

Annex M Labour Rates

All rates quoted are to be inclusive of profit and overheads.

All rates quoted are to be exclusive of VAT

Grade	Firm Rate Per Hour (£) – Ex VAT			Fixed Rate Per Hour (£) – Ex VAT						
	Contract Year 1	Contract Year 2	Contract Year 3	Contract Year 4	Contract Year 5	Option Year 6	Option Year 7	Option Year 8	Option Year 9	Option Year 10
Eng/Design	████	████	████	████	████	████	████	████	████	████
Man/Prod	████	████	████	████	████	████	████	████	████	████
Senior Engineer	████	████	████	████	████	████	████	████	████	████
ILS Manager / Technical Author	████	████	████	████	████	████	████	████	████	████
Human Factors	████	████	████	████	████	████	████	████	████	████
Quality Engineer	████	████	████	████	████	████	████	████	████	████
Project Management	████	████	████	████	████	████	████	████	████	████
Specialist Trainer	████	████	████	████	████	████	████	████	████	████

Basic Trainer	████	████	████	████	████	████	████	████	████	████
Customer Service Engineer	████	████	████	████	████	████	████	████	████	████

Description	Firm Rate Per Hour (£) – Ex VAT			Fixed Rate Per Hour (£) – Ex VAT						
	Contract Year 1	Contract Year 2	Contract Year 3	Contract Year 4	Contract Year 5	Option Year 6	Option Year 7	Option Year 8	Option Year 9	Option Year 10
Profit	████	████	████	████	████	████	████	████	████	████
Overheads	██	██	██	██	██	██	██	██	██	██