



ADSS Cymru

Yn arwain Gwasanaethau
Cymdeithasol yng Nghymru

Leading Social Services in Wales

Appendix 1

Pay rates for new agency staff.

The **pay rates** have been applied based on All Wales data.

Job Title	Social Worker	Senior Practitioner / Assistant Team Leader or equivalent	Team Manager
PAYE Hourly Rate	£30.50	£33.00	£38.00
PAYE Hourly Rate (including statutory leave entitlement) ^[1]	£34.18	£36.99	£42.59
Umbrella rate (Including standard on-costs) ^[2]	£38.43	£41.58	£47.88

Additional Guidance

^[1] PAYE rates can sometimes be presented as including statutory leave entitlement. This adjustment demonstrates the amount an agency is paid to compensate for a workers statutory leave entitlement or annual leave entitlement.

^[2] Umbrella rate includes statutory leave entitlement, employers' NI and Apprenticeship Levy at 26%

These rates set out should not be supplemented with any additional allowances (such as travel or accommodation).