



**TEMPORARY STAFF IN PAYCLASS 5 – 12
RATES FOR UCT - 2020**

Payclass	Hourly rates	Statutory Costs	% Mark up	Hourly Cost to UCT
5	R64.67	20.47%	20%	R93.48
6	R71.10	20.47%	20%	R102.79
7	R101.68	20.47%	20%	R147.00
8	R109.97	20.47%	20%	R158.98
9	R130.49	20.47%	20%	R188.64
10	R158.86	20.47%	20%	R229.65
11	R200.60	20.47%	20%	R290.00
12	R255.64	20.47%	20%	R369.56

Corporate Placements as the employer of temporary staff, is responsible for payment to the temp based on skills and experience required, all statutory costs and benefits as well as the performance management of each temporary employee.

We also offer a monthly salary rate as another option to UCT also in line with your Min T1 rates.

Payclass	Monthly rates	Statutory Costs	% Mark up	Monthly Cost to UCT
5	R10 512.00	10.47%	20%	R13 935.12
6	R11 557.00	10.47%	20%	R15 320.42
7	R16526.16	10.47%	20%	R21 907.75
8	R17873.16	10.47%	20%	R23 693.38
9	R21209.16	10.47%	20%	R28 115.72
10	R25819.08	10.47%	20%	R34 226.80
11	R32603.50	10.47%	20%	R43 220.50
12	R41548.16	10.47%	20%	R55 077.91

Please note: Rates are in line with UCT Min T1 2020.

Contract Placements

Should UCT at any time, prefer to offer our candidate a Fixed Term Contract on UCT payroll, the "Contract Fee" will be 15% of the monthly salary x number of months. This contract may be renewed at UCT's discretion and a further fee paid based on the same principle of 15% per month x number of months.

Should the candidate then be offered a permanent position, the placement fee at the reduced rates for Temp to Perm placements shall apply as indicated in the table below.

All candidates that are introduced to our clients sign a declaration saying that they will not seek or accept any employment whether on a permanent, temporary or contract basis with that client unless it is on behalf of Corporate Placements for a one year period.

Should our candidate be on an assignment OR for a period of 6 months after the termination date of the assignment, approach UCT for another position and UCT appoints that candidate on a UCT contract we would then invoice UCT a contract fee for the number of months of the contract. Should the contract be extended or the candidate be offered a permanent position, we would re-invoice based on our reduced fee structure.

Placement Fees for Temporary to Permanent Appointments and Contract to Permanent Appointments

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	5% of total cost to company	No guarantee

New Permanent Placements

13% of annual total cost to company across the board on all new Permanent Placements	3 month guarantee on sliding scale basis as follows: 1-30 days - 75% 31-60 days – 50% 61 – 90 days - 25%
--	---