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SCHEDULE 1

Regulation 12

APPROPRIATE PERCENTAGE FOR ADJUSTMENT OF
ANNUAL COMPENSATION FOR REDUNDANCY PAYMENTS

TABLE

Age last birthday	Appropriate percentage	
	Male	Female
50	6.26	5.43
51	6.36	5.4
52	6.47	5.55
53	6.61	5.64
54	6.77	5.75
55	6.96	5.87
56	7.17	6.01
57	7.40	6.16
58	7.64	6.32
59	7.89	6.49
60	8.15	6.67
61	8.43	6.87
62	8.73	7.08
63	9.05	7.32
64	9.39	7.58