



SDRecruitment PTY LTD
INVESTING IN THE FUTURE OF EMPLOYMENT 21+ YEARS

SD RECRUITMENT (PTY)LTD
2011/114952/07
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Francois Vryburg
BBBEE Level 1 Contributor
100% Black Female Owned
APSO Registered
FEDHASA Registered
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Unit9 Ridgeview Office Park
248 Kent Avenue
Ferndale, Randburg

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

KWAZULU NATAL OFFICE

Block A | 1st Floor
46 Essex Terrace
Essex Park | Westville
Tel: 021 948 3451

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 1 470.21	R 1 615.52	R 10 590.64
2	R 8 868.41	R 1 737.24	R 1 908.94	R 12 514.18
3	R 10 416.16	R 2 040.53	R 2 242.20	R 14 698.89
4	R 11 548.25	R 2 262.30	R 2 485.90	R 16 296.45
5	R 12 167.66	R 2 383.64	R 2 619.23	R 17 170.54



Payclass	Monthly rates	Statutory Costs	% Mark up	Monthly Cost to UCT
6	R 13 377.25	R 2 620.60	R 2 879.61	R 18 877.47
7	R 19 129.08	R 3 747.56	R 4 117.96	R 26 995.50
8	R 20 688.25	R 4 052.83	R 4 453.39	R 29 194.47
9	R 24 549.66	R 4 809.28	R 5 284.61	R 34 643.55
10	R 29 885.58	R 5 854.59	R 6 433.23	R 42 173.39
11	R 37 738.50	R 7 392.97	R 8 123.66	R 53 255.14
12	R 48 091.91	R 9 421.21	R 10 352.36	R 67 865.48

Hourly rate schedule:

Payclass	Hourly rates	Statutory Costs	% Mark up	Hourly Cost to UCT
1	R 46.17	R 9.04	R 9.94	R 65.15
2	R 54.56	R 10.69	R 11.74	R 76.99
3	R 64.08	R 12.55	R 13.79	R 90.43
4	R 71.05	R 13.92	R 15.29	R 100.26
5	R 74.86	R 14.67	R 16.11	R 105.64
6	R 82.30	R 16.12	R 17.72	R 116.14
7	R 117.69	R 23.06	R 25.33	R 166.08
8	R 127.29	R 24.94	R 27.40	R 179.63
9	R 151.05	R 29.59	R 32.52	R 213.16
10	R 183.88	R 36.02	R 39.58	R 259.48
11	R 232.20	R 45.49	R 49.98	R 327.67
12	R 295.90	R 57.97	R 63.70	R 417.56

*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 (Insert below)
0-6 months	10% of total cost to company	Zero
6-12 months	8% of total cost to company	Zero
12+ months	0% of total cost to company	Zero

***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.**

Your Sincerely,

Michelle Marais – CEO / MD

Francois Vryburg – Operations Director