

UniWorkforce - Hourly Rates and Estimated On-Costs

With effect from 1 April 2022

	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	£19,241	£10.25	36	£21,563.13	£1.24	£1.00	£0.06	£0.34	£12.54	£12.89
	7	£19,433	£10.35	36	£21,773.50	£1.25	£1.02	£0.06	£0.35	£12.68	£13.03
1b	8	£19,628	£10.46	36	£22,004.91	£1.26	£1.03	£0.06	£0.35	£12.81	£13.16
	9	£19,824	£10.56	36	£22,215.28	£1.27	£1.05	£0.06	£0.36	£12.94	£13.30
Level 2a	10	£20,022	£10.67	36	£22,446.69	£1.29	£1.07	£0.06	£0.36	£13.09	£13.45
	11	£20,222	£10.77	36	£22,657.06	£1.30	£1.09	£0.06	£0.36	£13.22	£13.58
Level 2b	12	£20,600	£10.97	36	£23,077.81	£1.32	£1.12	£0.06	£0.37	£13.48	£13.84
	13	£21,135	£11.26	36	£23,687.88	£1.36	£1.17	£0.06	£0.38	£13.85	£14.23
Level 3	14	£21,686	£11.55	36	£24,297.96	£1.39	£1.22	£0.06	£0.39	£14.23	£14.62
	15	£22,254	£11.86	36	£24,950.12	£1.43	£1.27	£0.07	£0.40	£14.63	£15.03
Level 4	16	£22,847	£12.17	36	£25,602.27	£1.47	£1.32	£0.07	£0.41	£15.03	£15.44
	17	£23,487	£12.51	36	£26,317.53	£1.51	£1.38	£0.07	£0.42	£15.47	£15.89
Level 5	18	£24,174	£12.88	36	£27,095.91	£1.55	£1.44	£0.07	£0.43	£15.95	£16.38
	19	£24,871	£13.25	36	£27,874.29	£1.60	£1.51	£0.07	£0.45	£16.43	£16.88
Other	20	£25,627	£14.04	35	£28,715.77	£1.69	£1.62	£0.08	£0.47	£17.43	£17.91
	21	£26,341	£14.43	35	£29,513.44	£1.74	£1.68	£0.08	£0.49	£17.93	£18.42
Level 1	22	£27,116	£14.86	35	£30,392.91	£1.79	£1.76	£0.08	£0.50	£18.50	£19.00
	23	£27,924	£15.30	35	£31,292.83	£1.85	£1.83	£0.09	£0.51	£19.06	£19.58
Level 2	24	£28,756	£15.76	35	£32,233.66	£1.90	£1.91	£0.09	£0.53	£19.66	£20.19
	25	£29,614	£16.23	35	£33,194.94	£1.96	£1.99	£0.09	£0.55	£20.27	£20.82
Level 3	26	£30,497	£16.71	35	£34,176.68	£2.02	£2.07	£0.09	£0.56	£20.89	£21.45
	27	£31,406	£17.21	35	£35,199.32	£2.08	£2.15	£0.10	£0.58	£21.53	£22.11
Level 4	28	£32,344	£17.72	35	£36,242.42	£2.14	£2.24	£0.10	£0.60	£22.20	£22.79
	29	£33,309	£18.25	35	£37,326.42	£2.20	£2.33	£0.10	£0.61	£22.89	£23.50
Level 5	30	£34,304	£18.80	35	£38,451.32	£2.27	£2.42	£0.11	£0.63	£23.59	£24.23
	31	£35,326	£19.36	35	£39,596.68	£2.34	£2.51	£0.11	£0.65	£24.32	£24.97
Other	32	£36,382	£19.94	35	£40,782.95	£2.41	£2.61	£0.11	£0.67	£25.07	£25.74
	33	£37,467	£20.53	35	£41,989.66	£2.48	£2.71	£0.12	£0.69	£25.83	£26.52
Level 1	34	£38,587	£21.14	35	£43,237.28	£2.55	£2.82	£0.12	£0.71	£26.63	£27.34
	35	£39,739	£21.77	35	£44,525.81	£2.63	£2.92	£0.12	£0.73	£27.44	£28.17
Level 2	36	£40,927	£22.43	35	£45,875.70	£2.71	£3.03	£0.13	£0.75	£28.29	£29.05
	37	£42,149	£23.10	35	£47,246.04	£2.79	£3.15	£0.13	£0.78	£29.17	£29.94
Level 3	38	£43,434	£23.80	35	£48,677.74	£2.87	£3.26	£0.13	£0.80	£30.07	£30.87
	39	£44,706	£24.50	35	£50,109.44	£2.96	£3.38	£0.14	£0.82	£30.97	£31.80
Level 4	40	£46,042	£25.23	35	£51,602.49	£3.05	£3.50	£0.14	£0.85	£31.92	£32.76
	41	£47,419	£25.98	35	£53,136.46	£3.14	£3.63	£0.15	£0.87	£32.89	£33.76
Level 5	42	£48,835	£26.76	35	£54,731.78	£3.23	£3.76	£0.15	£0.90	£33.90	£34.80
	43	£50,296	£27.56	35	£56,368.00	£3.33	£3.90	£0.15	£0.93	£34.94	£35.87
Other	Demonstrator	£25,529	£13.60	36	£29,897.26	£2.33	£1.67	£0.08	£0.48	£17.68	£18.15
	NLW (23 yrs +)	£17,833	£9.50	36	£19,985.34	£1.15	£0.87	£0.05	£0.32	£11.57	£11.89
	Living Wage	£18,584	£9.90	36	£20,826.83	£1.19	£0.94	£0.06	£0.33	£12.09	£12.42

* 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.