



AFRIZAN

PEOPLE INTELLIGENCE





RATE SCHEDULE FOR TEMPORARY STAFF IN PAYCLASS 1 – 12 RATES FOR UCT - 2023

Rates are calculated based on the Minimum T1 rates per Payclass.

The following formulas are used to calculate the monthly, daily and hourly rates:

- **Monthly** = CoE divide by 12
- **Daily** = Monthly rate divide by 21,67
- **Hourly** = Daily rate divide by 7,5

UCT 2023 CoE ranges:

Support staff	Minimum T1	Minimum T2	Standard package
Payclass 1	R 90,059	R 134,783	R 158,567
Payclass 2	R 106,421	R 156,300	R 183,882
Payclass 3	R 124,994	R 184,001	R 216,469
Payclass 4	R 138,579	R 205,687	R 241,986
Payclass 5	R 146,012	R 220,310	R 259,184
Payclass 6	R 160,527	R 251,217	R 295,547
Payclass 7	R 229,549	R 358,146	R 421,349
Payclass 8	R 248,259	R 393,399	R 462,822
Payclass 9	R 294,596	R 465,633	R 547,802
Payclass 10	R 358,627	R 580,137	R 682,513
Payclass 11	R 452,862	R 711,889	R 837,514
Payclass 12	R 577,103	R 961,360	R 1,131,011

Monthly rate schedule for staff on agency books:

Please note: Rates that does not exceed 19,59% as the statutory fees and 18% as the mark-up fee. The total placement fee will thus not exceed 37,59%.

Payclass	Monthly rates	Statutory Costs	% Mark up	Monthly Cost to UCT
1	R 7 504.91	R 1470,21	R 1615,52	R 10 590,64
2	R 8 868.41	R 1737,32	R 1909,03	R 12 514,76
3	R 10 416.16	R 2040,52	R 2242,20	R 14 698,88
4	R 11 548.25	R 2262,30	R 2485,89	R 16 296,44
5	R 12 167.66	R 2383,64	R 2619,23	R 17 170,53
6	R 13 377.25	R 2620,60	R 2879,61	R 18 877,46
7	R 19 129.08	R 3747,38	R 4117,76	R 26 994,22
8	R 20 688.25	R 4052,82	R 4453,39	R 29 194,46
9	R 24 549.66	R 4809,27	R 5284,60	R 34 643,53
10	R 29 885.58	R 5854,58	R 6433,22	R 42 173,38
11	R 37 738.50	R 7392,97	R 8123,66	R 53 255,13
12	R 48 091.91	R 9421,20	R 10 352,35	R 67 865,46

Hourly rate schedule:

Payclass	Hourly rates	Statutory Costs	% Mark up	Hourly Cost to UCT
1	R 46.17	R 9,04	R 9,93	R 65,14
2	R 54.56	R 10,68	R 11,74	R 76,98
3	R 64.08	R 12,55	R 13,79	R 90,42
4	R 71.05	R 13,91	R 15,29	R 100,25
5	R 74.86	R 14,66	R 16,11	R 105,63
6	R 82.30	R 16,12	R 17,71	R 116,13
7	R 117.69	R 23,05	R 25,33	R 166,07
8	R 127.29	R 24,93	R 27,39	R 179,61
9	R 151.05	R 29,59	R 32,51	R 213,15
10	R 183.88	R 36,02	R 39,58	R 259,48
11	R 232.20	R 45,48	R 49,98	R 327,66
12	R 295.90	R 57,96	R 68,39	R 417,55

***Fee structure for staff placed on UCT books:**

The placement fee percentage for staff placed on the UCT books will be **15 %** of the monthly salary times by the number of months.

Fee structure for conversion from temporary-to-permanent / temporary-to-contract on UCT books / contract extensions.

Length of Service of Temporary Staff Member	Placement Fee	Guarantees (<i>insert below</i>)
0-6 months	10% of total cost to company	No Guarantees
6-12 months	8% of total cost to company	No Guarantees
12+ months	0% of total cost to company	No Guarantees

****As per the agreement entered into between yourself and UCT the placement fee percentage for staff placed on UCT books should not exceed 15% of the CoE.***