

Talent

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Placement Fees

(Contracting & Permanent Recruitment)

Talent International (SA) Pty Ltd // University of
South Australia



Table 1: Temporary and Contract Labour Hire Fee Structure for initial and optional terms

Fee	Initial term Rate (ex GST)	optional term Rate (ex GST)
Base Salary Hourly Rate Calculated in accordance with the <i>University of South Australia Enterprise Agreement 2019</i> (as amended or replaced), for rates of pay : https://i.unisa.edu.au/siteassets/human-resources/ptc/files/unisa_staff_salary_scales_2022.pdf as agreed between UniSA and the Supplier from time to time.	\$	\$
Casual Loading (if applicable) To be applied in conjunction with the relevant award. Calculated as a percentage of Base Hourly Rate excluding Superannuation	25.00%	25.00%
Superannuation Calculated on the sum of Base Hourly Rate and Casual Loading	10.5%	10.5%
Employee Cost Sum of Base Salary Hourly Rate, Casual Loading & Superannuation	\$	\$
<i>The following fees are calculated as a percentage of the Employee Cost:</i>		
Margin	10.5%	8.00%
SAIC Premium (SAIC code 810210) Calculated in accordance with the South Australian Industrial Classification (SAIC) premium for the industry rate for Higher Education: https://www.rtwsa.com/media/documents/Industry-premium-rates.docx	0.54%	0.54%
Payroll Tax	4.95%	4.95%
Payroll Admin	0.0%	0.0%
Professional Indemnity Insurance (if applicable)	0.50%	0.50%
Public Liability Insurance (if applicable)	0.50%	0.50%

Please note:

1. All figures are GST exclusive.
2. UniSA acknowledges that the charges set out in Table 1 may be subject to negotiated variations arising from a change in legislation or third-party levy, where reasonable and demonstrably-justified by the Supplier.

Table 2- Additional Services Pricing

Services	Rate (ex GST)
Police record check	Value added service offered by Talent to UniSA
Working with children record check	Value added service offered by Talent to UniSA
Software Testing: e.g. Microsoft	Value added service offered by Talent to UniSA
Testing: Data Entry - Alphanumeric	n/a
Testing: Data Entry - Numeric	n/a
Testing: Accounting/Finance	n/a
Advertisements	Value add (SEEK; LinkedIN and Talent portal)
Reference interviews/ checking	This is part of our standard service offering
Work Health and Safety testing	Talent conducts as part of our placement
Psychometric testing	Price varies per suite of tests conducted (\$ 750.00)
Medical record checks	Covered by the contractor or the university
Qualification record checks	Talent conducts as part of our placement

Table 3: Transition from Temporary to Permanent Pricing (TTP Fees)

Duration of Initial Placement	Charge Base Salary + Super
0-3 Months	13%
3-6 Months	12%
6-12 Months	10%
> 12 Months	Free

Please note: all transition fees are calculated on 1.0 FTE salary plus super irrespective of the candidate's employment fraction

Table 4: Permanent Placement Pricing (PP Fees)

Position Level	Charge Base Salary + Super
All positions	13%