

OvertimeSolved

Sample Reports

**Real-world style examples of data-driven
overtime management and risk intelligence**

These samples are intended for review purposes so you can evaluate the depth, clarity, formatting, and actionability of the reporting before engaging the service.

Metadata renamed to protect confidentiality while preserving report structure and insight quality

Document Overview

These reports are built on modified sample client data (with all identifying metadata renamed) and are designed to show exactly how the outputs look, read, and deliver value in a live environment.

1. Executive Dashboard

A high-level, visually driven summary designed for senior leadership. It provides instant visibility into key risk areas of the business – displaying where immediate action can be taken.

2. Overtime Leakage Risk Assessment

Focuses on avoidable low-value claims and process inefficiencies. It highlights where overtime spend is leaking through poor controls, over-claiming of low-value hours, or systemic process issues. The main report shows the highest-priority examples, with the full population of flagged employees provided in a companion attachment.

3. Overtime Integrity Risk Assessment

Examines avoidable false claims and potential fraud. This report identifies patterns and individual cases where overtime appears inflated, inconsistent, or non-compliant. Again, the main report surfaces the most concerning cases, with the complete list of flagged employees available in a dedicated attachment.

4. Actionable Intelligence Report

The most detailed and prescriptive report. It combines findings from the risk assessments and translates them into clear, prioritised recommendations with specific actions, responsible parties, and expected impact.

5. Rapid Assessment Report

This report provides a detailed, day-by-day breakdown of every overtime claim made by an employee. It cross-references the claimed hours against actual evidence — including email data, door access records, and other system metadata — to calculate the precise variance between claimed and actual overtime. Clear variance columns highlight exactly where over-claiming or under-claiming has occurred, making discrepancies immediately visible and easy to action. The Rapid Assessment module automatically turns these findings into clear, client-ready communications that can be reviewed and actioned quickly.

Important Notes

Reports 2–4 each include a companion attachment that contains the full list of employees flagged (sometimes 50–100+ individuals). The main body of each report typically shows only the top examples for readability.

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Sample Data - Northbridge Group Sample Data - Northbridge Group.csv	Overtime Integrity Risk Assessment	READY	16d ago	...
Sample Data - Northbridge Group Sample Data - Northbridge Group.csv	Overtime Integrity Risk Attachment	COMP. READY	16d ago	...

Executive Report

Executive Dashboard

Executive snapshot of overtime spend, hours, claimants and average per-claimant spend across the dataset.

Executive Report · Accord Analytics · OvertimeSolved

389,295 lines analysed

15/06/2026, 1:17:47 pm · Sample Data · Northbridge Group

EXECUTIVE SUMMARY

\$ RISK EXPOSURE

\$11,625,451

78 people · **Elevated risk or above**

AT-RISK CLAIMS

14.6%

45,100 of 309,295 · Elevated+

HEIGHTENED SCRUTINY

184

people flagged · **Moderate risk or above**

RECOVERABLE EXPENSES · Y1

\$3,487,635

≈30% of identified at-risk spend

OVERTIME SPENT

\$64,195,008

2023-08-02 → 2026-01-31

TOTAL CLAIMANTS

1,099

2023-08-02 → 2026-01-31

TOTAL HOURS

1,033,595 hrs

OVERTIME HOURS ANALYSED

AVERAGE FORTNIGHT SPEND

\$986,670

ANNUALISED ± 26 FORTNIGHTS

GENERAL OVERTIME SPEND OVERVIEW

BASELINE CONTEXT

Total overtime spend over time

The baseline picture of overtime expenditure across the full dataset period — provides context for the risk and integrity figures above.



Aug 23 Jan 24 Jun 24 Nov 24 Apr 25 Sep 25 Jan 26

TOTAL SPEND

\$64,195,008

Aug 23 → Jan 26

PERIOD GROWTH

+189.3%

First vs last month

YEAR-ON-YEAR

+148.6%

Last 12 vs prior 12

SPEND / CLAIMANT Δ

-8.0%

Per-claimant trend

Peak month: **Dec 25** · \$4,636,236

RISK DISTRIBUTION

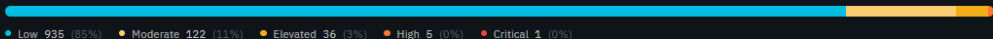
ANALYSIS COMPLETE

Operational Leakage

Persistent low-value overtime driven by weak controls and cultural dependency.

TOTAL CLAIMANTS

1,099



FORENSIC OBSERVATION

Persistent low-value overtime driven by weak controls and cultural dependency. Not fraud, but significant avoidable spend with no matching business value.

MODERATE

122

11%

ELEVATED

36

3%

HIGH

5

0.5%

CRITICAL

1

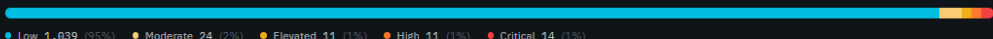
0.1%

Integrity / Behavioural Risk

Behavioural signatures and volume anomalies versus peer baselines.

TOTAL CLAIMANTS

1,099



FORENSIC OBSERVATION

Claimants whose overtime patterns diverge materially from peer baselines on volume, value, and behavioural signature — the individuals warranting forensic review and the strongest integrity-risk signals in the dataset.

MODERATE

24

2%

ELEVATED

11

1%

HIGH

11

1%

CRITICAL

14

1%

Approval Collusion Risk

Relationship mapping between claimants and approval nodes.

CLEAN

FORENSIC OBSERVATION

No claimant/approver pairs identified as collusion risk. This model flags pairs where the approval pattern itself — not just the claim — represents a control weakness or potential integrity risk.

PRIMARY RISK MODELS

OPERATIONAL LEAKAGE

Surfaces where wasted overtime resources are concentrated across the business.

BY LOCATION



BY ROLE



BY WORK AREA



INTEGRITY / BEHAVIOURAL RISK

Identifies materially abnormal overtime behaviour and elevated financial exposure.

BY LOCATION

01	Perth	\$3.4M	35%
02	Sydney	\$2.6M	27%
03	Darwin	\$2.1M	21%
04	Melbourne	\$964K	10%
05	Brisbane	\$654K	7%

BY ROLE

01	Trades	\$4.7M	49%
02	Professional	\$2.3M	23%
03	Manager	\$1.8M	18%
04	Trainee	\$964K	10%

BY WORK AREA

01	Operations	\$7.3M	75%
02	Asset Management	\$2.8M	28%
03	Corporate	\$421K	4%

COLLUSION RISK

Identifies materially significant risks regarding collusion between claimants and approvers.

BY LOCATION

No weighted exposure (no elevated, high or critical claimants in this group).

BY ROLE

No weighted exposure (no elevated, high or critical claimants in this group).

BY WORK AREA

No weighted exposure (no elevated, high or critical claimants in this group).

Overtime Leakage Report

Overtime Leakage Risk Assessment

Identifies persistent overtime behaviours that may indicate embedded overtime dependency, avoidable overtime spend, or operational inefficiency.

EXECUTIVE SUMMARY

This report provides a detailed assessment of overtime leakage risk, complementing the Overtime Leakage findings in the Executive Dashboard.

The analysis identifies claimants exhibiting persistent low-value overtime patterns that may indicate embedded overtime dependency, avoidable spend, or limited operational value relative to hours claimed. These behaviours often reflect opportunities for improved governance, process efficiency, and cultural controls rather than individual misconduct.

KEY OUTCOME

164 claimants have been flagged with **Critical** or lower low-value overtime patterns, representing **\$21,615,226** in estimated overtime exposure. These cases represent the most persistent outliers in the dataset with respect to low operational return on overtime expenditure.

IMPORTANT CONTEXT

This assessment is not a fraud review. It is designed to surface systemic waste, leakage, governance gaps, and operational inefficiencies across the broader workforce. Results should be interpreted alongside operational context, workforce structure, role expectations, and existing management oversight arrangements.

This report supports the Executive Dashboard by detailing the claimants behind the Overtime Leakage cohort.

SCOPE & METHODOLOGY

This assessment was performed using Accord Analytics' overtime leakage risk models on the full dataset comprising – claimants and 389,295 transaction lines.

The analysis applies adaptive thresholding and peer benchmarking to detect persistent low-value overtime behaviours, focusing on frequency, consistency, and relative operational value of claimed hours.

Adaptive threshold settled at iteration 2 of 3.

RISK TIER DEFINITIONS

RISK TIER	DESCRIPTION	IMPLICATION
Critical	Extreme persistent low-value patterns	Highest priority for remediation
High	Significant ongoing leakage indicators	Strong opportunity for controls improvement
Elevated	Materially above baseline low-value activity	Warrants review
Moderate	Persistent but lower-intensity low-value patterns	Opportunity for targeted efficiency measures

In this dataset, thresholds settled at **1 Critical**, **5 High**, **36 Elevated**, and **122 Moderate**.

SUMMARY BY RISK TIER

164 flagged in total

RISK TIER	CLAIMANTS	TOTAL ESTIMATED EXPOSURE
Critical	1	\$146,533
High	5	\$385,216
Elevated	36	\$2,714,888
Moderate	122	\$18,368,589
Total	164	\$21,615,226

HIGHEST RISK CLAIMANTS FOR REVIEW			Top 10 by risk rating
CLAIMANT ID	ESTIMATED OVERTIME EXPOSURE	RISK SCORE	RISK TIER
100211	\$146,533	66	Critical
102150	\$97,178	61	High
100967	\$90,383	60	High
101415	\$78,392	61	High
100659	\$77,711	61	High
101219	\$41,552	62	High
100400	\$159,362	56	Elevated
101324	\$142,747	56	Elevated
101191	\$121,998	58	Elevated
102241	\$112,857	60	Elevated

Showing top 10 of 164 flagged claimants by risk rating. The complete itemised list is available in the Leakage Risk Attachment.

KEY OBSERVATIONS

- These patterns reflect systemic embedded overtime dependency rather than isolated incidents.
- Opportunity exists to review operational controls, approval thresholds, and role-specific overtime expectations, particularly in the high-exposure areas highlighted in the Executive Dashboard.

RECOMMENDED NEXT STEPS

- Review the **164 flagged claimants** to understand the business drivers behind their consistent low-value overtime patterns.
- Assess broader workforce patterns for opportunities to tighten operational controls and reduce embedded overtime dependency.
- Consider policy or process enhancements (e.g., stricter business-case requirements for overtime, better forecasting, or alternative resourcing models).
- Incorporate ongoing leakage monitoring into regular management reporting.
- Target the high-exposure areas identified in the Executive Dashboard for targeted efficiency initiatives.

This report provides the detailed claimant-level analysis supporting the Overtime Leakage section of the Executive Dashboard.

Overtime Integrity Report

Overtime Integrity Risk Assessment

Detailed analysis of claimants exhibiting materially anomalous overtime patterns, complementing the Executive Dashboard.

EXECUTIVE SUMMARY

This report provides a detailed integrity risk assessment of overtime claims, focusing on the High-Risk Integrity Cohort identified in the Executive Dashboard.

The analysis applies peer benchmarking and behavioural anomaly detection to identify claimants whose overtime activity is materially elevated relative to organisational norms across total hours claimed, monetary value, claiming frequency, and recurring monthly intensity.

KEY OUTCOME

60 claimants flagged with statistically anomalous overtime patterns (Moderate, Elevated, High, or Critical risk tier). Moderate-tier claimants sit meaningfully above peer baselines and are worth monitoring; Elevated and above represent the strongest statistical outliers and warrant targeted review.

RISK CONTEXT

Elevated risk ratings indicate statistically anomalous overtime behaviour that may warrant further investigation for potential overstatement, manipulation, or unauthorised activity. These results are quantitative in nature and do not independently establish misconduct. All cases should be assessed in conjunction with operational context, role requirements, organisational policies, and existing management oversight.

This report complements the Executive Dashboard by providing the underlying claimant-level detail behind the 60 individuals in the High-Risk Integrity Cohort.

SCOPE & METHODOLOGY

This assessment was conducted using Accord Analytics' overtime integrity risk models on the full dataset of — claimants and 389,295 transaction lines.

The analysis combines:

- Peer benchmarking of overtime volume and value
- Behavioural signature analysis (frequency, intensity, and recurrence)
- Statistical outlier detection

RISK TIER DEFINITIONS

RISK TIER	DESCRIPTION	DASHBOARD ALIGNMENT
• Critical	Extreme deviation from peer norms	Highest priority for review
• High	Significant anomalous patterns	Strong indicators of integrity risk
• Elevated	Materially above baseline	Warrants closer scrutiny
• Moderate	Meaningfully above peer norms	Worth monitoring; lowest tier of appreciable risk

SUMMARY OF FLAGGED CLAIMANTS

60 flagged in total

RISK TIER	CLAIMANTS	TOTAL VALUE	TOTAL HOURS
• Critical	14	\$6,378,624	68,356
• High	11	\$3,972,369	45,295
• Elevated	11	\$2,615,018	48,537
• Moderate	24	\$5,186,558	81,776
Total	60	\$18,152,570	243,964

TOP CLAIMANTS FOR REVIEW					Top 10 by risk score
CLAIMANT ID	TOTAL HOURS	TOTAL VALUE	ACTIVE MONTHS	RISK SCORE	RISK TIER
100379	4,926.6	\$540,751	30	86	Critical
101009	5,021	\$496,416	30	85	Critical
100141	5,021	\$475,213	30	83	Critical
100897	4,974.4	\$478,126	30	83	Critical
100589	5,128.2	\$502,155	30	83	Critical
100365	4,875.2	\$409,764	30	83	Critical
100309	4,751.2	\$432,896	30	83	Critical
101002	5,071.2	\$475,059	30	82	Critical
100708	5,123.2	\$479,570	30	82	Critical
100148	4,371.2	\$449,224	29	80	Critical

APPROVAL DEPENDENCY RISK

This section analyses overtime approval relationships to detect any material deviations from broader organisational approval patterns. It specifically examines concentrated claimant-approver relationships that could indicate coordination risk or control weaknesses.

ASSESSMENT OUTCOME

No elevated approval relationship risks were identified.

No claimant-approver pairs exceeded the platform's threshold for material approval anomalies. This indicates that, from a structural perspective, the approval controls for overtime do not currently display indicators of coordination or collusion risk.

RECOMMENDED NEXT STEPS

1. Prioritise detailed review of the **14 Critical** and top 11 High-risk claimants.
2. Request supporting documentation and business justification for flagged overtime claims.
3. Conduct targeted discussions with line management in high-exposure areas identified in the Executive Dashboard.
4. Consider control improvements in overtime approval workflows and periodic re-running of the integrity risk model.

This report provides the detailed claimant-level analysis supporting the High-Risk Integrity Cohort (60 claimants) presented in the Executive Dashboard.

Actionable Intelligence Report

Actionable Intelligence Report

A consolidated, action-ready briefing — naming the individuals driving collusion, fraud, and leakage exposure, and the targeted next steps to remediate today and prevent recurrence.

Prepared for: Accord Analytics · Run: 15/06/2026, 1:17:50 pm · Dataset: Sample Data - Northbridge Group · Lines: 309,295
Actionable Intelligence Report · v1.0

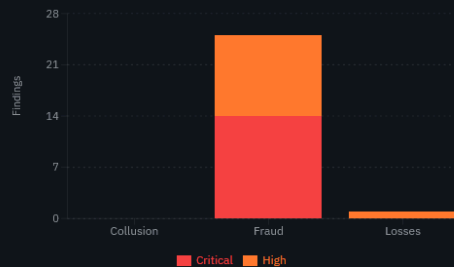
EXECUTIVE SUMMARY

TOTAL EXPOSURE IDENTIFIED	CLAIMANTS FLAGGED URGENT	COLLUSION PAIRS	PREVENTION COHORT
\$10,497,527	26	0	181
16.4% of total overtime spend	2.4% of 1,099 claimants	Material approval anomalies	16.5% of claimants — addresses ~80% of leakage

TOP 10 CLAIMANTS BY \$ AT RISK



RISK BREAKDOWN BY CATEGORY



- Immediate:** Review the 26 named individuals this week using the verification playbooks in the Recommended Actions section — \$10,497,527 in exposure (16.4% of total spend).
- Preventative:** Apply the monitoring and verification playbooks to the 181 elevated-risk claimants (16.5% of workforce) to address ~80% of future overtime leakage.

SECTION 1

Key findings

This analysis identified \$10,497,527 in high-risk overtime exposure — 16.4% of total overtime spend — concentrated in just 26 claimants (2.4% of the workforce).

- High-risk fraud (25):** Statistically extreme outliers consistent with potential overstatement, manipulation, or unauthorised activity.
- High-risk losses (1):** Persistent low-value leakage behaviours driving avoidable, embedded overtime spend.
- Collusion:** No material claimant–approver relationships flagged.
- Prevention cohort:** 181 claimants (16.5% of the workforce) drive the overwhelming majority (~80%) of recurring overtime leakage.

Detailed diagnostics are available in the Overtime Leakage Risk Assessment and Overtime Integrity Risk Assessment reports. The tables below name the individuals and relationships driving exposure — sorted by \$ at risk, descending.

Risk legend: **Critical** = z-score ≥ 3.0 SD, extreme statistical outlier requiring immediate independent verification. **High** = z-score ≥ 2.6 SD, materially anomalous and warranting prompt review.

PART A — COLLUSION FRAUD

Source: collusion analysis · 0 pairs flagged

Clean. No claimant–approver relationships exceeded the reporting threshold — no further action required.

<

Recommended actions

A proportional response framework — matched to risk tier — that prioritises verification and monitoring over accusation. Each recommendation names the audience it is directed at and the horizon it operates over.

RESPONSE LADDER			
Escalates with risk. Most cases resolve at Monitoring or Verification.			
RISK TIER	RESPONSE	HORIZON	AUDIENCE
Moderate	Claimant-aware monitoring	6 months	Claimant
Elevated	Verification-based approval	90 days	Approver
High	Targeted substantiation	30 days	Integrity / HR
Critical	Priority verification (highest-ROI targets)	Immediate	Approver / Integrity
Critical	Formal investigation — triggered when verification shows a pattern of unsupported claims	On trigger	Integrity / HR / Legal

DETAILED ACTION PLAYBOOKS

Ordered by urgency and ROI. Each playbook names the affected population, audience, and horizon.

VERIFICATION

Critical

For: Approver / Integrity

Prioritise verification on 14 Critical-tier cases — highest-ROI targets
Affected: 14 integrity outliers Horizon: Immediate

These are the cases where the Verification module delivers the greatest return. Claim values are large enough that acquiring supporting metadata is trivial relative to the exposure. Start here before addressing the High tier.

If verification reveals a pattern of unsupported claims: Escalate to formal investigation (Integrity / HR / Legal). Formal investigation is only appropriate once evidence is already assembled — never as the first step.

VERIFICATION

Elevated

For: Approver

Shift 26 elevated/high cases from trust-based to verification-based approval
Affected: 26 claimants · \$10,497,527 exposure Horizon: Next 90 days

Most overtime is approved on trust because the line manager is not present to witness the work. Instruct approvers to require evidence before signing off the next 90 days of claims for these named individuals. This is the cheapest, most operationally realistic, and non-accusatory deterrent.

ACCEPTABLE VERIFICATION EVIDENCE

- Security access logs (entry / exit scans)
- Dispatch records, work orders, or job tickets
- System activity (logins, transactions, outputs produced)
- GPS or vehicle telematics
- Email / calendar metadata covering the claimed hours

SUBSTANTIATE CLAIMS USING THE RAPID ASSESSMENT MODULE
Upload claim data alongside metadata. The system automatically identifies unsupported hours rather than relying on manual review.

MONITORING

Moderate

For: Claimant + Approver

Place 181 moderate-risk claimants into 6-month monitoring — and tell them
Affected: 181 claimants Horizon: 6 months · monthly review

Notify both the claimants and their approvers that overtime activity will be reviewed monthly for value, substantiation, and operational necessity. The notification itself is a powerful intervention — perception of monitoring measurably reduces claim volume. Exit criterion: removed after two consecutive clean quarters.

OPERATIONAL EFFICIENCY

Cohort

For: Executive / Approver

Open the conversation about whether overtime is the right solution at all
Affected: 181 recurring-cohort claimants Horizon: Next planning cycle

Ask relevant approvers whether the recurring overtime drivers could be reduced through equipment investment, workflow automation, scheduling changes, or staffing adjustments. Overtime is the organisation's most expensive and least productive labour hours; sustained normalisation also raises legitimate worker wellbeing concerns.

ASSURANCE

Recurring

For: Risk / Internal Audit

Move from one-off detection to standing assurance
Affected: Affected business units Horizon: Ongoing

The recurrence of elevated-risk patterns suggests underlying drivers will reappear. Deploy the Continuous Assurance module to triage who needs ongoing monitoring — turning this report from a snapshot into a permanent control.

Open in Continuous Assurance →

Rapid Assessment Report

CASE FILE

Claimant 12345

REPORT

Date	Regular	OT Claimed	Start	End	Claimed Length	Actual Length	Regular Hours Variance	OT Variance
01 Feb 2026	8.0	3.00	08:00	17:00	11.00	9.00	0.00	+2.00
02 Feb 2026	8.0	3.00	08:05	19:00	11.00	10.92	0.00	+0.08
04 Feb 2026	8.0	2.00	08:15	18:25	10.00	10.17	0.00	-0.17
07 Feb 2026	8.0	3.00	08:10	17:45	11.00	9.58	0.00	+1.42
09 Feb 2026	8.0	4.00	08:00	17:55	12.00	9.92	0.00	+2.08
12 Feb 2026	8.0	3.00	08:25	19:33	11.00	11.13	0.00	-0.13
14 Feb 2026	8.0	5.00	08:12	20:40	13.00	12.47	0.00	+0.53
17 Feb 2026	8.0	5.00	08:08	20:20	13.00	12.20	0.00	+0.80
19 Feb 2026	8.0	3.00	08:07	19:00	11.00	10.88	0.00	+0.12
22 Feb 2026	8.0	2.00	08:00	18:20	10.00	10.33	0.00	-0.33
24 Feb 2026	8.0	5.00	08:05	16:45	13.00	8.67	0.00	+4.33
27 Feb 2026	8.0	4.00	08:15	16:55	12.00	8.67	0.00	+3.33
01 Mar 2026	8.0	3.00	08:10	17:45	11.00	9.58	0.00	+1.42
04 Mar 2026	8.0	3.00	08:00	17:30	11.00	9.50	0.00	+1.50
06 Mar 2026	8.0	4.00	08:25	19:00	12.00	10.58	0.00	+1.42
09 Mar 2026	8.0	4.00	08:12	18:25	12.00	10.22	0.00	+1.78
11 Mar 2026	8.0	5.00	08:08	17:45	13.00	9.62	0.00	+3.38
14 Mar 2026	8.0	2.00	08:07	17:55	10.00	9.80	0.00	+0.20
16 Mar 2026	8.0	5.00	08:00	19:33	13.00	11.55	0.00	+1.45
19 Mar 2026	8.0	5.00	08:05	20:40	13.00	12.58	0.00	+0.42
21 Mar 2026	8.0	5.00	08:15	20:20	13.00	12.08	0.00	+0.92
24 Mar 2026	8.0	4.00	08:10	19:00	12.00	10.83	0.00	+1.17
26 Mar 2026	8.0	5.00	08:00	18:20	13.00	10.33	0.00	+2.67
29 Mar 2026	8.0	5.00	08:25	16:45	13.00	8.33	0.00	+4.67
31 Mar 2026	8.0	3.00	08:12	16:55	11.00	8.72	0.00	+2.28
03 Apr 2026	8.0	4.00	08:08	17:45	12.00	9.62	0.00	+2.38
05 Apr 2026	8.0	3.00	08:07	17:30	11.00	9.38	0.00	+1.62
08 Apr 2026	8.0	4.00	08:00	19:00	12.00	11.00	0.00	+1.00
10 Apr 2026	8.0	4.00	08:05	18:25	12.00	10.33	0.00	+1.67
13 Apr 2026	8.0	3.00	08:15	17:45	11.00	9.50	0.00	+1.50
15 Apr 2026	8.0	3.00	08:10	17:55	11.00	9.75	0.00	+1.25
18 Apr 2026	8.0	4.00	08:00	19:33	12.00	11.55	0.00	+0.45
20 Apr 2026	8.0	5.00	08:25	20:40	13.00	12.25	0.00	+0.75
23 Apr 2026	8.0	4.00	08:12	20:20	12.00	12.13	0.00	-0.13
25 Apr 2026	8.0	5.00	08:08	19:00	13.00	10.87	0.00	+2.13
28 Apr 2026	8.0	3.00	08:07	18:20	11.00	10.22	0.00	+0.78
30 Apr 2026	8.0	3.00	08:00	16:45	11.00	8.75	0.00	+2.25
03 May 2026	8.0	4.00	08:05	16:55	12.00	8.83	0.00	+3.17
05 May 2026	8.0	5.00	08:15	17:45	13.00	9.50	0.00	+3.50
08 May 2026	8.0	1.00	08:10	17:30	9.00	9.33	0.00	-0.33
40 days		150.00	Net variance				0.00	+59.33