



(Formerly The Agency Search & Select)  
**Hourly charge & pay rates for temporary workers  
 with effect from 1 April 2016.**

Indicative grade	Hourly <b>pay</b> rate (up to 12 weeks' service)	Hourly <b>charge</b> rate (up to 12 weeks' service) + VAT	Hourly <b>pay</b> rate (12+ weeks' service)	Hourly <b>charge</b> rate (12+ weeks' service) + VAT
<b>1.1</b>				
Normal hours	7.70	10.96	7.87	11.62
<b>2.1</b>				
Normal hours	7.40	11.21	8.22	12.08
<b>3.1</b>				
Normal hours	7.78	11.68	8.80	12.82
<b>4.1</b>				
Normal hours	8.34	12.37	10.01	14.38
<b>5.1</b>				
Normal hours	10.02	14.46	11.53	16.34
<b>6.1</b>				
Normal hours	12.39	17.41	13.75	19.19
<b>7.1</b>				
Normal hours	14.48	20.01	16.40	22.60

For roles above grade 7 please contact the agency directly for rates.



### Overtime & shift payments

Up to 12 weeks' qualifying service payments for overtime and shift working are made according to the agency provider's own arrangements and should be discussed with the provider.

After 12 weeks' qualifying service overtime and shift payments should be in line with employees of the University.

Overtime and shift payments are paid up to and including Grade 6. Night shift rates quoted are for hours between 10pm and 6am where no rotating or alternating shift allowance is paid.

### Temp to Perm Fees

Weeks worked	Fee (+ VAT)
1	£585
2	£550
3	£515
4	£480
5	£445
6	£410
7	£375
8	£340
9	£305
10	£270
11	£235
12+ weeks	Free of charge

### Search & Selection Fees

Salary bracket	Fee (+ VAT)
All salaries	5% of annual salary

**Please note this information is commercially sensitive and should not be shared with others external to the University.**

**Charge rates quoted are all subject to VAT.**

**1 November 2015.**