



FEMPOWER

[PTY] LTD

PERSONNEL



UNIVERSITY OF CAPE TOWN (UCT)

RATES 2023



**Fempower Personnel (Pty) Ltd is a level 1 B-BBEE under the RecruitCo (Pty) Ltd Recruitment Cluster umbrella and a wholly owned subsidiary of Workforce Holdings Limited.**

**Fempower** is a highly efficient, results driven and disciplined supplier. We believe the success of any recruitment partnership rests on the capabilities of the appointed professionals to identify, land and manage the best available skill in the market. We are able to offer professional, efficient temporary recruitment services with particular emphasis on placing suitably skilled candidates.

**TES RECRUITMENT SERVICE FEES FOR PAYCLASS 1 TO 12. ALL RATES IN LINE WITH UCT MIN T1, MIN T2 AND STANDARD RATES FOR 2022 AS SET OUT BELOW**

Payclass	Monthly rates	Statutory Costs	% Mark up	Monthly Cost to UCT
1	R 7 504.91	19.59%	18%	R9 637.61
2	R 8 868.41	19.59%	18%	R11 388.58
3	R 10 416.16	19.59%	18%	R13 376.16
4	R 11 548.25	19.59%	18%	R14 829.85
5	R 12 167.66	19.59%	18%	R15 625.39
6	R 13 377.25	19.59%	18%	R17 178.71
7	R 19 129.08	19.59%	18%	R24 565.06
8	R 20 688.25	19.59%	18%	R26 567.30
9	R 24 549.66	19.59%	18%	R31 526.03
10	R 29 885.58	19.59%	18%	R38 378.27
11	R 37 738.50	19.59%	18%	R48 462.78
12	R 48 091.91	19.59%	18%	R61 758.36

Payclass	Monthly rates	Statutory Costs	% Mark up	Monthly Cost to UCT
1	R46.18	19.59%	18%	R63.53
2	R54.57	19.59%	18%	R75.08
3	R64.09	19.59%	18%	R88.18
4	R71.05	19.59%	18%	R97.76
5	R74.87	19.59%	18%	R103.01
6	R82.31	19.59%	18%	R113.25



7	R117.70	19.59%	18%	R161.94
8	R127.29	19.59%	18%	R175.14
9	R151.05	19.59%	18%	R207.83
10	R183.88	19.59%	18%	R253.00
11	R232.20	19.59%	18%	R319.49
12	R295.90	19.59%	18%	R407.14

**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	Guarantee
0-6 months	10% of total cost to company	48-hour replacement guarantee
6-12 months	8% of total cost to company	48-hour replacement guarantee
12+ months	0% of total cost to company	3-month replacement guarantee

**Permanent placement fee of 13% on total taxable annual cost to company (excluding VAT at 15%) across all levels of seniority.**

Yours faithfully,

**Adri Bekker**

**Managing Director | Fempower Personnel (Pty) Ltd**