

## UniWorkforce - Hourly Rates and Estimated On-Costs

With effect from 1 August 2021

	Spinal Point	Equivalent Annual Salary	Pay rate per hour	Hours Per Week	Effective Salary Inc. Holiday	ESTIMATED ON COSTS				ESTIMATED TOTALS	
						Holiday Hours	Employer NI *	App Levy	NEST pension **	TOTAL COST (exc. NEST Pension)	TOTAL COST (inc. NEST Pension)
1a	6	£18,212	£9.70	36	£20,406.08	£1.17	£0.85	£0.05	£0.33	£11.78	£12.10
	7	£18,529	£9.87	36	£20,763.71	£1.19	£0.88	£0.06	£0.33	£12.00	£12.33
1b	8	£18,852	£10.04	36	£21,121.35	£1.21	£0.90	£0.06	£0.34	£12.21	£12.55
	9	£19,209	£10.23	36	£21,521.05	£1.23	£0.93	£0.06	£0.34	£12.45	£12.80
Level 2a	10	£19,623	£10.45	36	£21,983.87	£1.26	£0.97	£0.06	£0.35	£12.74	£13.09
	11	£20,092	£10.70	36	£22,509.80	£1.29	£1.00	£0.06	£0.36	£13.05	£13.41
	12	£20,600	£10.97	36	£23,077.81	£1.32	£1.05	£0.06	£0.37	£13.41	£13.77
	13	£21,135	£11.26	36	£23,687.88	£1.36	£1.09	£0.06	£0.38	£13.77	£14.15
Level 2b	14	£21,686	£11.55	36	£24,297.96	£1.39	£1.14	£0.06	£0.39	£14.15	£14.54
	15	£22,254	£11.86	36	£24,950.12	£1.43	£1.18	£0.07	£0.40	£14.54	£14.94
	16	£22,847	£12.17	36	£25,602.27	£1.47	£1.23	£0.07	£0.41	£14.94	£15.35
	17	£23,487	£12.51	36	£26,317.53	£1.51	£1.28	£0.07	£0.42	£15.37	£15.79
Level 3	18	£24,174	£12.88	36	£27,095.91	£1.55	£1.34	£0.07	£0.43	£15.85	£16.28
	19	£24,871	£13.25	36	£27,874.29	£1.60	£1.40	£0.07	£0.45	£16.32	£16.77
	20	£25,627	£14.04	35	£28,715.77	£1.69	£1.50	£0.08	£0.47	£17.31	£17.79
	21	£26,341	£14.43	35	£29,513.44	£1.74	£1.56	£0.08	£0.49	£17.81	£18.30
Level 4	22	£27,116	£14.86	35	£30,392.91	£1.79	£1.63	£0.08	£0.50	£18.37	£18.87
	23	£27,924	£15.30	35	£31,292.83	£1.85	£1.70	£0.09	£0.51	£18.93	£19.45
	24	£28,756	£15.76	35	£32,233.66	£1.90	£1.77	£0.09	£0.53	£19.52	£20.05
	25	£29,614	£16.23	35	£33,194.94	£1.96	£1.84	£0.09	£0.55	£20.12	£20.67
Level 5	26	£30,497	£16.71	35	£34,176.68	£2.02	£1.92	£0.09	£0.56	£20.74	£21.30
	27	£31,406	£17.21	35	£35,199.32	£2.08	£1.99	£0.10	£0.58	£21.37	£21.95
	28	£32,344	£17.72	35	£36,242.42	£2.14	£2.07	£0.10	£0.60	£22.03	£22.62
	29	£33,309	£18.25	35	£37,326.42	£2.20	£2.15	£0.10	£0.61	£22.71	£23.32
Level 4	30	£34,304	£18.80	35	£38,451.32	£2.27	£2.24	£0.11	£0.63	£23.41	£24.05
	31	£35,326	£19.36	35	£39,596.68	£2.34	£2.33	£0.11	£0.65	£24.14	£24.79
	32	£36,382	£19.94	35	£40,782.95	£2.41	£2.42	£0.11	£0.67	£24.88	£25.55
	33	£37,467	£20.53	35	£41,989.66	£2.48	£2.51	£0.12	£0.69	£25.63	£26.32
Level 5	34	£38,587	£21.14	35	£43,237.28	£2.55	£2.60	£0.12	£0.71	£26.41	£27.12
	35	£39,739	£21.77	35	£44,525.81	£2.63	£2.70	£0.12	£0.73	£27.22	£27.95
	36	£40,927	£22.43	35	£45,875.70	£2.71	£2.80	£0.13	£0.75	£28.06	£28.82
	37	£42,149	£23.10	35	£47,246.04	£2.79	£2.90	£0.13	£0.78	£28.92	£29.69
Level 5	38	£43,434	£23.80	35	£48,677.74	£2.87	£3.01	£0.13	£0.80	£29.82	£30.62
	39	£44,706	£24.50	35	£50,109.44	£2.96	£3.12	£0.14	£0.82	£30.71	£31.54
	40	£46,042	£25.23	35	£51,602.49	£3.05	£3.23	£0.14	£0.85	£31.65	£32.49
	41	£47,419	£25.98	35	£53,136.46	£3.14	£3.35	£0.15	£0.87	£32.61	£33.48
Level 5	42	£48,835	£26.76	35	£54,731.78	£3.23	£3.47	£0.15	£0.90	£33.61	£34.51
	43	£50,296	£27.56	35	£56,368.00	£3.33	£3.59	£0.15	£0.93	£34.63	£35.56
Other	Demonstrator	£25,529	£13.60	36	£29,897.26	£2.33	£1.55	£0.08	£0.48	£17.56	£18.03
	NLW (23 yrs +)	£16,725	£8.91	36	£18,744.14	£1.08	£0.73	£0.05	£0.30	£10.77	£11.06
	Living Wage	£17,833	£9.50	36	£19,985.34	£1.15	£0.82	£0.05	£0.32	£11.52	£11.84

\* 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.