

UniWorkforce - Hourly Rates and Estimated On-Costs

With effect from 1 March 2025

	Spine point	Equivalent annual salary	Pay rate per hour	Hours per week	Effective salary incl. holiday	ESTIMATED ON COSTS				ESTIMATED TOTALS	
						Holiday per hour	Employer NI *	App Levy	NEST pension **	TOTAL COST (exc. NEST Pension)	TOTAL COST (inc. NEST Pension)
1a	10	£23,653	£12.60	36	£26,506.87	£1.52	£1.72	£0.07	£0.42	£15.91	£16.34
	11	£23,881	£12.72	36	£26,759.32	£1.54	£1.74	£0.07	£0.43	£16.07	£16.49
1b	12	£24,344	£12.97	36	£27,285.25	£1.57	£1.78	£0.07	£0.44	£16.39	£16.82
	13	£24,900	£13.26	36	£27,895.32	£1.60	£1.83	£0.07	£0.45	£16.76	£17.21
Level 2a	14	£25,448	£13.56	36	£28,526.44	£1.64	£1.88	£0.08	£0.46	£17.15	£17.61
	15	£25,733	£13.71	36	£28,842.00	£1.65	£1.91	£0.08	£0.46	£17.35	£17.81
	16	£26,338	£14.03	36	£29,515.19	£1.69	£1.96	£0.08	£0.47	£17.76	£18.23
Level 2b	17	£26,942	£14.35	36	£30,188.38	£1.73	£2.01	£0.08	£0.48	£18.17	£18.65
	18	£27,644	£14.73	36	£30,987.79	£1.78	£2.08	£0.08	£0.50	£18.67	£19.17
	19	£28,381	£15.12	36	£31,808.24	£1.82	£2.14	£0.08	£0.51	£19.17	£19.68
	20	£29,179	£15.54	36	£32,691.81	£1.88	£2.21	£0.09	£0.52	£19.71	£20.24
	21	£29,959	£15.96	36	£33,575.37	£1.93	£2.28	£0.09	£0.54	£20.26	£20.79
Level 3	22	£30,805	£16.88	35	£34,524.38	£2.04	£2.43	£0.09	£0.57	£21.44	£22.01
	23	£31,637	£17.34	35	£35,465.21	£2.09	£2.50	£0.10	£0.58	£22.03	£22.61
	24	£32,546	£17.83	35	£36,467.40	£2.15	£2.59	£0.10	£0.60	£22.67	£23.27
	25	£33,482	£18.35	35	£37,530.94	£2.21	£2.67	£0.10	£0.62	£23.34	£23.95
	26	£34,132	£18.70	35	£38,246.79	£2.26	£2.73	£0.10	£0.63	£23.79	£24.42
	27	£35,116	£19.24	35	£39,351.25	£2.32	£2.82	£0.11	£0.65	£24.49	£25.14
Level 4	28	£36,130	£19.80	35	£40,496.61	£2.39	£2.92	£0.11	£0.67	£25.22	£25.89
	29	£37,174	£20.37	35	£41,662.42	£2.46	£3.01	£0.11	£0.68	£25.95	£26.64
	30	£38,249	£20.96	35	£42,869.13	£2.53	£3.11	£0.12	£0.70	£26.72	£27.42
	31	£39,355	£21.56	35	£44,096.30	£2.60	£3.21	£0.12	£0.72	£27.49	£28.22
	32	£40,497	£22.19	35	£45,384.83	£2.68	£3.32	£0.12	£0.75	£28.31	£29.06
	33	£41,671	£22.83	35	£46,693.81	£2.76	£3.43	£0.13	£0.77	£29.14	£29.91
	34	£42,882	£23.50	35	£48,064.15	£2.84	£3.54	£0.13	£0.79	£30.01	£30.80
	35	£44,128	£24.18	35	£49,454.95	£2.92	£3.65	£0.14	£0.81	£30.88	£31.70
Level 5	36	£45,413	£24.88	35	£50,886.64	£3.00	£3.77	£0.14	£0.84	£31.79	£32.63
	37	£46,735	£25.61	35	£52,379.70	£3.09	£3.89	£0.14	£0.86	£32.73	£33.60
	38	£48,149	£26.38	35	£53,954.57	£3.18	£4.02	£0.15	£0.89	£33.73	£34.62
	39	£49,559	£27.16	35	£55,549.89	£3.28	£4.15	£0.15	£0.91	£34.74	£35.65
	40	£51,039	£27.97	35	£57,206.57	£3.38	£4.29	£0.16	£0.94	£35.79	£36.73
	41	£52,566	£28.80	35	£58,904.15	£3.48	£4.43	£0.16	£0.97	£36.87	£37.84
	42	£54,136	£29.66	35	£60,663.10	£3.58	£4.58	£0.17	£1.00	£37.99	£38.98
	43	£55,755	£30.55	35	£62,483.40	£3.69	£4.72	£0.17	£1.03	£39.13	£40.16
	44	£57,422	£31.46	35	£64,344.61	£3.80	£4.88	£0.18	£1.06	£40.31	£41.37
Other	PGR Student Demo Only	£30,804	£16.41	36	£34,522.04	£2.81	£2.36	£0.09	£0.55	£21.67	£22.22
	NLW (21 yrs +)	£22,920^	£12.21^	36	£25,686.42	£1.47	£1.65	£0.07	£0.41	£15.40	£15.81
	Living Wage	£23,652	£12.60	36	£26,506.87	£1.52	£1.72	£0.07	£0.42	£15.91	£16.34

* 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.

^ Rate effective 1 April 2025. Prior to this date the corresponding pay rate per hour is £11.44.