

## UniWorkforce - Hourly Rates and Estimated On-Costs

With effect from 1 January 2024

		ESTIMATED ON COSTS							ESTIMATED TOTALS			
		Spine point	Equivalent annual salary	Pay rate per hour	Hours per week	Effective salary incl. holiday	Holiday per hour	Employer NI *	App Levy	NEST pension **	TOTAL COST (exc. NEST Pension)	TOTAL COST (inc. NEST Pension)
1a	10	<b>£22,526</b>	<b>£12.00</b>	<b>36</b>	<b>£25,244.64</b>	<b>£1.45</b>	<b>£1.19</b>	<b>£0.07</b>	<b>£0.40</b>	<b>£14.71</b>	<b>£15.11</b>	
	11	<b>£22,681</b>	<b>£12.08</b>	<b>36</b>	<b>£25,412.93</b>	<b>£1.46</b>	<b>£1.20</b>	<b>£0.07</b>	<b>£0.41</b>	<b>£14.81</b>	<b>£15.21</b>	
1b	12	£23,144	£12.33	36	£25,938.86	£1.49	£1.24	£0.07	£0.41	£15.13	£15.54	
	13	<b>£23,700</b>	<b>£12.63</b>	<b>36</b>	<b>£26,569.98</b>	<b>£1.52</b>	<b>£1.28</b>	<b>£0.07</b>	<b>£0.42</b>	<b>£15.51</b>	<b>£15.93</b>	
Level 2a	14	£24,248	£12.92	36	£27,180.06	£1.56	£1.33	£0.07	£0.43	£15.88	£16.32	
	15	£24,533	£13.07	36	£27,495.62	£1.58	£1.35	£0.07	£0.44	£16.07	£16.51	
	16	£25,138	£13.39	36	£28,168.81	£1.62	£1.40	£0.08	£0.45	£16.48	£16.93	
Level 2b	17	<b>£25,742</b>	<b>£13.71</b>	<b>36</b>	<b>£28,842.00</b>	<b>£1.65</b>	<b>£1.45</b>	<b>£0.08</b>	<b>£0.46</b>	<b>£16.89</b>	<b>£17.35</b>	
	18	£26,444	£14.09	36	£29,641.41	£1.70	£1.51	£0.08	£0.47	£17.38	£17.85	
	19	£27,181	£14.48	36	£30,461.86	£1.75	£1.57	£0.08	£0.49	£17.88	£18.37	
	20	£27,979	£14.91	36	£31,366.46	£1.80	£1.64	£0.08	£0.50	£18.43	£18.93	
	21	£28,759	£15.32	36	£32,228.99	£1.85	£1.70	£0.09	£0.52	£18.95	£19.47	
Level 3	22	<b>£29,605</b>	<b>£16.22</b>	<b>35</b>	<b>£33,174.49</b>	<b>£1.96</b>	<b>£1.82</b>	<b>£0.09</b>	<b>£0.55</b>	<b>£20.09</b>	<b>£20.63</b>	
	23	£30,487	£16.71	35	£34,176.68	£2.02	£1.90	£0.09	£0.56	£20.72	£21.28	
	24	£31,396	£17.20	35	£35,178.87	£2.08	£1.97	£0.10	£0.58	£21.34	£21.92	
	25	£32,332	£17.72	35	£36,242.42	£2.14	£2.05	£0.10	£0.60	£22.01	£22.60	
	26	£32,982	£18.07	35	£36,958.27	£2.18	£2.11	£0.10	£0.61	£22.46	£23.07	
	27	£33,966	£18.61	35	£38,062.72	£2.25	£2.19	£0.10	£0.63	£23.15	£23.78	
Level 4	28	<b>£34,980</b>	<b>£19.17</b>	<b>35</b>	<b>£39,208.08</b>	<b>£2.31</b>	<b>£2.28</b>	<b>£0.11</b>	<b>£0.64</b>	<b>£23.87</b>	<b>£24.52</b>	
	29	£36,024	£19.74	35	£40,373.89	£2.38	£2.36	£0.11	£0.66	£24.59	£25.26	
	30	£37,099	£20.33	35	£41,580.61	£2.45	£2.46	£0.11	£0.68	£25.36	£26.04	
	31	£38,205	£20.93	35	£42,807.78	£2.53	£2.55	£0.12	£0.70	£26.12	£26.83	
	32	£39,347	£21.56	35	£44,096.30	£2.60	£2.65	£0.12	£0.72	£26.93	£27.66	
	33	£40,521	£22.20	35	£45,405.28	£2.68	£2.75	£0.12	£0.75	£27.75	£28.50	
	34	£41,732	£22.87	35	£46,775.62	£2.76	£2.85	£0.13	£0.77	£28.61	£29.38	
	35	£42,978	£23.55	35	£48,166.42	£2.84	£2.95	£0.13	£0.79	£29.47	£30.27	
Level 5	36	<b>£44,263</b>	<b>£24.25</b>	<b>35</b>	<b>£49,598.12</b>	<b>£2.93</b>	<b>£3.06</b>	<b>£0.14</b>	<b>£0.82</b>	<b>£30.37</b>	<b>£31.19</b>	
	37	£45,585	£24.98	35	£51,091.17	£3.02	£3.18	£0.14	£0.84	£31.32	£32.15	
	38	£46,974	£25.74	35	£52,645.59	£3.11	£3.29	£0.14	£0.87	£32.28	£33.15	
	39	£48,350	£26.49	35	£54,179.55	£3.20	£3.41	£0.15	£0.89	£33.25	£34.14	
	40	£49,794	£27.28	35	£55,795.32	£3.29	£3.53	£0.15	£0.92	£34.26	£35.17	
	41	£51,283	£28.10	35	£57,472.46	£3.39	£3.66	£0.16	£0.94	£35.31	£36.25	
	42	£52,815	£28.94	35	£59,190.49	£3.49	£3.79	£0.16	£0.97	£36.39	£37.36	
	43	£54,395	£29.81	35	£60,969.89	£3.60	£3.92	£0.17	£1.00	£37.50	£38.50	
	44	£56,021	£30.70	35	£62,790.19	£3.71	£4.06	£0.17	£1.03	£38.64	£39.67	
Other	Demonstrator	£29,584	£15.76	36	£34,645.65	£2.68	£1.88	£0.09	£0.55	<b>£20.41</b>	<b>£20.97</b>	
	NLW (23 yrs +)	£19,560	£10.42	36	£21,920.76	£1.26	£0.94	£0.06	£0.35	<b>£12.68</b>	<b>£13.03</b>	
	Living Wage	£22,526	£12.00	36	£25,244.64	£1.45	£1.19	£0.07	£0.40	<b>£14.71</b>	<b>£15.11</b>	

\* 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.