



# FEMPOWER

[PTY] LTD

# PERSONNEL



**UNIVERSITY OF CAPE TOWN**  
IYUNIVESITHI YASEKAPA • UNIVERSITEIT VAN KAAPSTAD

## UNIVERSITY OF CAPE TOWN (UCT)

2020 RATES

PROVISION OF TEMPORARY STAFF UCT2017/03/01



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. Our service rates to UCT for 2020 as follow;

**TES RECRUITMENT SERVICE FEES FOR PAYCLASS 1 TO 12. ALL RATES IN LINE WITH UCT MIN T1 / T2 AND MAX RATES FOR 2020 AS SET OUT BELOW**

<b>2020 SUPPORT STAFF ON FIXED-TERM CONTRACTS (PAYCLASS 1-12)</b>				
<b>Min T1 Rates</b>				
<b>Payclass</b>	<b>% Mark Up</b>	<b>Statutory Benefits</b>	<b>Hourly Cost to Candidate</b>	<b>Hourly Cost to UCT</b>
Payclass 1	17%	20.37%	R51.14	R58.36
Payclass 2	17%	20.37%	R60.83	R69.42
Payclass 3	17%	20.37%	R70.98	R81.00
Payclass 4	17%	20.37%	R78.69	R89.81
Payclass 5	17%	20.37%	R82.91	R94.63
Payclass 6	17%	20.37%	R91.16	R104.03
Payclass 7	17%	20.37%	R130.11	R148.48
Payclass 8	17%	20.37%	R140.71	R160.59
Payclass 9	17%	20.37%	R166.98	R190.56
Payclass 10	17%	20.37%	R203.27	R231.98
Payclass 11	17%	20.37%	R256.68	R292.93
Payclass 12	17%	20.37%	R327.10	R373.30
<b>Min T2 Rates</b>				
<b>Payclass</b>	<b>% Mark Up</b>	<b>Statutory Benefits</b>	<b>Hourly Cost to Candidate</b>	<b>Hourly Cost to UCT</b>
Payclass 1	20%	21.00%	R72.24	R84.18
Payclass 2	20%	21.00%	R83.78	R97.62
Payclass 3	20%	21.00%	R98.62	R114.92
Payclass 4	20%	21.00%	R110.25	R128.47
Payclass 5	20%	21.00%	R118.09	R137.60
Payclass 6	20%	21.00%	R134.65	R156.91
Payclass 7	20%	21.00%	R204.06	R237.79
Payclass 8	20%	21.00%	R224.15	R261.19
Payclass 9	20%	21.00%	R265.30	R309.15
Payclass 10	20%	21.00%	R330.54	R385.18
Payclass 11	20%	21.00%	R405.61	R472.65
Payclass 12	20%	21.00%	R547.75	R638.29
<b>2020 Maximum (Standard package) Rates</b>				
<b>Payclass</b>	<b>% Mark Up</b>	<b>Statutory Benefits</b>	<b>Hourly Cost to Candidate</b>	<b>Hourly Cost to UCT</b>
Payclass 1	20%	20.47%	R84.62	R98.67
Payclass 2	20%	20.47%	R98.13	R114.42
Payclass 3	20%	20.47%	R115.52	R134.70



<b>Payclass 4</b>	20%	20.47%	R129.14	R150.57
<b>Payclass 5</b>	20%	20.47%	R138.31	R161.28
<b>Payclass 6</b>	20%	20.47%	R157.72	R183.90
<b>Payclass 7</b>	20%	20.47%	R239.02	R278.70
<b>Payclass 8</b>	20%	20.47%	R262.54	R306.13
<b>Payclass 9</b>	20%	20.47%	R310.75	R362.34
<b>Payclass 10</b>	20%	20.47%	R387.17	R451.45
<b>Payclass 11</b>	20%	20.47%	R475.10	R553.97
<b>Payclass 12</b>	20%	20.47%	R641.59	R748.11

### TEMP-TO-PERM CONVERSION FEES

Temping Period	Placement Fee %
Less than 3 months	10%
Greater than 3 months but less than 6 months	10%
Greater than 6 months but less than 12 months	10%
12 months and above	10%

**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