

Staffordshire University Academies Trust		Trust Policy Document	
Approved by:	Trust Board	Last Reviewed April 2023	
Policy Owner:	CEO / CFO	Page: 1 of 9	
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/> Local Academy Council <input checked="" type="checkbox"/>

Annual Leave Policy

1. Scope of Policy

This policy has been developed in line with the appropriate national conditions of service for employees of the NJC for Local Government Services (Green Book), School Teachers' Pay and Conditions of Service, and Conditions of Service for School Teachers in England and Wales (Burgundy Book).

2. Policy Statement

2.1 Employees are entitled to paid annual leave depending upon their length of continuous local government service and level of grade. A leave year runs from 1st April to 31st of March.

2.2 This policy document is applicable to all employees except teachers, those employed on term-time only contracts and casual employees.

2.3 Arrangements for Teachers preclude the necessity for annual leave entitlements. Provisions regarding the working time of various categories of teaching staff are contained in their relevant conditions of employment set out in the School Teachers Pay and Conditions Document. (See section 15 for provisions relating to term-time only employees.)

3. Provisions

3.1 Your Entitlement

Your paid annual leave entitlement is worked out in accordance with the table below:

SALARY	0-4	5-14 YRS	15-24 YRS	25 YRS PLUS
Up to NJC Point 22	24	29	30	31
NJC Point 23 - 34	26	30	31	32
NJC Point 35 Plus	27	31	32	33

This table includes 3 discretionary days for the Christmas period.

3.1 If you are a term-time worker you are entitled to annual leave and public holidays proportional to a whole year employee's entitlement.

If your workplace closes during the Christmas period, you will be expected to book three days annual leave from your entitlement above to cover this period. If your workplace does not close over the Christmas period, you do not have an automatic right to take time off over Christmas. You will need to apply for leave and time off will be granted subject to operational need.

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There is also an expectation that you will use annual leave to cover for emergency needs or for balancing your work responsibilities with your home responsibilities. (However, other types of paid and unpaid leave are available under particular circumstances, and you should discuss the use of any of these options with your manager.

4. Casuals

4.1 Casual workers will accrue paid annual leave as they work. Casual workers annual leave entitlement is calculated and paid automatically in their rates of pay by our payroll provider.

5. New Starters

5.1 If you are starting work part way through a leave year (which runs from 1st April to 31st March) you will be entitled to a proportion of the holiday entitlement listed in the above table, depending on the date that you start working for SUAT. This is worked out on the basis of 1/12th of the entitlement for every complete calendar month that you have or will work during the leave year. You will be entitled to Bank Holidays as they fall.

6. Part Time Employees

6.1 If you work less than 37 hours per week but work the same number of hours every week you are entitled to a proportion of the holiday entitlement listed in the above table depending on how many hours you work per week. The entitlement in the table is based on someone working for 37 hours per week. If you work half of that, 18.5 hours per week, you are entitled to half the amount of holiday. If you work, for example 22 hours per week you are entitled to 22/37ths of the holiday entitlement applicable to someone with your grade and length of service.

7. Employees Who Do Not Work Fixed Hours Every Week

7.1 Lots of people do not work the same fixed hours every week. If your job is like this you are still entitled to paid holiday entitlement and this will be worked out based on your salary grade and length of service, just like everyone else.

Your annual leave entitlement will usually be calculated based on the average number of hours that you work over a period of time and is accrued on a month by month basis. Your contract of employment should specify how your annual leave is going to be treated.

8. Bank Holidays

8.1 If you work part time you are entitled to a proportion of the bank holidays each year. Your entitlement to bank holidays is worked out in proportion to the number of hours you usually work, similar to the way your main holiday entitlement is worked out. If most of the bank holidays fall within your working week but you don't have enough bank holiday entitlement to accommodate this you will either have to book those additional days off as annual leave or work additional hours on another day to make up for having the time off. If very few bank holidays fall within your normal

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8.2 Working week so that you have more bank holiday entitlement than you need you can simply take this time off as if it were part of your normal holiday entitlement.

9. If You Leave

9.1 If you leave your job part way through a leave year you will only be entitled to annual leave in proportion to the amount of time in the leave year that you have worked for SUAT.

For example, if you were to leave exactly halfway through the leave year you would be entitled to half the statutory full year entitlement. If, having taken account of the amount of leave you have actually taken, you are still owed some annual leave you can be paid for this.

As soon as you are aware that you are going to leave your job, check how much leave you are entitled to so that you do not take too much.

10. End of Leave Year

10.1 You should make every effort to take all of your annual leave in the leave year that it is granted in. If, at the end of the leave year, you still have annual leave that you have not taken your manager will only grant permission for you to carry forward your leave if there is some operational reason why you could not take your leave before the end of the current leave year.

10.2 If you think that it is likely that you will not be able to take all of your leave you should alert your manager as soon as possible. If you have not been able to take your annual leave because of excessive workload or other operational reasons (sickness absence is not a valid reason or an automatic right for carrying forward of annual leave from one year to the next), you can only carry forward a maximum of 5 days into the next leave year and you must have your manager's permission to do this.

10.3 Any leave carried forward must be taken within the first six weeks of the new annual leave year. Leave carried forward and not taken within the first 6 weeks of the new leave year will be lost.

11. Sickness and Annual Leave

11.1 The working time regulations now means that employees who are absent through long-term sick leave, who have exhausted their entitlement to sick pay, are not entitled to paid leave during that period. The purpose of the regulations is to ensure minimum health and safety standards in relation to working time, so that employees can expect a minimum period of leave from the pressures of work. Therefore, allowing an employee to claim paid annual leave whilst they are on long-term sick leave would be a windfall for the employee that is not intended by the Working Time Regulations (1998).

11.2 Similarly, employees whose employment is terminated after 12-month periods of absence through sickness are not entitled to payment for holiday pay for "leave" they have not taken while

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11.3 away from work on sick leave.

12. Term-Time Only Employees

12.1 Term - time employees are not required to be on duty for most of school closure periods and their patterns of attendance vary according to their individual contracts of employment as agreed. The formula used for the payment of term -time employees incorporates an allowance for leave. The formula:

- begins with the number of weeks actually worked by the individual employee
- builds in a pro rata allowance for annual leave and public holidays
- creates a level of pay weeks, which increases with length of continuous service
- spreads salary payments over equal monthly instalments

12.2 The salaries of term - time employees working 37 hours per week are calculated as follows:

spinal column point salary x pay weeks

52.14

See Appendix 1 for Term Time to Paid Weeks table

12.3 Part - time, term - time only employees have their salaries calculated as: spinal column point salary x weekly hours x pay weeks

37 52.14

See Appendix 1 for Term Time to Paid Weeks table

13. How to Apply For Annual Leave

13.1 If you have an annual leave entitlement, you should complete an annual leave spreadsheet requesting annual leave identifying both the start date and end date and the number of days leave you are applying for. This form then needs to be signed by your manager

See Appendix 2 for Annual Leave Spreadsheet

14. Right of Appeal

14.1 The granting of leave is subject to operational needs and there may be occasions where leave cannot be granted. However, entitlement to leave will be granted on most occasions when unexpected or unforeseen circumstances occur. Clearly, you must tell your manager as soon as practicable what reasons you have for being absent from work and how long you expect to be away.

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14.2 Disagreements in relation to the use of Annual Leave are dealt with by use of the SUATs Grievance procedure.

15. Further Advice and Information

15.1 If you need any further advice about how this policy applies to you, please contact your line manager.

15.2 If you are considering taking maternity or adoption leave particular arrangements apply to the accrual of annual leave. Please refer to our MAPP Policy for further information.

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Appendix 1- Working to Paid Weeks Table

Term Time Weeks 0-4 Years Service

Working Weeks	Up to NIC point 22		NIC point 23-34		Above NIC Point 35 plus	
	Whole Year	Paid Weeks	Whole Year	Paid Weeks	Whole Year	Paid Weeks
30	6.8	34.69	7.2	35	7.4	35.16
30.2	6.8	34.92	7.2	35.23	7.4	35.39
30.4	6.8	35.15	7.2	35.47	7.4	35.62
30.6	6.8	35.38	7.2	35.7	7.4	35.86
30.8	6.8	35.61	7.2	35.93	7.4	36.09
31	6.8	35.84	7.2	36.16	7.4	36.32
31.2	6.8	36.07	7.2	36.39	7.4	36.56
31.4	6.8	36.3	7.2	36.63	7.4	36.79
31.6	6.8	36.53	7.2	36.86	7.4	37.02
31.8	6.8	36.76	7.2	37.09	7.4	37.25
32	6.8	36.99	7.2	37.32	7.4	37.49
32.2	6.8	37.22	7.2	37.55	7.4	37.72
32.4	6.8	37.45	7.2	37.79	7.4	37.95
32.6	6.8	37.68	7.2	38.02	7.4	38.19
32.8	6.8	37.91	7.2	38.25	7.4	38.42
33	6.8	38.14	7.2	38.48	7.4	38.65
33.2	6.8	38.37	7.2	38.71	7.4	38.89
33.4	6.8	38.6	7.2	38.95	7.4	39.12
33.6	6.8	38.83	7.2	39.18	7.4	39.35
33.8	6.8	39.06	7.2	39.41	7.4	39.59
34	6.8	39.29	7.2	39.64	7.4	39.82
34.2	6.8	39.52	7.2	39.87	7.4	40.05
34.4	6.8	39.75	7.2	40.11	7.4	40.28
34.6	6.8	39.98	7.2	40.34	7.4	40.52
34.8	6.8	40.21	7.2	40.57	7.4	40.75
35	6.8	40.44	7.2	40.8	7.4	40.98
35.2	6.8	40.67	7.2	41.03	7.4	41.22
35.4	6.8	40.9	7.2	41.27	7.4	41.45
35.6	6.8	41.13	7.2	41.5	7.4	41.68
35.8	6.8	41.36	7.2	41.73	7.4	41.92
36	6.8	41.59	7.2	41.96	7.4	42.15
36.2	6.8	41.83	7.2	42.19	7.4	42.38
36.4	6.8	42.05	7.2	42.43	7.4	42.62
36.6	6.8	42.28	7.2	42.66	7.4	42.85
36.8	6.8	42.51	7.2	42.89	7.4	43.08
37	6.8	42.74	7.2	43.12	7.4	43.31
37.2	6.8	42.97	7.2	43.35	7.4	43.55
37.4	6.8	43.2	7.2	43.59	7.4	43.78
37.6	6.8	43.43	7.2	43.82	7.4	44.01
37.8	6.8	43.66	7.2	44.05	7.4	44.25
38	6.8	43.89	7.2	44.28	7.4	44.48
38.2	6.8	44.12	7.2	44.52	7.4	44.71
38.4	6.8	44.35	7.2	44.75	7.4	44.95
38.6	6.8	44.58	7.2	44.98	7.4	45.18
38.8	6.8	44.81	7.2	45.21	7.4	45.41
39	6.8	45.04	7.2	45.44	7.4	45.65
39.2	6.8	45.27	7.2	45.68	7.4	45.88
39.4	6.8	45.5	7.2	45.91	7.4	46.11
39.5	6.8	45.62	7.2	46.03	7.4	46.23
39.6	6.8	45.73	7.2	46.14	7.4	46.34
39.8	6.8	45.96	7.2	46.37	7.4	46.58
40	6.8	46.19	7.2	46.6	7.4	46.81
40.2	6.8	46.42	7.2	46.84	7.4	47.04
40.3	6.8	46.54	7.2	46.95	7.4	47.36
40.4	6.8	46.65	7.2	47.07	7.4	47.28
40.5	6.8	46.77	7.2	47.18	7.4	47.39
40.6	6.8	46.88	7.2	47.3	7.4	47.51
40.8	6.8	47.11	7.2	47.53	7.4	47.74
41	6.8	47.34	7.2	47.76	7.4	47.98
41.2	6.8	47.57	7.2	48	7.4	48.21
41.4	6.8	47.8	7.2	48.23	7.4	48.44
41.6	6.8	48.03	7.2	48.46	7.4	48.68
41.8	6.8	48.26	7.2	48.69	7.4	48.91
42	6.8	48.49	7.2	48.92	7.4	49.14
42.2	6.8	48.72	7.2	49.16	7.4	49.37
42.4	6.8	48.95	7.2	49.39	7.4	49.61
42.5	6.8	49.07	7.2	49.51	7.4	49.93
42.6	6.8	49.18	7.2	49.62	7.4	49.84
42.8	6.8	49.41	7.2	49.85	7.4	50.07
43	6.8	49.64	7.2	50.08	7.4	50.31
43.2	6.8	49.87	7.2	50.32	7.4	50.54
43.6	6.8	50.33	7.2	50.78	7.4	51
47.82	6.8	55.19	7.2	55.68	7.4	55.92

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Term Time Weeks 5-14 Years Service

<u>Working Weeks</u>	<u>Up to NJC point 22</u>		<u>NJC point 23-34</u>		<u>Above NJC Point 35 plus</u>	
	<u>Whole Year</u>	<u>Paid Weeks</u>	<u>Whole Year</u>	<u>Paid Weeks</u>	<u>Whole Year</u>	<u>Paid Weeks</u>
30	7.8	35.47	8	35.63	8.2	35.79
30.2	7.8	35.71	8	35.87	8.2	36.03
30.4	7.8	35.94	8	36.1	8.2	36.27
30.6	7.8	36.18	8	36.34	8.2	36.51
30.8	7.8	36.41	8	36.58	8.2	36.74
31	7.8	36.65	8	36.81	8.2	36.98
31.2	7.8	36.88	8	37.05	8.2	37.22
31.4	7.8	37.12	8	37.29	8.2	37.45
31.6	7.8	37.35	8	37.52	8.2	37.69
31.8	7.8	37.59	8	37.76	8.2	37.93
32	7.8	37.82	8	37.99	8.2	38.17
32.2	7.8	38.06	8	38.23	8.2	38.4
32.4	7.8	37.29	8	38.3	8.2	38.64
32.6	7.8	38.53	8	38.7	8.2	38.88
32.8	7.8	38.76	8	38.94	8.2	39.12
33	7.8	39	8	39.18	8.2	39.35
33.2	7.8	39.24	8	39.41	8.2	39.59
33.4	7.8	39.47	8	39.65	8.2	39.83
33.6	7.8	39.71	8	39.88	8.2	40.07
33.8	7.8	39.94	8	40.12	8.2	40.3
34	7.8	40.18	8	40.36	8.2	40.54
34.2	7.8	40.41	8	40.59	8.2	40.78
34.4	7.8	40.65	8	40.83	8.2	41.01
34.6	7.8	40.88	8	41.07	8.2	41.25
34.8	7.8	41.12	8	41.3	8.2	41.49
35	7.8	41.35	8	41.54	8.2	41.73
35.2	7.8	41.59	8	41.77	8.2	41.96
35.4	7.8	41.82	8	42.01	8.2	42.2
35.6	7.8	42.06	8	42.25	8.2	42.44
35.8	7.8	42.29	8	42.48	8.2	42.68
36	7.8	42.53	8	42.72	8.2	42.91
36.2	7.8	42.76	8	42.96	8.2	43.15
36.4	7.8	43	8	43.19	8.2	43.39
36.6	7.8	43.23	8	43.43	8.2	43.63
36.8	7.8	43.47	8	43.66	8.2	43.86
37	7.8	43.7	8	43.9	8.2	44.1
37.2	7.8	43.94	8	44.14	8.2	44.34
37.4	7.8	44.17	8	44.37	8.2	44.57
37.6	7.8	44.41	8	44.61	8.2	44.81
37.8	7.8	44.64	8	44.85	8.2	45.05
38	7.8	44.88	8	45.08	8.2	45.29
38.2	7.8	45.11	8	45.32	8.2	45.52
38.4	7.8	45.35	8	45.55	8.2	45.76
38.6	7.8	45.59	8	45.79	8.2	46
38.8	7.8	45.82	8	46.03	8.2	46.24
39	7.8	46.06	8	46.26	8.2	46.47
39.2	7.8	46.29	8	46.5	8.2	46.71
39.4	7.8	46.53	8	46.74	8.2	46.95
39.5	7.8	46.64	8	46.85	8.2	47.07
39.6	7.8	46.76	8	46.97	8.2	47.19
39.8	7.8	47	8	47.21	8.2	47.42
40	7.8	47.23	8	47.44	8.2	47.66
40.2	7.8	47.47	8	47.68	8.2	47.9
40.4	7.8	47.7	8	47.92	8.2	48.13
40.5	7.8	47.82	8	48.04	8.2	48.25
40.6	7.8	47.94	8	48.15	8.2	48.37
40.8	7.8	48.17	8	48.39	8.2	48.61
41	7.8	48.41	8	48.63	8.2	48.85
41.2	7.8	48.64	8	48.86	8.2	49.08
41.4	7.8	48.88	8	49.1	8.2	49.32
41.6	7.8	49.11	8	49.33	8.2	49.56
41.8	7.8	49.35	8	49.57	8.2	49.8
42	7.8	49.58	8	49.81	8.2	50.03
42.2	7.8	49.821	8	50.04	8.2	50.27
42.4	7.8	50.05	8	50.28	8.2	50.51
42.6	7.8	50.29	8	50.52	8.2	50.74
42.8	7.8	50.52	8	50.75	8.2	50.98
43	7.8	50.76	8	50.99	8.2	51.22
43.2	7.8	50.99	8	51.22	8.2	51.46
47.82	7.8	56.43	8	56.68	8.2	56.94

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Term Time Weeks 15-24 Years Service

<u>Working Weeks</u>	<u>Up to NJC point 22</u>		<u>NJC point 23-34</u>		<u>Above NJC Point 35 plus</u>	
	<u>Whole Year</u>	<u>Paid Weeks</u>	<u>Whole Year</u>	<u>Paid Weeks</u>	<u>Whole Year</u>	<u>Paid Weeks</u>
30	8	35.63	8.2	35.79	8.4	35.96
30.2	8	35.87	8.2	36.03	8.4	36.19
30.4	8	36.1	8.2	36.27	8.4	36.43
30.6	8	36.34	8.2	36.51	8.4	36.67
30.8	8	36.58	8.2	36.74	8.4	36.91
31	8	36.81	8.2	36.98	8.4	37.15
31.2	8	37.05	8.2	37.22	8.4	37.39
31.4	8	37.29	8.2	37.45	8.4	37.63
31.6	8	37.52	8.2	37.69	8.4	37.86
31.8	8	37.76	8.2	37.93	8.4	38.1
32	8	37.99	8.2	38.17	8.4	38.34
32.2	8	38.23	8.2	38.4	8.4	38.58
32.4	8	38.47	8.2	38.64	8.4	38.82
32.6	8	38.7	8.2	38.88	8.4	39.06
32.8	8	38.94	8.2	39.12	8.4	39.29
33	8	39.18	8.2	39.35	8.4	39.53
33.2	8	39.41	8.2	39.59	8.4	39.77
33.4	8	39.65	8.2	39.83	8.4	40.01
33.6	8	39.88	8.2	40.07	8.4	40.25
33.8	8	40.12	8.2	40.3	8.4	40.49
34	8	40.36	8.2	40.54	8.4	40.72
34.2	8	40.59	8.2	40.78	8.4	40.96
34.4	8	40.83	8.2	41.01	8.4	41.2
34.6	8	41.07	8.2	41.25	8.4	41.44
34.8	8	41.3	8.2	41.49	8.4	41.68
35	8	41.54	8.2	41.73	8.4	41.92
35.2	8	41.77	8.2	41.96	8.4	42.15
35.4	8	42.01	8.2	42.2	8.4	42.39
35.6	8	42.25	8.2	42.44	8.4	42.63
35.8	8	42.48	8.2	42.68	8.4	42.87
36	8	42.72	8.2	42.91	8.4	43.11
36.2	8	42.96	8.2	43.15	8.4	43.35
36.4	8	43.19	8.2	43.39	8.4	43.59
36.6	8	43.43	8.2	43.63	8.4	43.82
36.8	8	43.66	8.2	43.86	8.4	44.06
37	8	43.9	8.2	44.1	8.4	44.3
37.2	8	44.14	8.2	44.34	8.4	44.54
37.4	8	44.37	8.2	44.57	8.4	44.78
37.6	8	44.61	8.2	44.81	8.4	45.05
37.8	8	44.85	8.2	45.05	8.4	45.25
38	8	45.08	8.2	45.29	8.4	45.49
38.2	8	45.32	8.2	45.52	8.4	45.73
38.4	8	45.55	8.2	45.76	8.4	45.97
38.6	8	45.79	8.2	46	8.4	46.21
38.8	8	46.03	8.2	46.24	8.4	46.45
39	8	46.26	8.2	46.47	8.4	46.68
39.2	8	46.5	8.2	46.71	8.4	46.92
39.4	8	46.74	8.2	46.95	8.4	47.16
39.5	8	46.85	8.2	47.07	8.4	47.28
39.6	8	46.97	8.2	47.19	8.4	47.4
39.8	8	47.21	8.2	47.42	8.4	47.64
40	8	47.44	8.2	47.66	8.4	47.88
40.2	8	47.68	8.2	47.9	8.4	48.12
40.4	8	47.92	8.2	48.13	8.4	48.35
40.5	8	48.04	8.2	48.25	8.4	48.47
40.6	8	48.15	8.2	48.37	8.4	48.59
40.8	8	48.39	8.2	48.61	8.4	48.83
41	8	48.63	8.2	48.85	8.4	49.07
41.2	8	48.86	8.2	49.08	8.4	49.31
41.4	8	49.1	8.2	49.32	8.4	49.55
41.6	8	49.33	8.2	49.56	8.4	49.78
41.8	8	49.57	8.2	49.8	8.4	50.05
42	8	49.81	8.2	50.03	8.4	50.26
42.2	8	50.04	8.2	50.27	8.4	50.5
42.4	8	50.28	8.2	50.51	8.4	50.74
42.6	8	50.52	8.2	50.74	8.4	50.98
42.8	8	50.75	8.2	50.98	8.4	51.21
43	8	50.99	8.2	51.22	8.4	51.45
43.2	8	51.22	8.2	51.46	8.4	51.69
47.82	8	56.43	8.2	56.94	8.4	57.2

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	Apr 2022	Review date:	Apr 2024
Policy Owner:	CEO / CFO		Page: 9 of 9		
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	
	Parents <input checked="" type="checkbox"/>	General Public <input checked="" type="checkbox"/>			

Term Time Weeks Over 25 Years

<u>Working Weeks</u>	<u>Up to NJC point 22</u>		<u>NJC point 23-34</u>		<u>Above NJC Point 35 plus</u>	
	<u>Whole Year</u>	<u>Paid Weeks</u>	<u>Whole Year</u>	<u>Paid Weeks</u>	<u>Whole Year</u>	<u>Paid Weeks</u>
30	8.2	35.79	8.4	35.96	8.6	36.12
30.2	8.2	36.03	8.4	36.19	8.6	36.36
30.4	8.2	36.27	8.4	36.43	8.6	36.6
30.6	8.2	36.51	8.4	36.67	8.6	36.84
30.8	8.2	36.74	8.4	36.91	8.6	37.08
31	8.2	36.98	8.4	37.15	8.6	37.32
31.2	8.2	37.22	8.4	37.39	8.6	37.56
31.4	8.2	37.45	8.4	37.63	8.6	37.8
31.6	8.2	37.69	8.4	37.86	8.6	38.04
31.8	8.2	37.93	8.4	38.1	8.6	38.28
32	8.2	38.17	8.4	38.34	8.6	38.52
32.2	8.2	38.4	8.4	38.58	8.6	38.76
32.4	8.2	38.64	8.4	38.82	8.6	38.99
32.6	8.2	38.88	8.4	39.06	8.6	39.23
32.8	8.2	39.12	8.4	39.29	8.6	39.47
33	8.2	39.35	8.4	39.53	8.6	39.71
33.2	8.2	39.59	8.4	39.77	8.6	39.95
33.4	8.2	39.83	8.4	40.01	8.6	40.19
33.6	8.2	40.07	8.4	40.25	8.6	40.43
33.8	8.2	40.3	8.4	40.49	8.6	40.67
34	8.2	40.54	8.4	40.72	8.6	40.91
34.2	8.2	40.78	8.4	40.96	8.6	41.15
34.4	8.2	41.01	8.4	41.2	8.6	41.39
34.6	8.2	41.25	8.4	41.44	8.6	41.63
34.8	8.2	41.49	8.4	41.68	8.6	41.87
35	8.2	41.73	8.4	41.92	8.6	42.11
35.2	8.2	41.96	8.4	42.15	8.6	42.35
35.4	8.2	42.2	8.4	42.39	8.6	42.59
35.6	8.2	42.44	8.4	42.63	8.6	42.83
35.8	8.2	42.68	8.4	42.87	8.6	43.07
36	8.2	42.91	8.4	43.11	8.6	43.31
36.2	8.2	43.15	8.4	43.35	8.6	43.55
36.4	8.2	43.39	8.4	43.59	8.6	43.78
36.6	8.2	43.63	8.4	43.82	8.6	44.02
36.8	8.2	43.86	8.4	44.06	8.6	44.26
37	8.2	44.1	8.4	44.3	8.6	44.5
37.2	8.2	44.34	8.4	44.54	8.6	44.74
37.4	8.2	44.57	8.4	44.78	8.6	44.98
37.6	8.2	44.81	8.4	45.05	8.6	45.22
37.8	8.2	45.05	8.4	45.25	8.6	45.46
38	8.2	45.29	8.4	45.49	8.6	45.7
38.2	8.2	45.52	8.4	45.73	8.6	45.94
38.4	8.2	45.76	8.4	45.97	8.6	46.18
38.6	8.2	46	8.4	46.21	8.6	46.42
38.8	8.2	46.24	8.4	46.45	8.6	46.66
39	8.2	46.47	8.4	46.68	8.6	46.9
39.2	8.2	46.71	8.4	46.92	8.6	47.14
39.4	8.2	46.95	8.4	47.16	8.6	47.38
39.5	8.2	47.07	8.4	47.28	8.6	47.5
39.6	8.2	47.19	8.4	47.4	8.6	47.62
39.8	8.2	47.42	8.4	47.64	8.6	47.86
40	8.2	47.66	8.4	47.88	8.6	48.1
40.2	8.2	47.9	8.4	48.12	8.6	48.34
40.4	8.2	48.13	8.4	48.35	8.6	48.57
40.5	8.2	48.25	8.4	48.47	8.6	48.69
40.6	8.2	48.37	8.4	48.59	8.6	48.81
40.8	8.2	48.61	8.4	48.83	8.6	49.05
41	8.2	48.85	8.4	49.07	8.6	49.29
41.2	8.2	49.08	8.4	49.31	8.6	49.53
41.4	8.2	49.32	8.4	49.55	8.6	49.77
41.6	8.2	49.56	8.4	49.78	8.6	50.01
41.8	8.2	49.8	8.4	50.05	8.6	50.25
42	8.2	50.03	8.4	50.26	8.6	50.49
42.2	8.2	50.27	8.4	50.5	8.6	50.73
42.4	8.2	50.51	8.4	50.74	8.6	50.97
42.6	8.2	50.74	8.4	50.98	8.6	51.21
42.8	8.2	50.98	8.4	51.21	8.6	51.45
43	8.2	51.22	8.4	51.45	8.6	51.69
43.2	8.2	51.46	8.4	51.69	8.6	51.93
47.82	8.2	56.94	8.4	57.2	8.6	57.46