

UniWorkforce - Hourly Rates and Estimated On-Costs

With effect from 1 March 2025

Grade	Type of Work (OSRF)	Spine point	Equivalent annual salary	Pay rate per hour	Hours per week	Effective salary incl. holiday	ESTIMATED ON COSTS				ESTIMATED TOTALS		
							Holiday per hour	Employer NI *	App Levy	NEST pension **	TOTAL COST (exc. NEST Pension)	TOTAL COST (inc. NEST Pension)	
1a	Administrative work, catering/cleaning, Nursery Early Years Centre, Research Assistant, Turner Sims Bar & Crew and Box Office, Student Ambassador Lead, Student Fundraiser, Graduation days	10	£23,653	£12.60	36	£26,507	£1.52	£1.72	£0.07	£0.42	£15.91	£16.34	
1b	Arts on Campus - Hansard Gallery, Exam Invigilation, Library work, UoS Internship Career & Employability and Third Sector Internship, Catering and Cleaning, Confirmation and Clearing	11	£23,881	£12.72	36	£26,759	£1.54	£1.74	£0.07	£0.43	£16.07	£16.49	
2a	Administrative work, Research assistant, Sport & Wellbeing, Student Fundraiser Supervisor, UoS Internship Career & Employability	13	£24,900	£13.26	36	£27,895	£1.60	£1.83	£0.07	£0.45	£16.76	£17.21	
2b	Learning Support Assistant, Library work, Sport and Wellbeing, UoS Internship Career & Employability, other level 2b	17	£26,942	£14.35	36	£30,188	£1.73	£2.01	£0.08	£0.48	£18.17	£18.65	
	Senior Exam Invigilator, Student Workshop Leader	21	£29,959	£15.96	36	£33,575	£1.93	£2.28	£0.09	£0.54	£20.26	£20.79	
3	Administrative Work, Library Work, Research Assistant, Sport & Wellbeing, UoS Internship Career & Employability	22	£30,805	£16.88	35	£34,524	£2.04	£2.43	£0.09	£0.57	£21.44	£22.01	
4	Level 4 work, Intern Policy Associate Scheme (RIS)	28	£36,130	£19.80	35	£40,497	£2.39	£2.92	£0.11	£0.67	£25.22	£25.89	
	Lecturer minimum rate	31	£39,355	£21.56	35	£44,096	£2.60	£3.21	£0.12	£0.72	£27.49	£28.22	
5	Other Level 5 work	36	£45,413	£24.88	35	£50,887	£3.00	£3.77	£0.14	£0.84	£31.79	£32.63	
Other	PGR Student Demo Only	n/a	£30,804	£16.41	36	£34,522	£2.81	£2.36	£0.09	£0.55	£21.67	£22.22	
	NLW (21 yrs +)^ - Student Helpers, Ambassadors	n/a	£22,920	£12.21	36	£25,686	£1.47	£1.65	£0.07	£0.41	£15.40	£15.81	
	Living Wage	n/a	£23,652	£12.60	36	£26,507	£1.52	£1.72	£0.07	£0.42	£15.91	£16.34	
Other work hourly rate agreed with hiring manager and entered on OSRF													
Consultancy, Examiner, Marking, Performing and Creative Arts, Specialists in Sports and Wellbeing													

* 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.

^ Rate effective 1 April 2025. Prior to this date the corresponding pay rate per hour is £11.44.