## Indicative employment costs including salary on-costs (overview)

The table below shows typical employment costs at each spine point on the University's Level 1-6 pay scales, including employer National Insurance contributions, employer pension contributions and Apprenticeship Levy costs.

**Notes:**
- Pay scales are as at 1 August 2021. Pension contribution rates are as at 1 January 2020.
- National Insurance is calculated using the rates and thresholds valid from 6 April 2022 to 5 April 2023.
- It is assumed that employees participate in the salary sacrifice arrangements for PASNAS/USRF/USS.
- All values are indicative and should not be used for formal costing.
- Please liaise with your normal Finance contact if you have a formal costing requirement.

### Table: Indicative employment costs

<table>
<thead>
<tr>
<th>Annual Salary</th>
<th>Effective Salary</th>
<th>Adjusted salary</th>
<th>Employer pension</th>
<th>Employer NI</th>
<th>App Levy</th>
<th>TOTAL COST</th>
<th>per hour (35h/wk)</th>
<th>App Levy</th>
<th>TOTAL COST</th>
<th>per hour (35h/wk)</th>
</tr>
</thead>
<tbody>
<tr>
<td>£50,296</td>
<td>£50,296</td>
<td>£50,296</td>
<td>£3,187</td>
<td>£142</td>
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<td></td>
<td>£55,065</td>
<td>£1,627</td>
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<td>£124</td>
<td>£4,088</td>
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<td>£124</td>
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<tr>
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<td></td>
<td></td>
<td>£3,187</td>
<td>£10,612</td>
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<td>£15,854</td>
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<td>£180</td>
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</tr>
</tbody>
</table>

### Example calculations:

- **Salary:** £50,296
- **Employer Pension:** £3,187
- **Employer NI:** £142

**With PASNAS or USRF pension via salary sacrifice**

- **Total Cost:** £53,438
- **Per hour:** £1,627

**With USS pension via salary sacrifice**

- **Total Cost:** £55,065
- **Per hour:** £1,627

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- It is assumed that employees participate in the salary sacrifice arrangements for PASNAS/USRF/USS.