

**Labour Efficiency - These rates do not include Company overhead which should be added separately.**

| Working Hours per annum - Typical Landscape                |            |          |
|------------------------------------------------------------|------------|----------|
|                                                            |            |          |
| Gross Hours per annum 52 weeks @39 hrs/week                | Hours/Year | 2028     |
| Less leave allowances                                      | hrs        | -172     |
| Less public holidays                                       | hrs        | -64      |
| Total official hours per year (100% efficiency)            |            | 1792     |
|                                                            |            |          |
| Assume site operative earns per annum - gross              |            | 35000.00 |
| Operative receives, gross, based on the hours above (1740) |            | 19.53    |
|                                                            |            |          |

**Your on costs NOT incl ADMIN**

|                                                                                                      |          |
|------------------------------------------------------------------------------------------------------|----------|
| On top of the site persons salary you add in NI and Pension allowances 15% and 3% - Cost to employer | 41300.00 |
| Hourly rate at 100% efficiency                                                                       | 23.05    |

|                                                                                                                                                                                                    | Hours | Rate / hr |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-----------|
| Allow a week during the year - machine breakdowns but if still based at 100% efficiency - 8 hours work                                                                                             | 1755  | 23.53     |
| But it's rare that there is 100 % efficiency in any day. Chatting to clients, interruptions, filling excavators with fuel, unloading, setting up and cleaning - say 1 hour per day reduces this to | 1536  | 26.89     |
| Heat related efficiency- snow/ rain / frozen ground other 1/2 hour per day on average - over a year that's:-                                                                                       |       |           |
| Official working days (1726/5)                                                                                                                                                                     | 230   | Days      |
| less 1/2 hour per day = hours per year                                                                                                                                                             | 115   | Hours     |
| Sick: - site staff average 4 days per year.                                                                                                                                                        | 32    | hours     |
| So that leaves - Working hours per year                                                                                                                                                            |       | 1389.00   |
| or working hours per day average                                                                                                                                                                   | 6.0   |           |

|                                                                              |        |
|------------------------------------------------------------------------------|--------|
| Cost per hour to you at £35K basic pay per annum excluding company overhead. | £29.73 |
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