



AFFIRMATIVE PORTFOLIOS
recruitment consultants

RATES FOR UCT: TEMPORARY STAFF IN PAYCLASSES 5 – 12 - 2023

Hourly Rates (excluding VAT)

NB - 1. % Mark Up includes Bank Charges & Payroll
2. Hourly Cost to UCT excl Vat.

Pay class	Hourly Rates to Temps T1 – Standard package	Statutory Costs %	% Mark up	Hourly Cost to UCT
5	R 74,87	19,59%	18,00%	R 103,01
6	R 82,31	19,59%	18,00%	R 113,25
7	R 117,70	19,59%	18,00%	R 161,94
8	R 127,29	19,59%	18,00%	R 175,14
9	R 151,05	19,59%	18,00%	R 207,83
10	R 183,88	19,59%	18,00%	R 253,00
11	R 232,20	19,59%	18,00%	R 319,49
12	R 295,90	19,59%	18,00%	R 407,14

PLACEMENT FEES FOR TEMPORARY TO CONTRACT (ON UCT'S PAYROLL)

Length of Service of Temporary Staff Member	Placement Fee	Guarantees
0-6 months	10% of total cost to company	3 months guarantees
6-12 months	8% of total cost to company	1 months guarantees
12+ months	0% of total cost to company	0 months guarantees

NEW PERMANENT PLACEMENTS

15% of annual cost to company	3 month guarantee period. We will replace the candidate free of charge for any fall off's. Alternatively we will offer a 75% rebate if we are unable to replace within 30 days excl. rebates. Please see terms and conditions for further details on rebates fall-offs
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PLACEMENT FEES FOR TEMPORARY TO CONTRACT (ON UCT'S PAYROLL)

Fee will be calculated on pro rata basis based on the length of the contract



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TERMS & CONDITIONS APPLY
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