



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

**Monthly rate schedule:**

<b>Payclass</b>	<b>Monthly rates</b>	<b>Statutory Costs</b>	<b>% Mark up</b>	<b>Monthly Cost to UCT</b>
1	<b>R 7 504.91</b>	10.47%	18%	<b>R9782.99</b>
2	<b>R 8 868.41</b>	10.47%	18%	<b>R11560.38</b>
3	<b>R 10 416.16</b>	10.47%	18%	<b>R13577.94</b>
4	<b>R 11 548.25</b>	10.47%	18%	<b>R15053.67</b>
5	<b>R 12 167.66</b>	10.47%	18%	<b>R15861.10</b>
6	<b>R 13 377.25</b>	10.47%	18%	<b>R17437.86</b>
7	<b>R 19 129.08</b>	10.47%	18%	<b>R24935.63</b>
8	<b>R 20 688.25</b>	10.47%	18%	<b>R26968.08</b>
9	<b>R 24 549.66</b>	10.47%	18%	<b>R32001.61</b>
10	<b>R 29 885.58</b>	10.47%	18%	<b>R38957.22</b>
11	<b>R 37 738.50</b>	10.47%	18%	<b>R49193.87</b>
12	<b>R 48 091.91</b>	10.47%	18%	<b>R62690.01</b>

**Hourly rate schedule:**

<b>Payclass</b>	<b>Hourly rates</b>	<b>Statutory Costs</b>	<b>% Mark up</b>	<b>Hourly Cost to UCT</b>
1	<b>R 46.17</b>	19.59%	18%	<b>R65.15</b>
2	<b>R 54.56</b>	19.59%	18%	<b>R76.99</b>
3	<b>R 64.08</b>	19.59%	18%	<b>R90.42</b>
4	<b>R 71.05</b>	19.59%	18%	<b>R100.26</b>
5	<b>R 74.86</b>	19.59%	18%	<b>R105.63</b>
6	<b>R 82.30</b>	19.59%	18%	<b>R116.13</b>
7	<b>R 117.69</b>	19.59%	18%	<b>R166.07</b>
8	<b>R 127.29</b>	19.59%	18%	<b>R179.62</b>
9	<b>R 151.05</b>	19.59%	18%	<b>R213.15</b>
10	<b>R 183.88</b>	19.59%	18%	<b>R259.48</b>
11	<b>R 232.20</b>	19.59%	18%	<b>R327.67</b>
12	<b>R 295.90</b>	19.59%	18%	<b>R417.56</b>

**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.**

Length of Service of Temporary Staff Member	Placement Fee	Guarantees
0-6 months	10% of total cost to company	No guarantee
6-12 months	8% of total cost to company	No guarantee
12+ months	0% of total cost to company	No guarantee