



St Catherine Catholic Primary School and Nursery

Pay Policy

Governing Body Committee:	FGB
Date Ratified:	Jan 2025
Review Date:	Jan 2026

1.1 Introduction

This policy sets out the framework for making decisions on staff pay. It has been developed to comply with current legislation and the requirements of the School Teachers' Pay and Conditions Document (STPCD) and has been consulted on with staff and/or recognised trade unions.

In adopting this pay policy, the aim is to:

- Maximise the quality of teaching and learning at the school
- Support the recruitment and retention of a high-quality teacher workforce
- Enable the school to recognise and reward teachers appropriately for their contribution to the school
- Help to ensure that decisions on pay are managed in a fair, just and transparent way

Pay decisions at this school are made by the Pay Committee of the Governing Body.

1.2 Pay Reviews for teachers

The Governing Body will ensure that each teacher's salary is reviewed annually, with effect from 1st September and no later than 31st October each year, and that all teachers are given a written statement setting out their salary and any other financial benefits to which they are entitled. For the headteacher the review will take place, with effect from 1st September and no later than 31st December each year.

Reviews may take place at other times of the year to reflect any changes in circumstances or job description that lead to a change in the basis for calculating an individual's pay. A written statement will be given after any review and where applicable will give information about the basis on which it was made.

Where a pay determination leads or may lead to the start of a period of safeguarding, the Governing Body will give the required notification as soon as possible and no later than one month after the date of the determination.

1.3 Pay Structure for teachers

Our pay structure for all grades and responsibility points is based on the agreed union rates attached as an Appendix 1 to this policy

Each band has skill descriptions and performance expectations as outlined in the 'Framework for Tracking and Judging a Teacher's Overall Performance against the Teaching Standards'.

1.4 Basic Pay Determination on Appointment

The Governing Body will determine the pay range for a vacancy prior to advertising it. On appointment it will determine the starting salary within that range to be offered to the successful candidate.

In making such determinations, the Governing Body may consider a range of factors, including:

- *the nature of the post*
- *the level of qualifications, skills and experience required*
- *market conditions*
- *the wider school context*

There is no assumption that a teacher will be paid at the same rate as they were being paid in a previous school.

1.5 Pay Progression based on Performance

In this school all teachers can expect to receive regular, constructive feedback on their performance and are subject to annual appraisal that recognises their strengths, informs plans for their future development, and helps to enhance their professional practice. The arrangements for teacher appraisal are set out in the school's Teacher's Performance Appraisal Policy and Handbook.

Decisions regarding pay progression will be made with reference to the teachers' annual appraisal reports and the pay recommendations they contain. In the case of NQTs, whose appraisal arrangements are different, pay decisions will be made by means of the statutory induction process. It will be possible for a 'no progression' determination to be made without recourse to the capability procedure.

To be fair and transparent, assessments of performance will be properly rooted in evidence referencing the 'Framework for Tracking and Judging a Teacher's overall Performance against the Teaching Standards' Appendix 1. In this school we will ensure fairness by the headteacher moderating objectives, performance assessment and initial pay recommendations.

The evidence we will use will include self-assessment, peer monitoring and evaluation, tracking pupil progress, lesson observations, completed teacher overviews and the views of pupils.

Teachers' appraisal reports will contain pay recommendations. Final decisions about whether or not to accept a pay recommendation will be made by the Pay Committee, having regard to the appraisal report and taking into account evidence related to the performance management review and advice from the senior leadership team. The Personnel Committee will consider its approach in the light of the school's budget and ensure that appropriate funding is allocated for pay progression at all levels.

In this school, judgements of performance will be made against the extent to which teachers have met their individual objectives and all the relevant standards. It is expected that Performance Management objectives covering Teachers Standards relate to a higher standard than the teacher's current pay band. The rate of progression will be differentiated according to an individual teacher's performance. Teachers will be eligible to move up to the next pay point within their pay band where they meet all their objectives and are assessed as fully meeting the relevant standards and all teaching is assessed as consistently good.

Teachers will be eligible for accelerated progress of up to two pay points **within their band** if they exceed all of their objectives, are assessed as fully meeting the relevant **higher** standards and all of their teaching is assessed as outstanding.

1.5.1 Pay Committee

No member of the governing body who is employed to work in the school shall be eligible for membership of the pay committee. The remit of the pay committee is to agree teacher pay progression and make recommendations to the governing body in relation to the head teacher's pay.

1.6 Movement to the Upper Pay Range

1.6.1 Applications and Evidence

Any qualified teacher may apply to be paid on the upper pay band and any such application must be assessed in line with this policy. It is the responsibility of the teacher to decide whether or not they wish to apply to be paid on the upper pay range.

Applications may be made once a year. The closing date for applications is normally 31st September each year; however, exceptions will be made in particular circumstances, e.g. those teachers who are on maternity leave or who are currently on sick leave.

If a teacher is simultaneously employed at another school(s), they may submit separate applications if they wish to apply to be paid on the upper pay range in that school or schools. This school will not be bound by any pay decision made by another school.

All applications should include the results of reviews or appraisals under the 2011 or 2012 regulations, including any recommendation on pay. Applications should contain the results of the two most recent appraisals. Where that information is not applicable or available, e.g. for those returning from maternity or

sickness absence, a written statement and summary of evidence designed to demonstrate that the applicant has met the assessment criteria should be submitted. Applications, together with the supporting evidence, should be submitted on the school's standard application form and submitted to the headteacher by the cut-off date of 31st September.

1.6.2. The Assessment

An application from a qualified teacher to join the upper pay band or progress within it will be successful where the Governing Body is satisfied that:

- a) The teacher is highly competent in all elements of the relevant standards; and
- b) The teacher's achievements and contribution to the school are substantial and sustained

For the purposes of this pay policy:

- 'highly competent' means performance which is not only good but also good enough to provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice and how to make a wider contribution to the work of the school, in order to help them meet the relevant standards and develop their teaching practice
- 'substantial' means of real importance, validity or value to the school; play a critical role in the life of the school; provide a role model for teaching and learning; make a distinctive contribution to the raising of pupil standards; take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning; and
- 'sustained' means good to outstanding teaching is maintained continuously over a long period e.g. at least 2 school years

The application will be assessed robustly, transparently and equitably by the headteacher who will make recommendations to the Pay Committee, who will make the final decision.

1.6.3 Processes

The assessment will be made within 20 working days and all applicants will be informed of the outcome at the end of that period. Teachers will receive written notification of the outcome of their application by the end of the term in which the application was made.

If successful, applicants will move to the minimum of the upper pay range on the 1st September of the current academic year.

If unsuccessful, written notification will include the areas where it was felt that the teachers' performance did not satisfy the relevant criteria set out in this policy

Any appeal against a decision not to move the teacher to the upper pay range will be heard under the school's general appeals arrangements.

1.7 Regression

Teachers may relinquish TLR's and UPS posts by writing to the headteacher with one term's notice and return to the main pay range but the governing body will review its position from time to time.

1.8 Teaching Roles

1.8.1 Leading Practitioner Roles

The school has discretion to create posts for qualified teachers whose primary purpose is modelling and leading improvement of teaching skills.

Teachers on the pay range for leading practitioners must be an exemplar of teaching skills, lead the improvement of teaching skills in the school and carry out the professional responsibilities of a teacher other than a Headteacher, including those responsibilities delegated by the Headteacher.

A teacher on the pay range for leading practitioners must take a leadership role in developing, implementing, and evaluating policies and practice in the school that contribute to school improvement. This may include:

- *Coaching, mentoring and induction of teachers, including trainees and NQTs*

- *Disseminating materials and advice on practice, research and continuing professional development provision*
- *Assessment and impact evaluation, including through demonstration lessons and classroom observation*
- *Helping teachers who are experiencing difficulties*
- *Providing outreach for teachers in other schools with whom we are in alliance e.g Hillingdon Deanery Catholic Schools, Hillingdon Small Schools network.*

Where the school decides to appoint a Leading Practitioner, it will advertise the vacancy and appoint in the same way as for other vacancies, satisfying itself that the successful candidate can demonstrate excellence in teaching and will be able to contribute to leading the improvement of teaching skills.

When setting the individual post range for teachers on the pay range for leading practitioners, the Governing Body will have regard to the challenge and demands of the individual post and the school's pay structure.

Where the school creates more than one such post, the individual post ranges for each post will be determined separately and can differ to reflect the different demands and challenges of each post.

The Governing Body will determine a pay range on the Leading Practitioner pay range within the minimum and maximum range as set out in the agreed pay scale (see Appendix 1).

1.8.2 Unqualified Teachers

The school's Unqualified Teachers Pay Range is as Appendix 1

Unqualified teachers will be paid on a point within the above range as determined by the Governing Body and subject to the appropriate performance appraisal process.

Upon obtaining qualified teacher status, an unqualified teacher will be transferred to a salary within the Main Pay Range which is the same or higher than the sum of salary paid on the Unqualified Teachers Pay Range.

1.8.3 Part-time Teachers

Teachers employed on an ongoing basis at the school but who work less than a full working week are deemed to be part-time. The Governing Body will give them a written statement detailing their working time obligations and the standard mechanism used to determine their pay, subject to the provisions of the statutory pay and working time arrangements and by comparison with the school's timetabled teaching week for a full-time teacher in an equivalent post. The salary of any pay allowances, except TLR3's for part time staff will be pro rata.

1.8.4 Short Notice/Supply Teachers

Teachers employed on a day-to-day or other short notice basis will be paid on a daily basis calculated on the assumption that a full working year consists of 195 days; periods of employment for less than a day being calculated pro-rata.

It is the school's responsibility to determine the pay point an individual teacher will be paid.

1.9 Leadership Teacher Posts

1.9.1 Headteacher

The pay range for the Headteacher will be determined in accordance with criteria specified in the 2022 Document.

The Governing Body will determine a pay range (ISR) for the Headteacher taking into account the school's Headteacher Group and the related pay range. The Governing Body will ensure that the Headteacher, is paid within the minimum and the maximum of the school group size pay range.

The Headteacher must demonstrate sustained high quality of performance in respect of school leadership and management and pupil progress at the school, and will be subject to a review of performance against performance objectives before any incremental progression is awarded.

The Governing Body have discretion to consider movement by more than one reference point within the range in the following circumstances:

- The headteacher has far exceeded the targets set down in the previous year's performance management
- The headteacher has helped the school move from good to outstanding in both Section 5 and 48 inspections, or has maintained previous outstanding grades.

1.9.2 Determination of Discretionary Payments to Headteachers

Where the Governing Body makes a determination to pay the Headteacher additional payments, the total sum of these payments in any school year must not exceed 25% of the amount that corresponds to the Headteacher salary.

The Governing Body may make a determination to pay an additional payment where the Headteacher has reached the maximum point of their pay range, the Governing Body can consider a pay increase within the 25% discretionary amount.

1.9.3 Deputy and Assistant Headteachers

The pay range for Deputy and Assistant Headteachers will be determined in accordance with criteria specified in the 2022 Document.

The Deputy or Assistant Headteacher's pay range will be based on the Leadership Group pay range and must not exceed the maximum reference point of the Headteacher group for the school.

In determining the pay range for the Deputy or Assistant Headteacher, the Governing Body will ensure:

- that the maximum of the Deputy or Assistant Headteacher's pay range must not exceed the maximum of the school group range.

Deputy and Assistant Headteachers must demonstrate sustained high quality of performance in respect of school leadership and management and pupil progress and will be subject to a review of performance against their performance objectives before any incremental progression is awarded.

The Governing Body will consider movement by more than one point in the following circumstances:

- has far exceeded the targets set down in the previous year's performance management
- has taken lead responsibility in a whole school project that has in part contributed to the school moving from good to outstanding in both Section 5 and 48 inspections, or has maintained previous outstanding grades.

1.10 Allowances

1.10.1 Teaching and Learning Responsibility (TLR) Payments

The Governing Body can award a TLR1 or TLR2 to a classroom teacher for undertaking a sustained additional responsibility in the context of its staff structure to ensure the continued delivery of high-quality teaching and learning and for which the teacher is made accountable.

The values of the TLRs to be awarded are set out in appendix 1.

A TLR3 will be awarded to a classroom teacher undertaking a clearly time-limited school improvement project or one-off externally driven responsibilities.

The duration of the fixed term will be established at the outset and payment will be made on a monthly basis for the duration of the fixed term.

A teacher cannot be in receipt of both TLR1 and TLR2 at the same time, however they can receive a TLR3 in addition to either TLR1 or TLR2.

Before awarding any TLR the Governing Body must be satisfied that the teacher's duties include a significant responsibility that is not required of all classroom teachers and that:

- is focused on teaching and learning
- requires the exercise of a teacher's professional skills and judgement
- requires the teacher to lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum
- has an impact on the educational progress of pupils other than the teachers' assigned classes or groups of pupils; and
- involves leading, developing and enhancing the teaching practice of other staff

For payment of TLR1, the significant responsibilities must include line management responsibility for a significant number of people.

Posts attracting the level of TLR1 or TLR2 will be identified in the school's staffing structure.

1.10.2 Special Educational Needs (SEN) Allowance

An SEN allowance, as Appendix 1, is payable to:

- The SENCO, where they are also a class teacher

Where a SEN allowance is to be paid, the Governing Body will determine the spot value of the allowance, taking into account the structure of the school's SEN provision and following factors:

- a) Whether any mandatory qualifications are required for the post;
- b) The qualifications or expertise of the teacher relevant to the post; and
- c) The relative demands of the post

SEN allowances can be held at the same time as TLRs. The Governing Body will, when keeping their staffing structures under review:

- a) Ensure that, in the light of remodelling and the move of administrative tasks from teachers to support staff, holders of SEN allowances are not carrying out tasks that would be more appropriately undertaken by support staff;
- b) (*if a mainstream school*) Consider whether, if teachers have responsibilities that meet all the criteria for the award of TLR payments, it would be more appropriate to award a TLR payment instead of a SEN allowance of a lower value;
- c) not continue to award new SEN payments solely for the purposes of recruitment and retention; and
- d) ensure that any SEN responsibilities are clearly specified in individual teachers' job descriptions

In establishing appropriate values for SEN allowances, the Governing Body will ensure that values chosen are properly positioned between the established minimum and maximum values. Differential values relating to SEN roles in the school will be established to properly reflect the significant differences in the nature and challenge of the work entailed so that the different payment levels can be objectively justified.

- The SENCO shall be given the lowest payment on the scale and time out to carry out duties
- OR

- The SENCO will be given the highest payment on the scale and no extra time out of class to carry out duties
- Where the SENCO is not classroom based, no SENCO allowance will be paid

The teacher will be given written notification at the time of the award specifying the amount of the award and the reason for the award.

1.10.3 Allowances payable to Unqualified Teachers

The Governing Body may award an additional allowance to an unqualified teacher where it considers that, in the context of its staffing structure, the teacher has:

- a) taken on a sustained additional responsibility which: -
 - i. is focused on teaching and learning; and
 - ii. requires the exercise of a teachers' professional skills and judgement; or
- b) qualifications or experience which bring added value to the role being undertaken

Unqualified teachers may not hold TLRs or SEN allowances.

1.10.4 Acting Allowance

Subject to the provisions set out in the 2022 Document, an acting allowance may be paid to a teacher who is assigned and carries out duties of a headteacher, deputy headteacher or assistant headteacher but has not been appointed as an acting headteacher, deputy headteacher or assistant headteacher.

The Governing Body must determine within four weeks if an Acting Allowance should be paid to anyone who is covering an absence. The acting allowance must provide a salary which is the equivalent to at least the minimum of the pay range for post.

1.12 Additional Payments

The Governing Body may make such payment as it sees fit to a teacher, including a headteacher, in respect of:

- Continuing professional development undertaken outside the school day
- Activities relating to the provision of initial teacher training as part of the ordinary conduct of the school, including: supervising and observing teaching practice; giving feedback to students on their performance and acting as professional mentors; and formally assessing students' competences.
- Teachers who undertake initial teacher training activities which are not seen as part of the ordinary running of the school will be given separate contracts of employment to cover areas of work that are not part of their substantive teaching job or contract of employment: including planning and preparing materials for an ITT course, and taking responsibility for the well-being and tuition of ITT students.
- Out-of-school Learning Activities. Payment to classroom teachers will only be made in respect of activities undertaken outside of either the 1265 hours of directed time for full-time teachers; or the appropriate proportion of the 1265 hours of directed time for part-time teachers. The related activities will require the exercise of the teacher's professional skills or judgement. Some

possibilities of activities include: breakfast clubs, homework clubs, summer schools (study support, literacy and gifted and talented), sporting activities, other outdoor activities and clubs linked to curricular, arts and hobby interest areas.

All additional payments would be made as flat rate payment in line with the teacher's level of responsibility and size of the commitment

1.13 Recruitment and Retention Incentive Benefits

The governing body can award lump sum payments, periodic payments, or provide other financial assistance, support or benefits for a recruitment or retention incentive. Incentives may, for example, include a cash sum, a percentage uplift of salary, or defined benefits such as childcare costs or health care provision.

The pay committee will make clear at the outset, in writing, the expected duration of any such incentive or benefit, and the review date after which they may be withdrawn.

In relation to all Leadership posts the 2022 Document states that recruitment and retention incentives should not be awarded other than as reimbursement as reasonably incurred housing or re-location costs. If this discretion has been applied in setting a pay range for recruitment purposes any further payment should not be made. A recruitment incentive would only be considered after two advertisements have failed to produce a suitable candidate for appointment.

The governing body will conduct an annual formal review of all such awards.

1.14 Determining Pay for Support Staff

Our pay structure for all grades and responsibility points is based on the agreed union rates attached as an Appendix 2 to this policy

The Governing Body, in conjunction with the Headteacher, will undertake an annual review of the pay and duties performed by support staff. If as a result of any review it is necessary to consider a change in the duties of any member of the support staff, consultation will take place with the member/s of staff concerned and Union representatives to ensure appropriate changes are made to job descriptions.

The policy aims to enable pay decisions to be made in compliance with the following employment legislation as amended: the Employment Relations Act 1999, the Equality Act 2010, the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000, the Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations 2002.

The policy aims to be consistent with the principles of public life – objectivity, openness and accountability.

1.15 Pay Rates and Allowance

1.15.1 Increments

Where a performance linked incremental scheme is in operation, the starting salary and performance related increases to pay will be determined in accordance with that scheme.

Or

Where a performance linked incremental scheme does not apply and staff are employed on scales that permit annual incremental progression, increments are payable only within the grade range applicable to

the post concerned unless otherwise stated in the employee's contract of employment or an authorised contractual variation. Increments will be reviewed on 1 April each year.

An increment may be withheld following an adverse performance appraisal report on an employee. Probationers will be judged on the progress they have made during their probationary period. The school may decide to pay a previously withheld increment if the employee's performance is deemed to have reached the required level within the following 12 month period with effect from a date determined by the school.

Increments may be accelerated at the discretion of the school on the grounds of special merit or ability as documented in one to one supervision meetings or at an appraisal subject to the maximum of the scale not being exceeded.

On appointment or promotion employees will normally be appointed to the minimum point of the grade.

An employee who for any reason other than the annual leave of an employee is required to undertake the full duties of a higher graded employee for a continuous period is entitled to receive a higher salary in accordance with the LA conditions of service or in accordance with locally agreed arrangements.

An employee may seek a review, through the school's Grievance Procedure, of any determination in relation to their pay or any other decision taken that affects their pay.

1.15.2 Overtime Payments

Overtime payment will be paid in accordance with locally agreed terms and conditions.

1.15.3 Part and Term Time Employees

The above should be paid within the salary scale for the post and paid proportionately with regard to the hours actually worked and additionally, in respect of term-time only staff, the number of weeks worked. Overtime rates where applicable would only be paid in respect of those hours worked over and above 36 hours in any week.

1.15.4 Value of Accommodation and Services

The school will assess and deduct from the salary of an employee the value of any accommodation and services that they provide in accordance with the contract of employment and associated conditions.

1.15.5 Job Evaluations

Employees are entitled to be paid the rate for the role provided that they are fulfilling the full duties and responsibilities of the grade. All non-teaching posts should have up to date job descriptions and person specifications and have been evaluated under a recognised job evaluation scheme. Where an employee disputes the evaluated grade of the post they would need to progress this through the schools' Grievance Procedure.

1.17 Pay Appeals

Staff have the right to make representations and to appeal about any aspect of their pay or pay progression. The Pay Appeals process will be in line with the Appeal's procedure as detailed in the School's Performance Appraisal Policy.

1.16 Safeguarding

The Governing Body will operate salary safeguarding arrangements in line with the provisions of the 2025 Document.

1.17 Pay increases arising from changes to the Document

All teachers are paid in accordance with the statutory provisions of the Document as updated from time to time.

1.18 Over / Under Payments

Should an overpayment occur, the employee will be notified in writing of the full amount of the overpayment and agreement will be sought about a reasonable repayment schedule.

Where an employee is due to leave employment the balance owing may be deducted from their final salary.

In the case of former employees, recovery of overpayments will be pursued.

In the case of underpayments, the Governing Body will apply appropriate refunds as soon as possible.

Employees are expected to draw to the attention of the School Business Manager any overpayment or underpayment as soon as possible.

The School will draw to the attention of an employee any overpayment or underpayment as soon as possible.

1.19 Monitoring the impact of the policy

The Governing Body will monitor the outcomes and impact of this policy on a regular basis yearly, including trends in progression across specific groups of teachers to assess its effect and school's continued compliance with equalities legislation.

Appendix 1: Teachers pay scales from 01/09/2024

TEACHERS' PAY 2024 OUTER LONDON

From 01/09/2024

2024

Main Pay Range	£
1	36,413
2	38,318
3	40,322
4	42,430
5	45,000
6	48,532

Upper Pay Range	£
1	50,210
2	52,068
3	53,994

TLR Payments	£
TLR 1 (Min)	9,782
TLR 1 (Max)	16,553
TLR 2A	3,391
TLR 2B	5,647
TLR 2C	8,279
TLR 3 (Min)	675
TLR 3 (Max)	3,344

SEN Allowances	£
SEN (Min)	2,679
SEN (Max)	5,285

Unqualified Teachers Range	£
1	25,758
2	28,252
3	30,744
4	32,947

5	35,438
6	37,932

Leadership Range	£
1	53,731
2	54,979
3	56,246
4	57,556
5	58,892
6	60,266
7	61,786
8	63,116
9	64,592
10	66,152
11	67,762
12	69,239
13	70,873
14	72,530
15	74,238
16	76,112
17	77,772
18a	78,841
18	79,629
19	81,507
20	83,425
21a	84,550
21	85,396
22	87,409
23	89,477
24a	90,694
24	91,601
25	93,779
26	96,000
27a	97,307
27	98,281
28	100,622
29	103,012
30	105,477
31a	106,925
31	107,994
32	110,571
33	113,227
34	115,926
35a	117,534
35	118,707
36	121,545
37	124,474

38	127,457
39a	129,172
39	130,462
40	133,626
41	136,864
42	140,187
43	142,178

*Rates with an "a" are for headteachers group
Maximum*

Appendix 2: Support Staff pay scales from 01/04/2024

Grades	SCP	2024	
Scale 1	1		
	2	£	27,345
Scale 2	3	£	27,729
	4	£	28,125
Scale 3	5	£	28,521
	6	£	28,929
Scale 4	7	£	29,346
	8	£	29,763
	9	£	30,189
	10	£	30,630
Scale 5	12	£	31,524
	13	£	31,986
	14	£	32,454
	15	£	32,931
Scale 6	18	£	34,416
	19	£	34,929
	20	£	35,448
SO1	23	£	37,068
	24	£	37,536
	25	£	38,058
SO2	26	£	38,934
	27	£	39,855
	28	£	40,755
POA	29	£	41,442
	30	£	42,324
	31	£	43,299
	32	£	44,331
	33	£	45,510
POB	34	£	46,512
	35	£	47,532
	36	£	48,531
	37	£	49,551
	38	£	50,574
POC	39	£	51,522
	40	£	52,584
	41	£	53,607
	42	£	54,627
	43	£	55,620
POD	44	£	56,646
	45	£	57,663
	46	£	58,692
	47	£	59,739
	48	£	60,819
POE	49	£	61,980
	50	£	63,157
	51	£	64,317
	52	£	65,476
	53	£	66,651

POF	54	£	67,810
	55	£	68,972
	56	£	70,150
	57	£	71,318
	58	£	72,478

First Aid	£172.20 per annum
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London Living Wage	£13.15 per hour
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Planned Hourly Overtime Rates

SO1 & SO2	£24.34
POA	£26.06
POB & POC	£28.28