

*Finanz***2.24B**

The Insolvency Act 1986

**Administrator's progress report**

Name of Company Kaye Engineering Limited	Company number 05848144
In the High Court of Justice	Court case number 186 of 2010

(a) Insert full name(s) and address(es) of administrator(s)

I/We (a)  
 Brian Johnson  
 Fisher Partners  
 Acre House  
 11-15 William Road  
 London  
 NW1 3ER

David Birne  
 Fisher Partners  
 Acre House  
 11-15 William Road  
 London  
 NW1 3ER

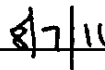
administrator(s) of the above company attach a progress report for the period

From (b) 12 January 2011	To (b) 1 July 2011
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Signed

  
 Joint / Administrator(s)

Dated

  
 17/11
**Contact Details:**

You do not have to give any contact information in the box opposite but if you do, it will help Companies House to contact you if there is a query on the form

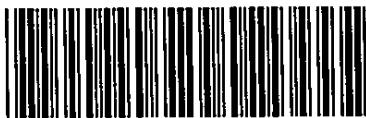
The contact information that you give will be visible to searchers of the

Brian Johnson  
 Fisher Partners  
 Acre House  
 11-15 William Road  
 London  
 NW1 3ER

DX Number

020 7388 7000  
 DX Exchange

SATURDAY



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09/07/2011

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COMPANIES HOUSE

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When you have completed and signed this form, please send it to the Registrar of Companies at -  
**Companies House, Crown Way, Cardiff CF14 3UZ DX 33050 Cardiff**

**Administrators' Final Progress  
Report  
For the period  
12 January 2011 to 1 July 2011**

**Kaye Engineering Limited  
-In Administration  
1 July 2011**

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## Kaye Engineering Limited – In Administration

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## Kaye Engineering Limited – In Administration

### 1 Statutory Information

- 1 1 I was appointed as Joint Administrator of Kaye Engineering Limited (‘the Company’) together with David Birne on 12 January 2010. The application for the appointment of an Administrator was made by Bibby ACF Limited (‘Bibby’), 105 Duke Street, Liverpool, Merseyside L15 JQ.
- 1 2 This Administration is being handled by Fisher Partners, situated at Acre House, 11-15 William Road, London NW1 3ER.
- 1 3 The Administration is registered in the High Court of Justice under reference 186 of 2010.
- 1 4 The trading address of the Company was Harper Street, Presteigne, Powys LD8 2AL. The business traded under the name Kaye Presteigne.
- 1 5 The registered office of the Company is Acre House 11-15 William Road London NW1 3ER and its registered number is 05848144.

### 2 Administrators’ Proposals

- 2 1 As previously advised, the Administrator must perform his functions with the purpose of achieving one of the following objectives:
- rescuing the Company as a going concern,
  - achieving a better result for the Company’s creditors as a whole than would be likely if the Company were wound up (without first being in Administration), or
  - realising property in order to make a distribution to one or more secured or preferential creditors.
- 2 2 The strategy for achieving these objectives is outlined below.

### 3 Progress of the Administration

- 3 1 Attached, at Appendix A, is my Receipts and Payments Account for the period from 12 January 2011 to 1 July 2011. Also attached, at Appendix B, is a cumulative Receipts and Payments Account for the period from 12 January 2010 to 1 July 2011.
- 3 2 You will recall from my previous reports to creditors that on appointment it was clear that the Company had no working capital with which to trade and Bibby were not in a position to provide funding. The Company’s key customers were therefore approached with a view to them funding the trading of the business whilst in administration. After extensive negotiations, on 20 January 2010, an agreement was reached with three of the Company’s largest customers to fund the trading until a purchaser was found.
- 3 3 Creditors will recall that immediately following my appointment, my staff worked with the Company’s existing management and employees in order to facilitate trade. A purchase order system was set up to ensure that no orders could be placed with suppliers without the signature of one of the Joint Administrators or our authorised

## Kaye Engineering Limited – In Administration

representatives. Since my last report, I have been reconciling final accounts with suppliers for the period of trading. A number of queries have arisen with regard to final invoices as they either do not relate to the correct trading period or fail to have the appropriate authorisation in support of the service provided. I am continuing with this exercise to resolve the position with suppliers and anticipate concluding matters shortly.

- 3.4 Creditors will further recall that, following my appointment, it was unfortunately necessary to make seventeen employees redundant due to economic and technical reasons. Twelve of these former employees appealed the decision but the Company was not in a position to reverse the decision. A number of those employees had attempted to bring actions in the Employment Tribunal but because of the administration moratorium they either required my consent as administrator or the consent of the court. I did not provide my consent as I believed any claims would be unsecured claims against the Company and at that time it was unclear as to whether it will be possible to pay a dividend to unsecured creditors. On 1 February 2011, I received notice that the employees wished to withdraw their claims.
- 3.5 Following my appointment, I appointed Tallon and Associates Limited ("Tallon"), professional valuers and agents, to value the business and assets of the Company. Interest had been received from eight parties. At the time of my proposals, for commercial reasons, I was unable to disclose the valuation details provided by Tallon or details on the progress of the negotiations. However, after extensive discussions, a sale of the business and assets of the Company was completed to Raycott Limited ("Raycott"), with a common director, Peter Neagle, on 18 May 2010. This was by way of deferred consideration and a breakdown of the assets and deferred consideration is detailed below.

Assets	£
Goodwill	30,000 00
Plant & Machinery	40,000 00
Intellectual property	1 00
Stock	306,112 93
Name	1 00
	<u>376,114 93</u>

Deferred Consideration	£
18 05 10	20,002 00
16 06 10	59,352 16
01 07 10	59,352 16
01 08 10	59,352 16
01 09 10	59,352 15
01 10 10	59,352 15
01 11 10	59,352 15
	<u>376,114 93</u>

- 3.6 In addition, a debenture was granted over the assets of Raycott on 18 May 2010, by way of security for the deferred element of the sales consideration. An initial sum of £20,002 was received on completion and a further sum of £25,000 on 20 December 2010. Raycott had been arguing that it has counter claims in relation to the assets purchased but since as

## Kaye Engineering Limited – In Administration

administrators, we provided no warranties and made no representations in respect of the assets being sold the advice received from my solicitors was that the claims were without merit

- 3 7 The Company also granted Raycott and only Raycott a six month Licence to Occupy the leasehold premises at Harper Street, Presteigne Powys LD8 2AL Under the terms of the licence, Raycott was required to make monthly payments to the Company in Administration However Raycott failed to maintain those payments and as a result the licence to occupy was terminated Subsequently Raycott paid outstanding amounts in respect of the license and have made payments equivalent to the license fee amount to March 2011
- 3 8 The position was further exacerbated by the fact that I received information indicating that Raycott sold the business and assets it purchased from the Company on to Kaye Presteigne Limited ("KPL") shortly after 18 May 2010 This was done without reference to me and ignored the fixed and floating charges I hold over the assets sold In addition, KPL appeared to be the trading entity dealing with the customers but it had no right to occupy or trade from the premises at Harper Street, Presteigne It was therefore trading illegally until the position was rectified It was established that Raycott had vacated the premises in January 2011, however, thereafter, negotiations took place in relation to the granting of a License to Occupy to KPL
- 3 9 Creditors will recall that on 22 December 2010, creditors agreed, pursuant to Paragraph 78 (3) of the Insolvency Act 1986 that the Administration was to be extended to 11 July 2011
- 3 10 An extension was sought as I was yet to receive payment in respect of the outstanding sales consideration and repayment of the inter-company debt In addition, the purchaser was yet to obtain an assignment of the lease at the Company's former trading premises, ultimately affecting the ability to trade from the property Whilst the licence to occupy the premises had been terminated, I had been negotiating over the granting of a new licence to run from 11 January 2011, pending a decision over an extension of the administration, to allow for an assignment of the lease to be progressed This license could only be granted whilst the company remained in Administration
- 3 11 Unfortunately, due to the failure of Raycott to pay the outstanding sales consideration, I was left with no option but to issue a winding up petition against Raycott and a hearing date was set for 13 April 2011 The Registrar adjourned the petition for 6 weeks until 25 May 2011 At the hearing on 25 May 2011, representations for Raycott, were made to the court to the effect that the outstanding balance would be paid within 8 weeks resulted in the court granting a further 56 day adjournment The petition is now due to be heard on 20 July 2011
- 3 12 KPL entered liquidation on 23 May 2011, with two partners from RSM Tenon appointed as Liquidators
- 3 13 Raycott acknowledge that the outstanding sales consideration is due to the Company They believe that as they hold the sole charge over the assets of KPL, as registered at Companies House that upon receipt of a dividend from the Liquidators of KPL, they will in turn make payment towards the outstanding sales consideration due to the Company
- 3 14 I will continue to pursue the amounts due under the sale agreement for the benefit of the creditors of the Company

## Kaye Engineering Limited – In Administration

### 4 Administrators' Remuneration

- 4.1 The Creditors approved that the basis of the Administrators' remuneration be fixed by reference to the time properly spent by him and his staff in managing the Administration
- 4.2 The Administrators' time costs at 1 July 2011 are £629,362.40. This represents 3,069.26 hours at an average rate of £205.05 per hour. Attached, as Appendix C, is a Time Analysis, which provides details of the activity costs incurred by staff grade during this final period in respect of the costs fixed by reference to time properly spent by me in managing the Administration.

You will note that the majority of my time and that of my staff has been spent in dealing with trading whilst in administration, including attending at the Company's premises, negotiations with key customers and suppliers, accounting functions, staff matters and ancillary trading matters, further details of which are mentioned earlier in this report and in my previous reports.

- 4.3 Also attached, as Appendix D, is a cumulative Time Analysis for the period from 12 January 2010 to 1 July 2011 which provides details of my costs since appointment.
- 4.4 Attached, as Appendix F, is additional information in relation to this firm's policy on staffing, the use of subcontractors, disbursements and details of our current charge-out rates by staff grade.
- 4.5 The total fees drawn since my appointment are £290,000 plus disbursements of £1,856.52 (travel and accommodation £1,728.94, room hire £79.18 and sundry disbursements £49).

The balance of the Administrators' remuneration of will be drawn as an expense of the liquidation.

### 5 Unrealised Assets

- 5.1 The following assets have yet to be realised and will now be dealt with by the liquidator once appointed.
- 5.2 Inter Company Debt

Pressurecast Products Limited ("Pressurecast") had a pre-appointment debt to the Company and has a post-appointment debt of £95,748. Since Pressurecast is a connected company, a repayment deed was entered into under which Pressurecast undertook to repay the debt of at least £195,748 by way of instalments as detailed below.

	Inter Company Debt
	£
24.05.10	23,937.00

## Kaye Engineering Limited – In Administration

31 05 10	23 937 00
07 06 10	23,937 00
14 06 10	23,937 00
16 07 10	10,000 00
01 08 10	10 000 00
01 09 10	10,000 00
01 10 10	10,000 00
01 11 10	10,000 00
01 12 10	10,000 00
01 01 11	10,000 00
01 02 11	10,000 00
01 03 11	10,000 00
01 04 11	10,000 00
	<u>195,748 00</u>

A debenture was granted to the Company in Administration over the assets of Pressurecast on 18 May 2010. To date, no repayments have been made by Pressurecast.

Pressurecast entered Administration on 25 February 2011. The Administrators' Proposals proposed an exit route from administration to dissolution once all matters had been dealt with. With the support of Delphi Electronics Overseas Company Limited, one of the Company's major customers and as a creditor of Pressurecast, this proposal was rejected. I am of the opinion that there are assets of Pressurecast to realise, which will result in a distribution to creditors.

The revised proposals provide for Pressurecast to move into liquidation. I have been liaising with the Administrators of Pressurecast in order to ensure that Pressurecast is investigated and a dividend is paid to creditors.

### 5.3 Pre Appointment Book Debts

You will recall from my proposals circulated to creditors on 5 March 2010, in December 2009, prior to the Administration, collectable book debts were estimated at £601,113. Bibby were owed £395,483 for funds advanced to the Company under the invoice discounting facility. Bibby's indebtedness has now been settled from debts collected and I have received surplus funds from Bibby in relation to the Company's pre appointment book debts of £134,169.82. The remaining outstanding ledger of £84,555.56 was reassigned to the Company and as at my last report I was currently assessing the collectability of these debts.

I have ascertained that of this ledger, amounts are due from one of the Company's funders. The rest is subject to credit notes or has in fact been paid. I am currently assessing the collectability of this ledger.

### 5.4 Sales During Trading Period

I can confirm that all book debts relating to the Administration period have been collected and therefore no further realisations are anticipated in this regard.

## Kaye Engineering Limited – In Administration

### 6 Outcome For Creditors

- 6.1 An Outcome Statement as at 1 July 2011 is attached, at Appendix E
- 6.2 The Company granted floating charges to Bibby on 2 August 2006 to Lloyds TSB Bank Plc ("Lloyds") on 3 July 2009 and State Securities Plc ("State") on 12 September 2009
- 6.3 On 13 December 2010, State informed the Administrators that the Company is a guarantor for two agreements between themselves and Kaye Prestcigne Limited. The liability on these agreements at the 13 December 2010, being £387,713.51. I have not yet been provided with any information to support this statement despite requests for same.
- 6.4 Following collection of the Company book debts, Bibby have confirmed that they are no longer a creditor of the Company.
- 6.5 Lloyds confirmed that they are not a creditor of the Company and Form MG02, Statement of Satisfaction in full was registered at Companies House on 4 January 2011 in relation to their charge.
- 6.6 A dividend to preferential and unsecured creditors of the Company is, however, dependent upon the realisation of the sums due under the sale agreement and the repayment of amounts due from Pressurecast.

### 7 Ending the Administration

- 7.1 In accordance with the agreed proposals, the Administration is now converting to a Creditors' Voluntary Liquidation ("CVL").
- 7.2 The Administrator will be discharged from liability under Paragraph 98(3) of Schedule B1 to the Insolvency Act 1986 immediately upon his appointment as Administrator ceasing to have effect.
- 7.3 The Administration has now been concluded and I have filed the required Form 2.34B "Notice of move from Administration to Creditors' Voluntary Liquidation" with the Registrar of Companies together with a copy of this final progress report. A copy of Form 2.34B is attached for your records. On filing the above notice, the Company will move from Administration to CVL and, as creditors have proposed no other liquidators, David Birne and I shall be appointed Joint Liquidators.

For and on behalf of  
**KAYE ENGINEERING LIMITED**



**BRIAN JOHNSON**  
**JOINT ADMINISTRATOR**

(The Joint Administrators act as agents on behalf of  
the Company and without personal liability.)

Kaye Engineering Limited – In Administration

**Receipts and Payments Account for the Period from 12 January 2011 to 1 July 2011**  
**Appendix A**

**Kaye Engineering Limited**  
**(In Administration)**

**Joint Administrators Abstract Receipts and Payments**  
**12 January 2011 to 1 July 2011**

<b>INCOME</b>	<b>Total (£)</b>
Sales	21 948
Licence Fee	97 032
Administration charge for licence	9,703
Stock	208
Bank Interest Gross	595
	<u><b>129,486</b></u>

<b>EXPENDITURE</b>	
Sub Contractors	1,139
Rents	62,500
Property Insurance	11,665
Insurance	271
Bank Charges	20
PAYE/NIC	220,563
Insurance Premium	208
Creditors deposit re Pressurecast	1,000
Administrators Fees	90,000
Administrators Expenses	16
Legal Fees	16,365
Legal Fee Disbursements	2,617
Bank Charges	50
	<u><b>406,414</b></u>

<b>Balance</b>	<u><b>(276,928)</b></u>
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**MADE UP AS FOLLOWS**

VAT Receivable	(40,858)
Bank 1 - Current	(270 405)
Trade Creditors	24 611
VAT Payable	23,675
Suspense account	(13 951)
	<u><b>(276,928)</b></u>

Kaye Engineering Limited – In Administration

**Cumulative Receipts and Payments Account for Period from 12 January 2010 to 1 July 2011**

**Appendix B**

**Kaye Engineering Limited  
(In Administration)**

**Joint Administrators Abstract Receipts and Payments  
12 January 2010 to 1 July 2011**

<b>INCOME</b>	<b>Total (£)</b>
Sales	1,766,503
Post sale of business receipts - Wabco	19,362
Goodwill	17,873
Licence Fee	259,304
Administration charge for licence	25,930
Intellectual Property	1
Plant & Machinery	2,127
Company Name	1
Stock	25,208
Book Debts	134,170
VAT Refund	21,322
Funding	1,165,179
Bank Interest Gross	2,161
Third Party Contributions	23,032
Refund of Deposit on Machinery	5,175
Insurance Premium	11,665
	<b><u>3,479,012</u></b>
 <b>EXPENDITURE</b>	
Metal Purchases	812,435
Consumables	179,939
Sub Contractors	86,838
Direct Labour	393,771
Employee Healthcare	3,394
Consumable Stores	668
Rents	312,500
Rates	32,916
Heat & Light	447,195
Property Insurance	11,665
Telephone	2,178
Haulage Costs	32,232
Insurance	29,783
Bank Charges	20
Lease/HP Payments	137,974
Hire of Equipment	882
Plant & Machinery Repairs/Maintenance	20,377

Sundry Expenses	499
Vehicle Running Costs	2 428
Advertising	364
PAYE/NIC	220,563
Salary	188 829
Petty Cash	300
IT Maintenance	3.875
Office Supplies	211
Employee Expense Claims	4 191
Pension for the Trading Period	17,890
Employee Deductions	7,539
Water	2,462
Third party Payments	20 495
Insurance Bordereau	1,000
Creditors deposit re Pressurecast	1 000
Administrators Fees	290.000
Administrators Expenses	1,856
Agents/Valuers Fees (1)	7,000
Agents Fee Disbursements	600
Legal Fees	51,605
Legal Fee Disbursements	2,672
Legal Fees Paid by Raycott Limited	2,628
Bank Charges	1,800

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**3,334,571**

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**Balance**

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**144,441**

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**MADE UP AS FOLLOWS**

VAT Receivable	31,457
Bank 1 - Current	107,800
Trade Creditors	0
VAT Payable	(14,178)
Suspense account	19,362

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**144,441**

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Kaye Engineering Limited – In Administration

**Time Analysis for the Period from – 12 January 2011 to 1 July 2011**

**Appendix C**

Kaye Engineering Limited - In Administration

Appendix B

Joint Administrators' Time Costs for the period 12 January 2011 to 1 July 2011

Service	Partner	Manager	Administrator	Support Staff	Total Hours	Total Cost
Acct/bookkeeping	1 40	7 20	7 15	46 52	62 27	9,193 70
Asset Realisation - Floating Charge	25 20	22 85	-	-	48 05	15,780 75
Asset realisation - non-charged assets	15 15	0 10	0 65	-	15 90	6,143 00
Case Admin	0 20	21 85	100 85	36 20	159 10	30,556 00
Employees	-	-	10 45	-	10 45	2,142 25
Investigations	-	0 25	0 40	-	0 65	145 75
Landlord/Creditor Correspondence	4 15	1 60	8 40	-	14 15	3,755 25
Proof/claims - Unsecured	-	-	0 20	-	0 20	37 00
Reports & Meetings	0 35	8 85	8 75	3 35	21 30	4,527 50
Review	0 45	4 90	5 10	0 45	10 90	2 529 00
Total Time	46 90	67 60	141 95	86 52	342 97	
Total Cost (£)	18,525 50	17,238 00	28,913 75	10,132 95		74,810 20
Average rate per hour (£)	395 00	255 00	203 69	117 12		218 12

Kaye Engineering Limited – In Administration

**Cumulative Time Analysis for the Period from 12 January 2010 to 1 July 2011**  
**Appendix D**

Kaye Engineering Limited - In Administration

Appendix B

Joint Administrators' Time Costs for the period 12 January 2010 to 1 July 2011

Service	Partner	Manager	Administrator	Support Staff	Total Hours	Total Cost
Accr/bookkeeping	15 95	43 70	82 33	317 93	459 91	61,247 20
Asset Realisation - Fixed Charge	1 00	3 7	-	-	4 75	1,313 75
Asset Realisation - Floating Charge	87 65	26 8	0 65	0 10	115 25	41 534 50
Asset realisation - non-charged assets	66 80	3 4	18 36	-	88 56	30,015 45
Case Admin	0 15	46 7	338 67	39 60	425 17	78,267 40
Dividends	0 40	-	-	-	0 40	158 00
Employees	0 35	2 5	73 57	1 55	78 02	14,062 15
General Advice	0 80	-	-	7 97	8 77	2,564 90
Investigations	0 70	3 2	15 84	-	19 79	3 892 05
Landlord/Creditor Correspondence	6 30	15 16	81 84	1 65	104 95	20,457 75
Pre-Appointment Time	-	4 00	1 50	-	7 50	2,010 00
Proofs/Claims - Preferential	-	0 10	-	2 50	2 60	349 50
Reports & Meetings	12 00	43 70	43 25	22 82	121 77	25,004 85
Review	2 35	10 8	29 53	1 05	43 78	9,146 85
Trading	186 42	511 7	670 97	218 90	1,588 04	339,308 05
Total Time	380 87	715 81	1,356 51	614 07	3,069 26	
Total Cost (£)	150,443 65	176,069 45	234,283 95	67,775 35		629,362 40
Average rate per hour (£)	395 00	245 97	172 71	110 37		205 05

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Kaye Engineering Limited – In Administration

Outcome Statement as at 1 July 2011

Appendix E

**KAYE ENGINEERING LIMITED - IN ADMINISTRATION**  
**ESTIMATED OUTCOME STATEMENT**  
**AS AT 1 JULY 2011**

	£	£
Cash at Bank		107,800 32
Suspense Account		19,361 60
<b>Estimated Future Income.</b>		
VAT Receivable (net)	17,279 05	
Outstanding Pre appointment Book Debt	29,482 71	
Sale Consideration		
Goodwill	12,126 67	
Plant & Machinery	37,873 33	
Stock	280,904 93	
Wabco	30,638 40	
Apportionment Wages/Salaries	32,055 35	
<b>Pressurecast</b>		
Pre Appointment	100,000 00	
Post Appointment	95,748 00	
		<u>636,108 44</u>
		763,270 36
<b>Estimated Future Liabilities</b>		
Administrator Fees	334,293	
Administrator Expenses	2,220	
Legal fees	10,000	
Outstanding Trading Liability	2,952	
Retention of Title Claim	6,793	
Contingency for repayment to funders	16,659	
		<u>(372,917 39)</u>
		390,352 97
Preferential Claims		26,558 00
Available for unsecured creditors		<u><u>£363 794 97</u></u>

**Additional Information in Relation to Administrator's Fees Pursuant to Statement of  
Insolvency Practice 9**

**Appendix F**

**1.0 Policy**

Detailed below is Fisher Partners policy in relation to

- Staff allocation and the use of sub-contractors,
- Professional advisors, and
- Disbursements

**1.1 Staff Allocation and the use of Sub-contractors**

The general approach to resourcing our assignments is to allocate staff with the skills and experience to meet the specific requirements of the case

The constitution of the case team will usually consist of a Partner, Group Leader, Senior Administrator, Administrator and Support Staff. The exact constitution of the case team will depend on the anticipated size and complexity of the assignment and the experience requirements of the assignments. The charge out rate schedule below provides details of all grades of staff and their experience level.

We have not utilised the services of any sub-contractors in this case.

**1.2 Professional Advisors**

On this assignment we have used the professional advisors listed below. We have also indicated alongside, the basis of our fee arrangement with them, which is subject to review on a regular basis.

<b>Name of Professional Advisor</b>	<b>Basis of Fee Arrangement</b>
Charles Russell (legal advice)	Hourly rate and disbursement
Insolvency Risk Services (insurance)	Hourly rate and disbursement
Tallon and Associates (valuation and disposal advice)	Hourly rate and disbursement

Our choice was based on our perception of their experience and ability to perform this type of work, the complexity and nature of the assignment and the basis of our fee arrangement with them.

**1.3 Disbursements**

Category 1 disbursements do not require approval by creditors. The type of disbursements that may be charged as a Category 1 disbursement to a case generally comprise of external supplies of incidental services specifically identifiable to the case, such as postage, case advertising, invoiced travel and external printing, room hire and document storage. Also chargeable will be any properly reimbursed expenses incurred by personnel in connection with the case.

Category 2 disbursements do require approval from creditors. These disbursements can include costs incurred, which include an element of recharge overhead. On this case the following costs have been incurred:

## Kaye Engineering Limited – In Administration

Other amounts paid or payable to the office holder's firm or to any party in which the office holder or his firm or any associate has an interest	£
Type and purpose	
Circular to Creditors 9,520 pages at 15p per page	1,428 00
Circular to Creditors 3,893 pages at 15p per page	583 95
Circular to Creditors 374 pages at 36p per page	134 64
Circular to Creditors 203 pages at 36p per page	73 08
Total	2,219 67

### 2.0 Charge-out Rates

A schedule of Fisher Partners charge-out rates for this assignment effective from 1 January 2010 is detailed below

	Per hour £
Partners / Senior Consultants	£395
Group Leaders	£245
Senior Administrators	£195
Administrators	£165-£180
Junior Administrators	£120
Support Staff	£80-£120