

UniWorkforce - Hourly Rates and Estimated On-Costs

With effect from 1 August 2020

	Spinal Point	Pay rate per hour	ESTIMATED ON COSTS			ESTIMATED TOTALS		
			Holiday Hours	Employer NI *	App Levy	NEST pension **	TOTAL COST (exc. NEST Pension)	TOTAL COST (inc. NEST Pension)
	1			-		-	-	-
	2			-		-	-	-
	3			-		-	-	-
	4			-		-	-	-
	5			-		-	-	-
1a	6	£9.42	£1.14	£0.76	£0.05	£0.32	£11.37	£11.69
1b	7	£9.59	£1.16	£0.78	£0.05	£0.32	£11.58	£11.90
	8	£9.77	£1.18	£0.81	£0.05	£0.33	£11.81	£12.14
Level 2a	9	£9.97	£1.20	£0.84	£0.06	£0.34	£12.07	£12.40
	10	£10.19	£1.23	£0.88	£0.06	£0.34	£12.36	£12.70
	11	£10.45	£1.26	£0.92	£0.06	£0.35	£12.69	£13.04
	12	£10.72	£1.29	£0.96	£0.06	£0.36	£13.03	£13.39
Level 2b	13	£11.01	£1.33	£1.00	£0.06	£0.37	£13.40	£13.77
	14	£11.31	£1.37	£1.05	£0.06	£0.38	£13.79	£14.17
	15	£11.62	£1.40	£1.10	£0.07	£0.39	£14.19	£14.58
	16	£11.94	£1.44	£1.15	£0.07	£0.40	£14.60	£15.00
	17	£12.29	£1.48	£1.20	£0.07	£0.41	£15.04	£15.46
	18	£12.65	£1.53	£1.26	£0.07	£0.43	£15.51	£15.93
	19	£13.03	£1.57	£1.32	£0.07	£0.44	£16.00	£16.43
Level 3	20	£13.82	£1.67	£1.42	£0.08	£0.46	£16.99	£17.45
	21	£14.21	£1.72	£1.48	£0.08	£0.48	£17.48	£17.96
	22	£14.64	£1.77	£1.55	£0.08	£0.49	£18.04	£18.53
	23	£15.07	£1.82	£1.61	£0.08	£0.51	£18.58	£19.09
	24	£15.52	£1.87	£1.68	£0.09	£0.52	£19.16	£19.68
	25	£15.99	£1.93	£1.75	£0.09	£0.54	£19.76	£20.30
	26	£16.46	£1.99	£1.83	£0.09	£0.55	£20.37	£20.92
Level 4	27	£16.95	£2.05	£1.90	£0.09	£0.57	£20.99	£21.56
	28	£17.46	£2.11	£1.98	£0.10	£0.59	£21.65	£22.23
	29	£17.98	£2.17	£2.06	£0.10	£0.60	£22.31	£22.92
	30	£18.52	£2.24	£2.15	£0.10	£0.62	£23.01	£23.63
	31	£19.07	£2.30	£2.23	£0.11	£0.64	£23.71	£24.35
	32	£19.64	£2.37	£2.32	£0.11	£0.66	£24.44	£25.10
	33	£20.23	£2.44	£2.41	£0.11	£0.68	£25.20	£25.88
	34	£20.83	£2.51	£2.50	£0.12	£0.70	£25.96	£26.66
Other	Demonstrator	£13.40	£2.29	£1.47	£0.08	£0.47	£17.24	£17.71
	NLW (25 yrs +)	£9.72	£1.17	£0.80	£0.05	£0.33	£11.75	£12.07
	Living Wage	£9.30	£1.12	£0.74	£0.05	£0.31	£11.21	£11.53

* On-costs for Employer's NI assume that the worker earns above the 'Secondary Threshold' where the employer becomes liable to pay Employer's NI.

** On costs for NEST pension scheme assume that the worker meets the criteria to qualify for the scheme.