

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

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:

Payclass	Monthly rates	Statutory Costs	% Mark up	Monthly Cost to UCT
1	R 7 504.91	19,59%	18%	R 10 590,64
2	R 8 868.41	19,59%	18%	R 12 514,76
3	R 10 416.16	19,59%	18%	R 14 698,89
4	R 11 548.25	19,59%	18%	R 16 296,45
5	R 12 167.66	19,59%	18%	R 17 170,54
6	R 13 377.25	19,59%	18%	R 18 877,47
7	R 19 129.08	19,59%	18%	R 26 994,23
8	R 20 688.25	19,59%	18%	R 29 194,47
9	R 24 549.66	19,59%	18%	R 34 643,55
10	R 29 885.58	19,59%	18%	R 42 173,40
11	R 37 738.50	19,59%	18%	R 53 255,14
12	R 48 091.91	19,59%	18%	R 67 865,48

Hourly rate schedule:

Payclass	Hourly rates	Statutory Costs	% Mark up	Hourly Cost to UCT
1	R 46.17	19,59%	18%	R 65,15
2	R 54.56	19,59%	18%	R 76,99
3	R 64.08	19,59%	18%	R 90,43
4	R 71.05	19,59%	18%	R 100,26
5	R 74.86	19,59%	18%	R 105,64
6	R 82.30	19,59%	18%	R 116,14
7	R 117.69	19,59%	18%	R 166,08
8	R 127.29	19,59%	18%	R 179,63
9	R 151.05	19,59%	18%	R 213,16
10	R 183.88	19,59%	18%	R 259,49
11	R 232.20	19,59%	18%	R 327,67
12	R 295.90	19,59%	18%	R 417,56

All fees are exclusive of VAT

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	One month
6-12 months	8% of total cost to company	No guarantee
12+ months	0% of total cost to company	No guarantee