



SD RECRUITMENT (PTY) LTD  
2011/114952/07  
Directors: Michelle Marais

BBBEE Level 1 Contributor  
100% Black Female-Owned  
APSO Registered  
FEDHASA Registered  
CHEFS Association Member

## MONTHLY RATE SCHEDULE FOR TEMPORARY STAFF 2020

2020 Support staff on fixed-term contracts (Payclass 1-12)					
PAYCLASS	MIN T1 2020	MIN T2 2020	2020 MAXIMUM (STANDARD PACKAGE)	STATUTORY COST	MARK UP
PC01	77 804	116 442	136 990	20,20 %	17%
PC02	91 940	135 031	158 861	20,20 %	17%
PC03	107 985	158 963	187 014	20,20 %	17%
PC04	119 721	177 699	209 058	20,20 %	17%
PC05	126 144	190 332	223 917	20,20 %	17%
PC06	138 684	217 034	255 332	20,20 %	17%
PC07	198 314	309 414	364 01	20,20 %	17%
PC08	214 478	339 870	399 846	20,20 %	17%
PC09	254 510	402 275	473 264	20,20 %	17%
PC10	309 829	501 200	589 646	20,20 %	17%
PC11	391 242	615 025	723 556	20,20 %	17%
PC12	498 578	830 552	977 119	20,20 %	17%

SD Recruitment has a very transparent costing model that covers the various components that make up the final rate.

- UIF - Employer's contribution to Unemployment Insurance Fund
- COID - Employer's contribution to Compensation Commissioner
- Leave - Annual Leave accrual
- Sick Leave - Annual Sick leave accrual
- Public Holiday - Provision for payment of public holidays
- Family Responsibility - Family Responsibility Leave accrual
- National Skills Levy - Employer's contribution to Skills Development
- Funeral Benefit - Funeral cover



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## BREAKDOWN OF MANAGEMENT FEE

The fee is levied in addition to the total hourly cost per employee. The fee covers the operational costs of managing flexi staff and is determined by a number of factors which include:

- Terms of payment
- Number of temps
- Contributions towards rewards and recognition programmes

## PLACEMENT FEES FOR TEMPORARY TO PERMANENT AND CONTRACT TO PERMANENT APPOINTMENTS

Duration of Service of Temporary Staff	Placement Fee	Guarantees
0 – 6 Months	12%	NONE
6 – 12 Months	10%	NONE
12 + Months	9%	NONE

## PERMANENT PLACEMENTS

Placement Fee	Guarantee
13.5% of Annual Total Cost to Company	3 Month Guarantee - 1-30 days – 75% - 31-60 days – 50% - 61-90 days – 25%

## PLACEMENT FEES FOR TEMPORARY TO CONTRACT (on UCT's payroll):

Placement Fee
Fee will be calculated on pro rata basis based on the duration of the assignment.

## CONTACT DETAILS:

Name & Surname	Email Address	Contact Numbers
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