



|  |  |             |  |                     |  |                         |  |
|--|--|-------------|--|---------------------|--|-------------------------|--|
| EMPLOYEE   |  |             |  | NUMBER              |  | EMPLOYER                |  |
| Ernest AMANING   |  |             |  | AMAE2               |  | Raphael Contracting Ltd |  |
| Pay Date   |  | 17 Jul 2013 |  | Tax Period          |  | 15                      |  |
| Tax Code   |  | 944 L       |  | N.I. No.            |  | JA 10 66 90 C           |  |
| PAYMENTS   |  |             |  | DEDUCTIONS          |  | TO DATE                 |  |
| Basic Hours 45.00 13.33 599.85   |  |             |  | CSA Deduction 18.00 |  | Gross 11,400.48         |  |
|  |  |             |  | Tax 83.60           |  | CSA Deduction 270.00 -  |  |
|  |  |             |  | Ees N.I. 54.10      |  | Tax 1,734.80 -          |  |
| Total 599.85   |  |             |  | Total 155.70        |  |                         |  |
| Ernest AMANING<br>80 Kingshill Avenue<br>Northolt<br>Middx<br>UB5 6LG<br><br>Department:<br>Post Payslip |  |             |  | NET PAY 444.15      |  |                         |  |
|  |  |             |  | PAY METHOD BACS     |  | COSTS THIS PERIOD       |  |
|  |  |             |  | WK / MTH 1 No       |  | Ers N.I. 62.35          |  |



|   |  |                   |  |                   |  |                         |  |
|---|--|-------------------|--|-------------------|--|-------------------------|--|
| EMPLOYEE  |  |                   |  | NUMBER            |  | EMPLOYER                |  |
| Matthew AYERS   |  |                   |  | AYEM1             |  | Raphael Contracting Ltd |  |
| Pay Date  |  | 17 Jul 2013       |  | Tax Period        |  | 15                      |  |
| Tax Code  |  | 944 L             |  | N.I. No.          |  | JS 34 50 81 B           |  |
| PAYMENTS  |  |                   |  | DEDUCTIONS        |  | TO DATE                 |  |
| Basic Hours   |  | 27.00 8.34 225.18 |  | Tax               |  | 38.60                   |  |
| Holiday Pay   |  | 18.00 8.34 150.12 |  | Ees N.I.          |  | 27.16                   |  |
| Gross   |  |                   |  |                   |  | 5,167.44                |  |
| Tax   |  |                   |  |                   |  | 488.20 -                |  |
| Total   |  | 375.30            |  | Total             |  | 65.76                   |  |
| Matthew AYERS<br>70 Biggin Hill<br>Upper Norwood<br>London<br>SE19 3HU<br><br>Department:<br>Post Payslip |  |                   |  | NET PAY           |  | 309.54                  |  |
|   |  |                   |  | PAY METHOD        |  | BACS                    |  |
|   |  |                   |  | WK / MTH 1        |  | No                      |  |
|   |  |                   |  | COSTS THIS PERIOD |  | Ers N.I. 31.37          |  |



|  |  |                      |  |                              |  |                                   |  |
|--|--|----------------------|--|------------------------------|--|-----------------------------------|--|
| <b>EMPLOYEE</b>  |  |                      |  | <b>NUMBER</b>                |  | <b>EMPLOYER</b>                   |  |
| Gary BUCK  |  |                      |  | BUCG1                        |  | Raphael Contracting Ltd           |  |
| <b>Pay Date</b> 17 Jul 2013  |  | <b>Tax Period</b> 15 |  | <b>Tax Code</b> 944 L        |  | <b>N.I. No.</b> NS 28 07 12 A     |  |
| <b>PAYMENTS</b>  |  |                      |  | <b>DEDUCTIONS</b>            |  | <b>TO DATE</b>                    |  |
| Basic Hours 45.00 21.58 971.10   |  |                      |  | Tax 192.89<br>Ees N.I. 81.24 |  | Gross 16,454.79<br>Tax 3,644.86 - |  |
| <b>Total</b> 971.10  |  |                      |  | <b>Total</b> 274.13          |  |                                   |  |
| Gary BUCK<br>48 Hobbs Close<br>Cheshunt<br>Herts<br>EN8 0ED<br><br>Department:<br>Post Payslip |  |                      |  | <b>NET PAY</b> 696.97        |  |                                   |  |
|  |  |                      |  | <b>PAY METHOD</b> BACS       |  | <b>COSTS THIS PERIOD</b>          |  |
|  |  |                      |  | <b>WK / MTH 1</b> No         |  | Ers N.I. 113.59                   |  |



|   |       |                      |        |                        |        |                               |            |
|---|-------|----------------------|--------|------------------------|--------|-------------------------------|------------|
| <b>EMPLOYEE</b>   |       |                      |        | <b>NUMBER</b>          |        | <b>EMPLOYER</b>               |            |
| Sean CROSSAN  |       |                      |        | CROS1                  |        | Raphael Contracting Ltd       |            |
| <b>Pay Date</b> 17 Jul 2013   |       | <b>Tax Period</b> 15 |        | <b>Tax Code</b> 944 L  |        | <b>N.I. No.</b> JS 23 81 54 C |            |
| <b>PAYMENTS</b>   |       |                      |        | <b>DEDUCTIONS</b>      |        | <b>TO DATE</b>                |            |
| Basic Hours   | 45.00 | 12.78                | 575.10 | Tax                    | 177.20 | Gross                         | 8,690.69   |
| Overtime @ 1.5  | 15.00 | 19.17                | 287.55 | Ees N.I.               | 83.16  | Tax                           | 1,193.00 - |
| Overtime @ 2.0  | 8.00  | 25.56                | 204.48 |                        |        |                               |            |
| <b>Total</b> 1,067.13   |       |                      |        | <b>Total</b> 260.36    |        |                               |            |
| Sean CROSSAN<br>46 Beverley Drive<br>Edgware<br>Middx<br>HA8 5NG<br><br>Department:<br>Post Payslip |       |                      |        | <b>NET PAY</b> 806.77  |        |                               |            |
|   |       |                      |        | <b>PAY METHOD</b> BACS |        | <b>COSTS THIS PERIOD</b>      |            |
|   |       |                      |        | <b>WK / MTH 1</b> No   |        | Ers N.I. 126.84               |            |



| EMPLOYEE  |       |               |        | NUMBER            |       | EMPLOYER                |          |
|---|-------|---------------|--------|-------------------|-------|-------------------------|----------|
| Eamon DAVITT  |       |               |        | DAVE1             |       | Raphael Contracting Ltd |          |
| Pay Date 17 Jul 2013  |       | Tax Period 15 |        | Tax Code 950 L    |       | N.I. No. JJ 22 83 66 C  |          |
| PAYMENTS  |       |               |        | DEDUCTIONS        |       | TO DATE                 |          |
| Basic Hours   | 27.00 | 10.00         | 270.00 | Tax               | 50.80 | Gross                   | 6,691.92 |
| Holiday Pay   | 9.00  | 10.00         | 90.00  | Ees N.I.          | 34.62 | Tax                     | 789.60 - |
| Overtime @ 1.5  | 4.50  | 15.00         | 67.50  |                   |       |                         |          |
| Overtime @ 2.0  | 0.50  | 20.00         | 10.00  |                   |       |                         |          |
| Total   |       |               | 437.50 | Total             |       | 85.42                   |          |
| <div>Eamon DAVITT<br/>54 Eastcote Lane<br/>South Harrow<br/>Middx<br/>HA2 8DF<br/><br/>Department:<br/>Post Payslip</div> |       |               |        | NET PAY           |       | 352.08                  |          |
|   |       |               |        | PAY METHOD        |       | BACS                    |          |
|   |       |               |        | WK / MTH 1        |       | No                      |          |
|   |       |               |        | COSTS THIS PERIOD |       | Ers N.I. 39.95          |          |



| EMPLOYEE  |  |             |  | NUMBER                      |  | EMPLOYER                       |  |
|---|--|-------------|--|-----------------------------|--|--------------------------------|--|
| James GODMAN  |  |             |  | GODJ1                       |  | Raphael Contracting Ltd        |  |
| Pay Date  |  | 17 Jul 2013 |  | Tax Period                  |  | 15                             |  |
| Tax Code  |  | 944 L       |  | N.I. No.                    |  | JZ 94 07 59 D                  |  |
| PAYMENTS  |  |             |  | DEDUCTIONS                  |  | TO DATE                        |  |
| Basic Hours 45.00 8.34 375.30   |  |             |  | Tax 38.60<br>Ees N.I. 27.16 |  | Gross 5,024.34<br>Tax 459.60 - |  |
| Total 375.30  |  |             |  | Total 65.76                 |  |                                |  |
| <div>James GODMAN<br/>Kamala<br/>1a Benner Lane<br/>West End<br/>Woking<br/>Surrey<br/>GU24 9JQ<br/><br/>Department:<br/>Post Payslip</div> |  |             |  | NET PAY 309.54              |  |                                |  |
|   |  |             |  | PAY METHOD BACS             |  | COSTS THIS PERIOD              |  |
|   |  |             |  | WK / MTH 1 No               |  | Ers N.I. 31.37                 |  |

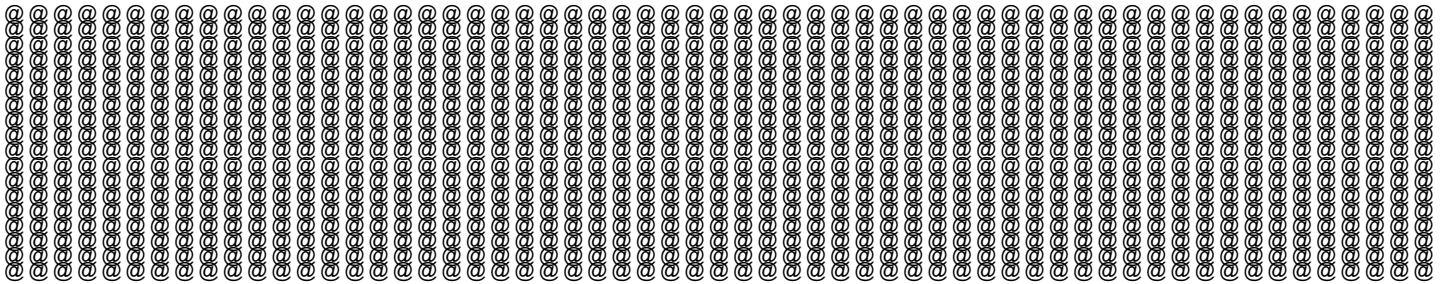


|  |  |                      |       |                       |              |                               |               |
|--|--|----------------------|-------|-----------------------|--------------|-------------------------------|---------------|
| <b>EMPLOYEE</b>  |  |                      |       | <b>NUMBER</b>         |              | <b>EMPLOYER</b>               |               |
| Mahendra HALAI   |  |                      |       | HALM1                 |              | Raphael Contracting Ltd       |               |
| <b>Pay Date</b> 17 Jul 2013  |  | <b>Tax Period</b> 15 |       | <b>Tax Code</b> 944 L |              | <b>N.I. No.</b> JC 14 19 38 C |               |
| <b>PAYMENTS</b>  |  |                      |       | <b>DEDUCTIONS</b>     |              | <b>TO DATE</b>                |               |
| Basic Hours  |  | 45.00                | 18.94 | 852.30                | Tax          |                               | 145.29        |
|  |  |                      |       |                       | Ees N.I.     |                               | 78.87         |
|  |  |                      |       |                       | Gross        |                               | 13,314.82     |
|  |  |                      |       |                       | Tax          |                               | 2,388.86 -    |
| <b>Total</b>   |  |                      |       | <b>852.30</b>         | <b>Total</b> |                               | <b>224.16</b> |
| Mahendra HALAI<br>17 Buck Lane<br>Kingbury<br>London<br>NW9 0AP<br><br>Department:<br>Post Payslip |  |                      |       | <b>NET PAY</b>        |              | <b>628.14</b>                 |               |
|  |  |                      |       | <b>PAY METHOD</b>     |              | BACS                          |               |
|  |  |                      |       | <b>WK / MTH 1</b>     |              | No                            |               |
|  |  |                      |       |                       |              | <b>COSTS THIS PERIOD</b>      |               |
|  |  |                      |       |                       |              | Ers N.I. 97.19                |               |



| EMPLOYEE  |  |                    |  | NUMBER            |  | EMPLOYER                |  |
|---|--|--------------------|--|-------------------|--|-------------------------|--|
| James KEARNS  |  |                    |  | KEAJ1             |  | Raphael Contracting Ltd |  |
| Pay Date  |  | 17 Jul 2013        |  | Tax Period        |  | 15                      |  |
| Tax Code  |  | 701 L              |  | N.I. No.          |  | BT 15 47 64 D           |  |
| PAYMENTS  |  |                    |  | DEDUCTIONS        |  | TO DATE                 |  |
| Basic Hours   |  | 18.00 10.97 197.46 |  | Tax               |  | 52.00                   |  |
| Holiday Pay   |  | 18.00 10.97 197.46 |  | Ees N.I.          |  | 29.51                   |  |
| Gross   |  |                    |  |                   |  | 6,828.83                |  |
| Tax   |  |                    |  |                   |  | 960.80 -                |  |
| Total   |  | 394.92             |  | Total             |  | 81.51                   |  |
| James KEARNS<br>57 Woodend Road<br>London<br>E17 4JS<br><br>Department:<br>Post Payslip |  |                    |  | NET PAY           |  | 313.41                  |  |
|   |  |                    |  | PAY METHOD        |  | BACS                    |  |
|   |  |                    |  | WK / MTH 1        |  | No                      |  |
|   |  |                    |  | COSTS THIS PERIOD |  | Ers N.I. 34.07          |  |





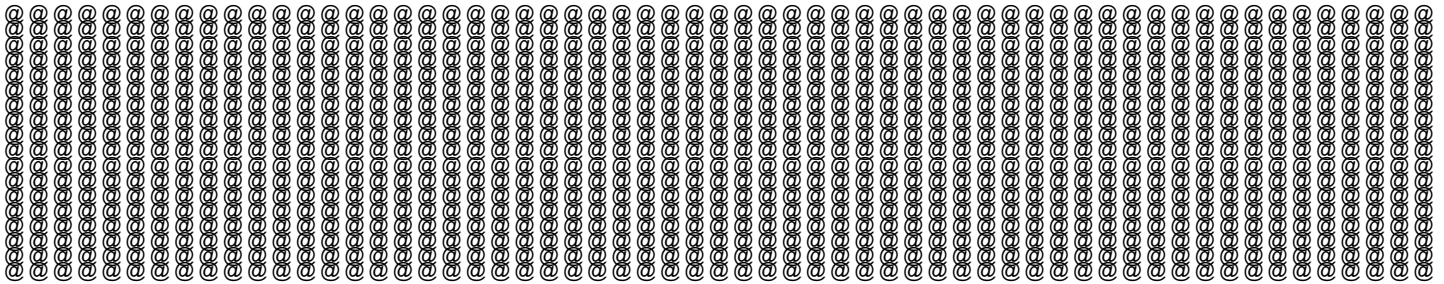
|   |  |                      |       |                          |          |                               |       |
|---|--|----------------------|-------|--------------------------|----------|-------------------------------|-------|
| <b>EMPLOYEE</b>   |  |                      |       | <b>NUMBER</b>            |          | <b>EMPLOYER</b>               |       |
| Emmet O'CONNOR  |  |                      |       | OCOE1                    |          | Raphael Contracting Ltd       |       |
| <b>Pay Date</b> 17 Jul 2013   |  | <b>Tax Period</b> 15 |       | <b>Tax Code</b> 944 L    |          | <b>N.I. No.</b> JP 04 14 40 A |       |
| <b>PAYMENTS</b>   |  |                      |       | <b>DEDUCTIONS</b>        |          | <b>TO DATE</b>                |       |
| Basic Hours   |  | 42.00                | 8.34  | 350.28                   | Tax      |                               | 48.80 |
| Overtime @ 1.5  |  | 6.00                 | 12.51 | 75.06                    | Ees N.I. |                               | 33.16 |
| <b>Total</b>  |  | <b>425.34</b>        |       | <b>Total</b>             |          | <b>81.96</b>                  |       |
| Emmet O'CONNOR<br>123 Rydal Crescent<br>Perivale<br>Middlesex<br>UB6 8DZ<br><br>Department:<br>Post Payslip |  |                      |       | <b>NET PAY</b>           |          | <b>343.38</b>                 |       |
|   |  |                      |       | <b>PAY METHOD</b>        |          | BACS                          |       |
|   |  |                      |       | <b>WK / MTH 1</b>        |          | No                            |       |
|   |  |                      |       | <b>COSTS THIS PERIOD</b> |          | Ers N.I. 38.27                |       |



| EMPLOYEE  |  |                    |  | NUMBER            |  | EMPLOYER                |  |
|---|--|--------------------|--|-------------------|--|-------------------------|--|
| Patrick O'DONAVAN   |  |                    |  | ODOP1             |  | Raphael Contracting Ltd |  |
| Pay Date  |  | 17 Jul 2013        |  | Tax Period        |  | 15                      |  |
| Tax Code  |  | 1122 L             |  | N.I. No.          |  | JS 89 88 72 A           |  |
| PAYMENTS  |  |                    |  | DEDUCTIONS        |  | TO DATE                 |  |
| Basic Hours   |  | 42.00 13.33 559.86 |  | Tax               |  | 100.60                  |  |
| Overtime @ 1.5  |  | 8.00 19.99 159.96  |  | Ees N.I.          |  | 68.50                   |  |
| Total   |  | 719.82             |  | Total             |  | 169.10                  |  |
| Patrick O'DONAVAN<br>19 Woodside Court Road<br>Addiscombe<br>Surrey<br>CR0 6RW<br><br>Department:<br>Post Payslip |  |                    |  | NET PAY           |  | 550.72                  |  |
|   |  |                    |  | PAY METHOD        |  | BACS                    |  |
|   |  |                    |  | WK / MTH 1        |  | No                      |  |
|   |  |                    |  | COSTS THIS PERIOD |  | Ers N.I. 78.91          |  |



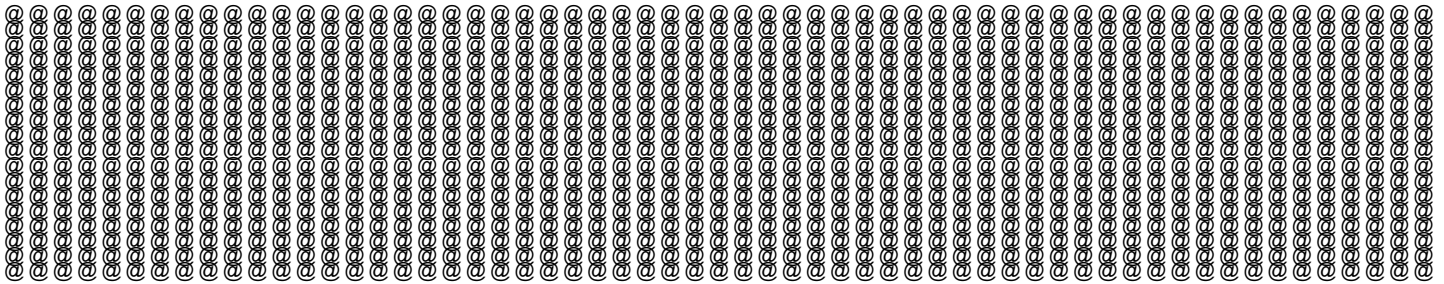
|  |       |                      |               |                          |       |                               |            |
|--|-------|----------------------|---------------|--------------------------|-------|-------------------------------|------------|
| <b>EMPLOYEE</b>  |       |                      |               | <b>NUMBER</b>            |       | <b>EMPLOYER</b>               |            |
| Kieran O'MALLEY  |       |                      |               | OMAK1                    |       | Raphael Contracting Ltd       |            |
| <b>Pay Date</b> 17 Jul 2013  |       | <b>Tax Period</b> 15 |               | <b>Tax Code</b> 944 L    |       | <b>N.I. No.</b> JP 72 10 09 B |            |
| <b>PAYMENTS</b>  |       |                      |               | <b>DEDUCTIONS</b>        |       | <b>TO DATE</b>                |            |
| Basic Hours  | 42.00 | 11.11                | 466.62        | Tax                      | 77.00 | Gross                         | 7,879.73   |
| Overtime @ 1.5   | 6.00  | 16.66                | 99.99         | Ees N.I.                 | 50.11 | Tax                           | 1,030.80 - |
| <b>Total</b>   |       |                      | <b>566.61</b> | <b>Total</b>             |       | <b>127.11</b>                 |            |
| <div>Kieran O'MALLEY<br/>11 Old Fold View<br/>Barnet<br/>Herts<br/>EN5 4EA<br/><br/>Department:<br/>Post Payslip</div> |       |                      |               | <b>NET PAY</b>           |       | <b>439.50</b>                 |            |
|  |       |                      |               | <b>PAY METHOD</b>        |       | BACS                          |            |
|  |       |                      |               | <b>WK / MTH 1</b>        |       | No                            |            |
|  |       |                      |               | <b>COSTS THIS PERIOD</b> |       | Ers N.I. 57.77                |            |



|  |       |                      |          |                        |        |                               |            |
|--|-------|----------------------|----------|------------------------|--------|-------------------------------|------------|
| <b>EMPLOYEE</b>  |       |                      |          | <b>NUMBER</b>          |        | <b>EMPLOYER</b>               |            |
| Mark ROBINSON  |       |                      |          | ROBM1                  |        | Raphael Contracting Ltd       |            |
| <b>Pay Date</b> 17 Jul 2013  |       | <b>Tax Period</b> 15 |          | <b>Tax Code</b> 944 L  |        | <b>N.I. No.</b> NH 03 12 83 B |            |
| <b>PAYMENTS</b>  |       |                      |          | <b>DEDUCTIONS</b>      |        | <b>TO DATE</b>                |            |
| Basic Hours  | 45.00 | 23.54                | 1,059.30 | Tax                    | 359.69 | Gross                         | 18,908.53  |
| Overtime @ 1.5   | 8.00  | 35.31                | 282.48   | Ees N.I.               | 89.60  | Tax                           | 4,626.06 - |
| Overtime @ 2.0   | 1.00  | 47.08                | 47.08    |                        |        |                               |            |
| <b>Total</b> 1,388.86  |       |                      |          | <b>Total</b> 449.29    |        |                               |            |
| <div>Mark ROBINSON<br/>82 Drayton Avenue<br/>Ealing<br/>London<br/>W13 0LF<br/><br/>Department:<br/>Post Payslip</div> |       |                      |          | <b>NET PAY</b> 939.57  |        |                               |            |
|  |       |                      |          | <b>PAY METHOD</b> BACS |        |                               |            |
|  |       |                      |          | <b>WK / MTH 1</b> No   |        |                               |            |
|  |       |                      |          |                        |        | <b>COSTS THIS PERIOD</b>      |            |
|  |       |                      |          |                        |        | Ers N.I. 171.24               |            |



|   |       |                      |        |                        |        |                               |            |
|---|-------|----------------------|--------|------------------------|--------|-------------------------------|------------|
| <b>EMPLOYEE</b>   |       |                      |        | <b>NUMBER</b>          |        | <b>EMPLOYER</b>               |            |
| Christopher SANDERS   |       |                      |        | SANC2                  |        | Raphael Contracting Ltd       |            |
| <b>Pay Date</b> 17 Jul 2013   |       | <b>Tax Period</b> 15 |        | <b>Tax Code</b> 944 L  |        | <b>N.I. No.</b> JJ 73 11 44 A |            |
| <b>PAYMENTS</b>   |       |                      |        | <b>DEDUCTIONS</b>      |        | <b>TO DATE</b>                |            |
| Basic Hours   | 45.00 | 14.44                | 649.80 | Tax                    | 225.80 | Gross                         | 10,954.35  |
| Overtime @ 1.5  | 18.50 | 21.66                | 400.71 | Ees N.I.               | 88.03  | Tax                           | 1,645.60 - |
| Overtime @ 2.0  | 9.00  | 28.88                | 259.92 |                        |        |                               |            |
| <b>Total</b> 1,310.43   |       |                      |        | <b>Total</b> 313.83    |        |                               |            |
| Christopher SANDERS<br>12 Mahlon Avenue<br>South Ruislip<br>Middx<br>HA4 6TF<br><br>Department:<br>Post Payslip |       |                      |        | <b>NET PAY</b> 996.60  |        |                               |            |
|   |       |                      |        | <b>PAY METHOD</b> BACS |        | <b>COSTS THIS PERIOD</b>      |            |
|   |       |                      |        | <b>WK / MTH 1</b> No   |        | Ers N.I. 160.41               |            |



| EMPLOYEE   |  |               |       | NUMBER            |          | EMPLOYER                |        |
|--|--|---------------|-------|-------------------|----------|-------------------------|--------|
| David SANDERS  |  |               |       | SAND1             |          | Raphael Contracting Ltd |        |
| Pay Date 17 Jul 2013   |  | Tax Period 15 |       | Tax Code 944 L    |          | N.I. No. WE 09 94 39 A  |        |
| PAYMENTS   |  |               |       | DEDUCTIONS        |          | TO DATE                 |        |
| Basic Hours  |  | 45.00         | 23.00 | 1,035.00          | Tax      |                         | 287.29 |
| Overtime @ 1.5   |  | 5.00          | 34.50 | 172.50            | Ees N.I. |                         | 85.97  |
| Total  |  |               |       | 1,207.50          |          | Total                   |        |
| Total  |  |               |       | 373.26            |          | Gross 17,802.00         |        |
| Total  |  |               |       | 373.26            |          | Tax 4,183.66 -          |        |
| David SANDERS<br>12 Mahlon Avenue<br>South Ruislip<br>Middx<br>HA4 6JF |  |               |       | NET PAY           |          | 834.24                  |        |
| Department:<br>Post Payslip  |  |               |       | PAY METHOD        |          | BACS                    |        |
|  |  |               |       | WK / MTH 1        |          | No                      |        |
|  |  |               |       | COSTS THIS PERIOD |          | Ers N.I. 146.21         |        |



| EMPLOYEE   |  |                    |  | NUMBER            |  | EMPLOYER                |  |
|--|--|--------------------|--|-------------------|--|-------------------------|--|
| Errol TURNER   |  |                    |  | TURE1             |  | Raphael Contracting Ltd |  |
| Pay Date   |  | 17 Jul 2013        |  | Tax Period        |  | 15                      |  |
| Tax Code   |  | 944 L              |  | N.I. No.          |  | YH 96 14 21 A           |  |
| PAYMENTS   |  |                    |  | DEDUCTIONS        |  | TO DATE                 |  |
| Basic Hours  |  | 45.00 10.40 468.00 |  | Tax               |  | 68.00                   |  |
| Overtime @ 1.5   |  | 3.50 15.60 54.60   |  |                   |  | Gross 8,192.60          |  |
|  |  |                    |  |                   |  | Tax 1,093.20 -          |  |
| Total  |  | 522.60             |  | Total             |  | 68.00                   |  |
| <div>Errol TURNER<br/>92 St Paul's Rise<br/>Palmers Green<br/>London<br/>N13 6LD</div> <div>Department:<br/>Post Payslip</div> |  |                    |  | NET PAY           |  | 454.60                  |  |
|  |  |                    |  | PAY METHOD        |  | BACS                    |  |
|  |  |                    |  | WK / MTH 1        |  | No                      |  |
|  |  |                    |  | COSTS THIS PERIOD |  | Ers N.I. 51.69          |  |



| EMPLOYEE   |  |             |  | NUMBER            |  | EMPLOYER                |  |
|--|--|-------------|--|-------------------|--|-------------------------|--|
| Jason WRAY   |  |             |  | WRAJ1             |  | Raphael Contracting Ltd |  |
| Pay Date   |  | 17 Jul 2013 |  | Tax Period        |  | 15                      |  |
| Tax Code   |  | 944 L       |  | N.I. No.          |  | NS 17 24 73 B           |  |
| PAYMENTS   |  |             |  | DEDUCTIONS        |  | TO DATE                 |  |
| Basic Hours  |  | 36.00       |  | 18.94             |  | 681.84                  |  |
| Holiday Pay  |  | 9.00        |  | 18.94             |  | 170.46                  |  |
| Tax  |  | 145.29      |  | Gross             |  | 15,204.09               |  |
| Ees N.I.   |  | 78.87       |  | Tax               |  | 3,144.46 -              |  |
| Total  |  | 852.30      |  | Total             |  | 224.16                  |  |
| Jason WRAY<br>121 Park Place<br>Plamtation Road<br>Amersham<br>Berks<br>HP6 6NQ<br><br>Department:<br>Post Payslip |  |             |  | NET PAY           |  | 628.14                  |  |
|  |  |             |  | PAY METHOD        |  | BACS                    |  |
|  |  |             |  | WK / MTH 1        |  | No                      |  |
|  |  |             |  | COSTS THIS PERIOD |  | Ers N.I. 97.19          |  |