,536,543	1,608,762
349	772,710	809,028	424	1,113,990	1,166,349	48	1,078,065	1,128,735			
350	777,150	813,675	425	1,119,393	1,172,004	49	1,083,327	1,134,243			
351	780,909	817,611	426	1,124,895	1,177,764	50	1,088,643	1,139,808			
352	784,719	821,601	427	1,130,394	1,183,524	51	1,093,962	1,145,379			
353	788,502	825,561	428	1,135,962	1,189,353	52	1,099,329	1,150,998			
354	792,387	829,629	429	1,141,464	1,195,113	53	1,104,687	1,156,608			
355	796,185	833,607	430	1,147,119	1,201,035	54	1,110,105	1,162,281			
356	800,088	837,693	431	1,152,699	1,206,876	55	1,115,538	1,167,969			
357	803,970	841,758	432	1,158,994	1,209,279	56	1,121,016	1,173,705			
358	807,900	845,871				57	1,126,479	1,179,423			
359	811,782	849,936				58	1,132,011	1,185,216			
360	815,772	854,112				59	1,137,534	1,190,997			
361	819,714	858,240				60	1,143,120	1,196,847			
362	823,719	862,434				61	1,148,703	1,202,691			
363	827,703	866,604				62	1,154,346	1,208,601			
364	831,747	870,840				63	1,159,980	1,214,499			
365	835,767	875,049				64	1,165,680	1,220,466			
366	839,847	879,321				65	1,171,386	1,226,442			
367	843,918	883,581				66	1,177,140	1,232,466			
368	848,061	887,919				67	1,182,894	1,238,490			
369	852,138	892,188				68	1,188,705	1,244,574			
370	856,320	896,568				69	1,194,513	1,250,655			
371	860,478	900,921				70	1,200,384	1,256,802			
372	864,693	905,334				71	1,206,249	1,262,943			
373	868,863	909,699				72	1,212,177	1,269,150			
374	873,138	914,175				73	1,218,093	1,275,342			
375	877,359	918,594				74	1,224,081	1,281,612			

**DRAFT SALARY SCALES - W.E.F. 1 APRIL 2024. 4.7% COST OF LIVING INCREASE FOR OSD (THERAPISTS, COUNSELLORS AND PSYCHOLOGISTS) FULL-TIME EMPLOYEES. THE SAME SCALES CAN BE USED FOR THE JULY 2024 PAY PROGRESSION OF 1.5 % BY MOVING 1 NOTCH DOWN FROM WHERE YOU ARE ON THE SCALE.**

**The final scales will be published by the Department in the Government Gazette**

Job title	Code	01/04/2023	01/04/2024	INCLUSIVE PACKAGE			
Education Therapist Grade 1	1	359,622	376,524	Education Counsellor/ Psychometrist Grade 3	1	829,668	868,662
	2	364,326	381,450		2	841,818	881,382
	3	369,534	386,901		3	854,145	894,291
	4	374,814	392,430		4	866,658	907,392
	5	380,184	398,052		5	879,360	920,691
	6	385,623	403,746		6	892,269	934,206
	7	391,149	409,533		7	905,349	947,901
	8	396,744	415,392		8	918,630	961,806
	9	402,441	421,356		1	945,801	990,255
	10	408,201	427,386		2	960,357	1,005,495
Education Therapist Grade 2	1	420,015	439,755	Chief Education Counsellor/ Psychometrist Grade 1	3	974,460	1,020,261
	2	426,063	446,088		4	988,779	1,035,252
	3	432,192	452,505		5	1,003,299	1,050,453
	4	438,426	459,033		6	1,018,047	1,065,894
	5	444,741	465,645		7	1,033,005	1,081,557
	6	451,152	472,356		8	1,048,197	1,097,463
	7	457,659	479,169		9	1,063,611	1,113,600
	8	464,262	486,081		1	1,018,047	1,065,894
	9	470,958	493,092		2	1,033,005	1,081,557
	10	477,771	500,226		3	1,048,197	1,097,463
Education Therapist Grade 3	1	491,676	514,785	Senior Education Counsellor/ Psychometrist Specialist Grade 1	4	1,063,611	1,113,600
	2	498,795	522,237		5	1,079,259	1,129,983
	3	506,016	529,800		6	1,095,147	1,146,618
	4	513,342	537,468		7	1,111,260	1,163,490
	5	520,785	545,262		8	1,127,631	1,180,629
	6	530,616	555,555		1	1,161,093	1,215,663
	7	538,284	563,583		2	1,178,208	1,233,585
	8	546,060	571,725		3	1,195,578	1,251,771
	9	553,965	580,002		4	1,213,197	1,270,218
	10	561,975	588,387		5	1,231,095	1,288,956
	11	570,114	596,910		6	1,249,254	1,307,970
	12	578,367	605,550		7	1,267,683	1,327,263
	13	586,755	614,331		1	787,797	824,823
	14	595,251	623,229		2	799,350	836,919
Chief Education Therapist Grade 1	1	523,065	547,650	Senior Education Counsellor/ Psychometrist Specialist Grade 2	3	811,089	849,210
	2	530,616	555,555		4	817,698	856,131
	3	538,284	563,583		5	829,668	868,662
	4	546,060	571,725		6	841,818	881,382
	5	553,965	580,002		7	854,145	894,291
	6	561,975	588,387		8	866,658	907,392
	7	570,114	596,910				
	8	578,367	605,550				
Chief Education Therapist Grade 2	1	595,251	623,229	Education Psychologist Grade 1			
	2	603,885	632,268				
	3	612,642	641,436				
	4	621,546	650,760				
	5	630,573	660,210				
	6	639,744	669,813				
	7	649,044	679,548				
	8	658,482	689,430				

				INCLUSIVE PACKAGE			
Job title	Code	01/04/2023	01/04/2024	Job title	Code	01/04/2023	01/04/2024
Education Therapist Specialist Grade 1	1	578,367	605,550	Education Psychologist Grade 2	1	918,630	961,806
	2	586,755	614,331		2	932,118	975,927
	3	595,251	623,229		3	945,801	990,255
	4	603,885	632,268		4	960,357	1,005,495
	5	612,642	641,436		5	974,460	1,020,261
	6	621,546	650,760		6	988,779	1,035,252
	7	630,573	660,210		7	1,003,299	1,050,453
	8	639,744	669,813		8	1,018,047	1,065,894
Education Therapist Specialist Grade 2	1	658,482	689,430	Education Psychologist Grade 3	1	1,063,611	1,113,600
	2	668,055	699,453		2	1,079,259	1,129,983
	3	677,775	709,629		3	1,095,147	1,146,618
	4	687,654	719,973		4	1,111,260	1,163,490
	5	697,668	730,458		5	1,127,631	1,180,629
	6	707,844	741,114		6	1,144,230	1,198,008
	7	718,170	751,923		7	1,161,093	1,215,663
	8	728,631	762,876		8	1,178,208	1,233,585
INCLUSIVE PACKAGE					9	1,195,578	1,251,771
INCLUSIVE PACKAGE					10	1,213,197	1,270,218
Job title	Code	01/04/2023	01/04/2024	11	1,231,095	1,288,956	
Senior Education Therapist Specialist Grade 1	1	945,801	990,255	12	1,249,254	1,307,970	
	2	960,357	1,005,495	Senior Education Psychologist Grade 1	1	1,127,631	1,180,629
	3	974,460	1,020,261		2	1,144,230	1,198,008
	4	988,779	1,035,252		3	1,161,093	1,215,663
	5	1,003,299	1,050,453		4	1,178,208	1,233,585
	6	1,018,047	1,065,894		5	1,195,578	1,251,771
	7	1,033,005	1,081,557		6	1,213,197	1,270,218
	8	1,048,197	1,097,463		7	1,231,095	1,288,956
Senior Education Therapist Specialist Grade 2	1	1,079,259	1,129,983		8	1,249,254	1,307,970
	2	1,095,147	1,146,618		1	1,286,400	1,346,862
	3	1,111,260	1,163,490		2	1,305,390	1,366,743
	4	1,127,631	1,180,629	3	1,324,665	1,386,924	
	5	1,144,230	1,198,008	4	1,344,231	1,407,411	
	6	1,161,093	1,215,663	5	1,364,076	1,428,189	
	7	1,178,208	1,233,585	6	1,384,248	1,449,309	
	8	1,195,578	1,251,771	7	1,404,693	1,470,714	
	9	1,213,197	1,270,218	8	1,425,468	1,492,464	
	10	1,231,095	1,288,956	9	1,446,534	1,514,520	
Education Counsellor/ Psychometrist Grade 1	1	642,849	673,062	10	1,467,942	1,536,936	
	2	652,233	682,887				
	3	661,752	692,853				
	4	671,421	702,978				
	5	681,234	713,253				
	6	691,188	723,675				
	7	701,274	734,235				
	8	711,555	744,999				
Education Counsellor/ Psychometrist Grade 2	1	732,531	766,959				
	2	743,253	778,185				
	3	754,140	789,585				
	4	765,192	801,156				
	5	776,409	812,901				
	6	787,797	824,823				
	7	799,350	836,919				
	8	811,089	849,210				

**DRAFT SALARY SCALES - W.E.F. 1 APRIL 2024. 4.7% COST OF LIVING INCREASE FOR ESP (EDUCATION SUPPORT PERSONNEL) / PUBLIC SERVICE ACT STAFF (SCHOOL- AND OFFICE BASED). THE SAME SCALES CAN BE USED FOR THE JULY 2024 PAY PROGRESSION OF 1.5 % BY MOVING 1 NOTCH DOWN FROM WHERE YOU ARE ON THE SCALE.**

**The final scales will be published by the Department in the Government Gazette**

**DRAFT SALARY SCALES AS AT 1 APRIL 2024**

Nch	April 2023	April 2024	Nch	April 2023	April 2024	Nch	April 2023	April 2024	Nch	April 2023	April 2024
1.1	117,438	122,958	4.1	171,537	179,598	7.1	294,321	308,154	10.1	527,298	552,081
1.2	118,968	124,560	4.2	173,895	182,067	7.2	298,494	312,522	10.2	534,900	560,040
1.3	120,543	126,210	4.3	176,277	184,563	7.3	302,739	316,968	10.3	542,637	568,140
1.4	122,124	127,863	4.4	178,710	187,110	7.4	307,029	321,459	10.4	550,482	576,354
1.5	123,741	129,558	4.5	181,161	189,675	7.5	311,388	326,022	10.5	558,438	584,685
<b>NAPTOSA DRAFT SCALES</b>			4.6	183,675	192,309	7.6	315,813	330,657	10.6	566,526	593,154
			4.7	186,213	194,964	7.7	320,304	335,358	10.7	574,725	601,737
			4.8	188,778	197,652	7.8	324,876	340,146	10.8	583,050	610,452
			4.9	191,379	200,373	7.9	329,493	344,979	10.9	591,501	619,302
			4.10	194,037	203,157	7.10	334,194	349,902	10.10	600,078	628,281
			4.11	196,731	205,977	7.11	338,964	354,894	10.11	608,784	637,398
			4.12	199,461	208,836	7.12	343,815	359,973	10.12	617,622	646,650
										<b>Inclusive Packages</b>	
2.1	125,373	131,265	5.1	202,233	211,737	8.1	359,517	376,413	11.1	811,560	849,702
2.2	127,041	133,011	5.2	205,029	214,665	8.2	364,665	381,804	11.2	823,437	862,140
2.3	128,724	134,775	5.3	207,915	217,686	8.3	369,870	387,255	11.3	835,491	874,758
2.4	130,437	136,569	5.4	210,804	220,713	8.4	375,153	392,784	11.4	847,749	887,592
2.5	132,180	138,393	5.5	213,738	223,785	8.5	380,526	398,412	11.5	860,157	900,585
2.6	133,935	140,229	5.6	216,717	226,902	8.6	385,965	404,106	11.6	872,772	913,791
2.7	135,729	142,107	5.7	219,762	230,091	8.7	391,491	409,890	11.7	885,555	927,177
2.8	137,541	144,006	5.8	222,828	233,301	8.8	397,104	415,767	11.8	898,551	940,782
2.9	139,389	145,941	5.9	225,957	236,577	8.9	402,804	421,737	11.9	911,730	954,582
2.10	141,261	147,900	5.10	229,131	239,901	8.10	408,585	427,788	11.10	925,116	968,595
2.11	143,163	149,892	5.11	232,353	243,273	8.11	414,450	433,929	11.11	938,694	982,812
2.12	145,077	151,896	5.12	235,611	246,684	8.12	420,402	440,160	11.12	952,485	997,251
										<b>Inclusive Packages</b>	
3.1	147,036	153,948	6.1	241,485	252,834	9.1	424,104	444,036	12.1	958,824	1,003,890
3.2	149,025	156,030	6.2	244,869	256,377	9.2	430,197	450,417	12.2	972,909	1,018,635
3.3	151,047	158,145	6.3	248,286	259,956	9.3	436,386	456,897	12.3	987,189	1,033,587
3.4	153,081	160,275	6.4	251,772	263,604	9.4	442,665	463,470	12.4	1,001,682	1,048,761
3.5	155,169	162,462	6.5	255,306	267,306	9.5	449,046	470,151	12.5	1,016,418	1,064,190
3.6	157,272	164,664	6.6	258,894	271,062	9.6	455,535	476,946	12.6	1,031,364	1,079,838
3.7	159,411	166,902	6.7	262,536	274,875	9.7	462,090	483,807	12.7	1,046,520	1,095,705
3.8	161,583	169,176	6.8	266,226	278,739	9.8	468,762	490,794	12.8	1,061,916	1,111,827
3.9	163,779	171,477	6.9	269,970	282,660	9.9	475,539	497,889	12.9	1,077,531	1,128,174
3.10	166,026	173,829	6.10	273,783	286,650	9.10	482,412	505,086	12.10	1,093,395	1,144,785
3.11	168,306	176,217	6.11	277,656	290,706	9.11	489,384	512,385	12.11	1,109,490	1,161,636
3.12	170,598	178,617	6.12	281,559	294,792	9.12	496,467	519,801	12.12	1,125,825	1,178,739
							P	508,692	532,602		