

## UniWorkforce - Hourly Rates and Estimated On-Costs

With effect from 1 January 2023

	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	10	£20,761	£11.06	36	£23,267.14	£1.33	£1.04	£0.06	£0.37	£13.50	£13.87
	11	£21,197	£11.29	36	£23,751.00	£1.36	£1.08	£0.06	£0.38	£13.80	£14.18
1b	12	£21,630	£11.52	36	£24,234.85	£1.39	£1.11	£0.06	£0.39	£14.09	£14.47
	13	£22,149	£11.80	36	£24,823.89	£1.42	£1.16	£0.07	£0.40	£14.45	£14.85
Level 2a	14	£22,662	£12.07	36	£25,391.90	£1.46	£1.20	£0.07	£0.41	£14.79	£15.20
	15	£23,144	£12.33	36	£25,938.86	£1.49	£1.24	£0.07	£0.41	£15.13	£15.54
	16	£23,715	£12.63	36	£26,569.98	£1.52	£1.28	£0.07	£0.42	£15.51	£15.93
	17	£24,285	£12.94	36	£27,222.13	£1.56	£1.33	£0.07	£0.44	£15.90	£16.34
Level 2b	18	£24,948	£13.29	36	£27,958.44	£1.60	£1.39	£0.07	£0.45	£16.36	£16.81
	19	£25,642	£13.66	36	£28,736.81	£1.65	£1.44	£0.08	£0.46	£16.83	£17.28
	20	£26,396	£14.06	36	£29,578.30	£1.70	£1.51	£0.08	£0.47	£17.35	£17.82
	21	£27,131	£14.45	36	£30,398.75	£1.74	£1.57	£0.08	£0.49	£17.85	£18.33
Level 3	22	£27,929	£15.30	35	£31,292.83	£1.85	£1.68	£0.09	£0.51	£18.91	£19.43
	23	£28,762	£15.76	35	£32,233.66	£1.90	£1.75	£0.09	£0.53	£19.50	£20.03
	24	£29,619	£16.23	35	£33,194.94	£1.96	£1.82	£0.09	£0.55	£20.10	£20.65
	25	£30,502	£16.71	35	£34,176.68	£2.02	£1.90	£0.09	£0.56	£20.72	£21.28
	26	£31,411	£17.21	35	£35,199.32	£2.08	£1.97	£0.10	£0.58	£21.35	£21.93
	27	£32,348	£17.72	35	£36,242.42	£2.14	£2.05	£0.10	£0.60	£22.01	£22.60
Level 4	28	£33,314	£18.25	35	£37,326.42	£2.20	£2.13	£0.10	£0.61	£22.69	£23.30
	29	£34,308	£18.80	35	£38,451.32	£2.27	£2.22	£0.11	£0.63	£23.39	£24.03
	30	£35,333	£19.36	35	£39,596.68	£2.34	£2.31	£0.11	£0.65	£24.12	£24.77
	31	£36,386	£19.94	35	£40,782.95	£2.41	£2.40	£0.11	£0.67	£24.86	£25.53
	32	£37,474	£20.53	35	£41,989.66	£2.48	£2.49	£0.12	£0.69	£25.61	£26.30
	33	£38,592	£21.15	35	£43,257.74	£2.55	£2.58	£0.12	£0.71	£26.40	£27.11
	34	£39,745	£21.78	35	£44,546.27	£2.63	£2.68	£0.12	£0.73	£27.21	£27.94
	35	£40,931	£22.43	35	£45,875.70	£2.71	£2.78	£0.13	£0.75	£28.04	£28.80
	36	£42,155	£23.10	35	£47,246.04	£2.79	£2.88	£0.13	£0.78	£28.90	£29.67
	37	£43,414	£23.79	35	£48,657.29	£2.87	£2.99	£0.13	£0.80	£29.78	£30.58
Level 5	38	£44,737	£24.51	35	£50,129.89	£2.96	£3.10	£0.14	£0.82	£30.71	£31.53
	39	£46,047	£25.23	35	£51,602.49	£3.05	£3.21	£0.14	£0.85	£31.63	£32.47
	40	£47,423	£25.99	35	£53,156.91	£3.14	£3.33	£0.15	£0.87	£32.60	£33.48
	41	£48,841	£26.76	35	£54,731.78	£3.23	£3.45	£0.15	£0.90	£33.59	£34.49
	42	£50,300	£27.56	35	£56,368.00	£3.33	£3.57	£0.15	£0.93	£34.61	£35.54
	43	£51,805	£28.39	35	£58,065.59	£3.43	£3.70	£0.16	£0.95	£35.68	£36.63
	44	£53,353	£29.23	35	£59,783.63	£3.53	£3.83	£0.16	£0.98	£36.75	£37.73
	Other	Demonstrator	£27,913	£14.87	36	£32,689.14	£2.54	£1.73	£0.09	£0.52	£19.23
NLW (23 yrs +)		£19,560	£10.42	36	£21,920.76	£1.26	£0.94	£0.06	£0.35	£12.68	£13.03
Living Wage		£20,461	£10.90	36	£22,930.55	£1.32	£1.02	£0.06	£0.37	£13.30	£13.66

\* 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.