



Transition to Uni SA employee (Temp – perm) fee structure

Duration of Initial Placement	Charge Base Salary + Super
0-3 months	12%
3-6 months	10%
6-12 months	8%
>12 months	No TTP Fee

Note: All permanent placement fees are calculated on 1.0 FTE salary plus super irrespective of the candidate's employment fraction.



**PAY AND CHARGE RATE FOR TEMPORARY
EMPLOYEES**

VALID FROM 2 OCT 2023 - 24 DEC 2023

HEO level	Year	Charge to Uni SA*
HEO1	<i>Year 1</i>	\$48.93
	<i>Year 2</i>	\$49.97
	<i>Year 3</i>	\$51.01
HEO2	<i>Year 1</i>	\$52.57
	<i>Year 2</i>	\$53.87
	<i>Year 3</i>	\$55.18
	<i>Year 4</i>	\$56.08
HEO3	<i>Year 1</i>	\$55.18
	<i>Year 2</i>	\$57.13
	<i>Year 3</i>	\$59.08
	<i>Year 4</i>	\$61.05
	<i>Year 5</i>	\$62.98
	<i>Year 6</i>	\$64.29
HEO4	<i>Year 1</i>	\$62.98
	<i>Year 2</i>	\$64.29
	<i>Year 3</i>	\$65.59
	<i>Year 4</i>	\$66.90
	<i>Year 5</i>	\$68.20
	<i>Year 6</i>	\$70.80
HEO5	<i>Year 1</i>	\$68.20
	<i>Year 2</i>	\$70.80
	<i>Year 3</i>	\$73.41
	<i>Year 4</i>	\$76.00
	<i>Year 5</i>	\$78.61
	<i>Year 6</i>	\$80.57
HEO6	<i>Year 1</i>	\$78.61
	<i>Year 2</i>	\$80.57
	<i>Year 3</i>	\$82.52
	<i>Year 4</i>	\$84.48
	<i>Year 5</i>	\$86.43
HEO7	<i>Year 1</i>	\$86.43
	<i>Year 2</i>	\$89.03
	<i>Year 3</i>	\$91.64
	<i>Year 4</i>	\$94.25
	<i>Year 5</i>	\$96.84
HEO8	<i>Year 1</i>	\$96.84
	<i>Year 2</i>	\$100.75
	<i>Year 3</i>	\$104.66
	<i>Year 4</i>	\$109.09

*Hourly rate excluding GST

*Charge rates are for ordinary hours of work only-
additional loadings apply when candidate works overtime