

Item	Cost (£)	Running total (£)	Months
<b>Recruitment and salary</b>			
Salary	£32,000.00	£32,000.00	1
Recruitment fee or advertising/selection costs	£3,200.00	£35,200.00	2
Class 1 NICs (13.8% on earnings above Earnings Threshold (£100 a week=£5200 a year))	£3,696.40	£38,896.40	3
<b>Typical optional benefits</b>			
Company car	£3,600.00	£42,496.40	4
Gym	£300.00	£42,796.40	
Health care	£1,000.00	£43,796.40	5
Life insurance	£100.00	£43,896.40	
Pension	£1,000.00	£44,896.40	
Bonus	£0.00	£44,896.40	
Subtotal for NICs calculation	£2,400.00		
Class 1A NICs (P111D)	£331.20	£45,429.60	6
<b>Employee-specific costs</b>			
Software licences	£1,200.00	£46,629.60	7
Training, CPD	£1,200.00	£47,829.60	8
Workstation	£8,041.00	£55,870.60	9
<b>Apportionment of cost of business</b>			
Share of other overheads (buildings excluding workstation assets, insurances (death-in-service, key worker, public liability, employer's liability), ...)	£1,000.00	£57,870.60	10
Depreciation on capital equipment (PC, desk, chair, filing cabinet etc.)	£0.00	£57,870.60	11
Consumables (paper, toner, coffee, toilet paper)	£100.00	£57,970.60	12
Administrative overheads (non-project administration, HR, payroll, secretarial)	£2,404.00	£60,374.60	13
<b>Other financial and disruptive costs</b>			
Maternity/paternity leave	0	£60,374.60	14
Unfair dismissal claims	0	£60,374.60	14
Redundancy	0	£60,374.60	14
Jury service	0	£60,374.60	14
Sick leave/holiday pay	0	£60,374.60	14a
<b>Productive working days</b>			
Weekdays in a year	261	261.0	15
Holidays (25+8)	33	229.0	16
Formal training	5	224.0	17
CPD, reading, learning, self-directed training	4	220.0	18
Sick days	8.4	211.6	19
Wasted/unproductive time	4.2	189.3	20
Cost per day (total costs/working days)	£357		

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