

BUILDING INDUSTRY BARGAINING COUNCIL [Southern- and Eastern Cape] WAGE SCHEDULES FOR THE 2009/2010 CONTRIBUTION YEAR

Magisterial Districts of:
Area A: Port Elizabeth and Uitenhage

Page: 1

BREAKUP OF WEEKLY CONTRIBUTIONS

40	Hours per week		Employer	Holiday Fund	Pension Fund	M/Aid Fund	Benefit Fund	Total Allow	BIBC Levy	EOL 14% Vat Incl.	TOTAL EXCL T/U SUBS	Code	T/U Subs	TOTAL INCL T/U SUBS	Code
	HOURLY WAGE BAND														
	From	To													
0.01	7.75	Employer	29.12	24.00			53.12	3.02	6.84	62.98	3L00	3.10	62.98	DL00	
		Employee		16.30		16.30	3.03	19.33		22.43					
		Total	29.12	40.30		69.42	6.05	82.31		85.41					
7.76	9.25	Employer	33.92	28.80			62.72	3.02	6.84	72.58	3L01	3.70	72.58	DL01	
		Employee		19.30		19.30	3.03	22.33		26.03					
		Total	33.92	48.10		82.02	6.05	94.91		98.61					
9.26	10.75	Employer	39.72	33.60			73.32	3.02	6.84	83.18	3L02	3.75	83.18	DL02	
		Employee		22.30		22.30	3.03	25.33		29.08					
		Total	39.72	55.90		95.62	6.05	108.51		112.26					
10.76	12.25	Employer	45.12	38.40			83.52	3.02	6.84	93.38	3L03	3.75	93.38	DL03	
		Employee		25.30		25.30	3.03	28.33		32.08					
		Total	45.12	63.70		108.82	6.05	121.71		125.46					
12.26	12.50	Employer	46.52	39.20			85.72	3.02	6.84	95.58	3L05	3.75	95.58	DL05	
		Employee		25.80		25.80	3.03	28.83		32.58					
		Total	46.52	65.00		111.52	6.05	124.41		128.16					
12.51	12.75	Employer	47.40	39.60			87.00	3.02	6.84	96.86	3L06	3.75	96.86	DL06	
		Employee		26.70		26.70	3.03	29.73		33.48					
		Total	47.40	66.30		113.70	6.05	126.59		130.34					
12.76	13.00	Employer	48.32	40.40			88.72	3.02	6.84	98.58	3L07	3.75	98.58	DL07	
		Employee		27.20		27.20	3.03	30.23		33.98					
		Total	48.32	67.60		115.92	6.05	128.81		132.56					
13.01	13.25	Employer	49.20	41.20			90.40	3.02	6.84	100.26	3L08	3.75	100.26	DL08	
		Employee		27.70		27.70	3.03	30.73		34.48					
		Total	49.20	68.90		118.10	6.05	130.99		134.74					
13.26	13.50	Employer	50.52	42.00			92.52	3.02	6.84	102.38	3L09	3.75	102.38	DL09	
		Employee		28.20		28.20	3.03	31.23		34.98					
		Total	50.52	70.20		120.72	6.05	133.61		137.36					
13.51	13.75	Employer	51.40	42.80			94.20	3.02	6.84	104.06	3L10	3.75	104.06	DL10	
		Employee		28.70		28.70	3.03	31.73		35.48					
		Total	51.40	71.50		122.90	6.05	135.79		139.54					
13.76	14.00	Employer	52.32	43.60			95.92	3.02	6.84	105.78	3L11	3.75	105.78	DL11	
		Employee		29.20		29.20	3.03	32.23		35.98					
		Total	52.32	72.80		125.12	6.05	138.01		141.76					
14.01	14.25	Employer	53.20	44.40			97.60	3.02	6.84	107.46	3L12	3.75	107.46	DL12	
		Employee		29.70		29.70	3.03	32.73		36.48					
		Total	53.20	74.10		127.30	6.05	140.19		143.94					
14.26	14.50	Employer	54.12	45.20			99.32	3.02	6.84	109.18	3L13	3.75	109.18	DL13	
		Employee		30.20		30.20	3.03	33.23		36.98					
		Total	54.12	75.40		129.52	6.05	142.41		146.16					
14.51	14.75	Employer	55.00	46.00			101.00	3.02	6.84	110.86	3L14	3.75	110.86	DL14	
		Employee		30.70		30.70	3.03	33.73		37.48					
		Total	55.00	76.70		131.70	6.05	144.59		148.34					
14.76	15.00	Employer	55.92	46.80			102.72	3.02	6.84	112.58	3L15	3.75	112.58	DL15	
		Employee		31.20		31.20	3.03	34.23		37.98					
		Total	55.92	78.00		133.92	6.05	146.81		150.56					
15.01	15.50	Employer	57.60	48.40			106.00	3.02	6.84	115.86	3L16	3.75	115.86	DL16	
		Employee		32.20		32.20	3.03	35.23		38.98					
		Total	57.60	80.60		138.20	6.05	151.09		154.84					
15.51	16.00	Employer	59.40	50.00			109.40	3.02	6.84	119.26	3L17	3.75	119.26	DL17	
		Employee		33.20		33.20	3.03	36.23		39.98					
		Total	59.40	83.20		142.60	6.05	155.49		159.24					
16.01	16.50	Employer	61.60	51.60			113.20	3.02	6.84	123.06	3L18	3.75	123.06	DL18	
		Employee		34.20		34.20	3.03	37.23		40.98					
		Total	61.60	85.80		147.40	6.05	160.29		164.04					
16.51	17.00	Employer	63.40	53.20			116.60	3.02	6.84	126.46	3L19	3.75	126.46	DL19	
		Employee		35.20		35.20	3.03	38.23		41.98					
		Total	63.40	88.40		151.80	6.05	164.69		168.44					

BUILDING INDUSTRY BARGAINING COUNCIL [Southern- and Eastern Cape] WAGE SCHEDULES FOR THE 2009/2010 CONTRIBUTION YEAR

Magisterial Districts of:

Page: 2

Area A: Port Elizabeth and Uitenhage

BREAKUP OF WEEKLY CONTRIBUTIONS

40	Hours per week			Holiday Fund	Pension Fund	M/Aid Fund	Benefit Fund	Total Allow	BIBC Levy	EOL 14% Vat Incl.	TOTAL EXCL T/U SUBS	Code	T/U Subs	TOTAL INCL T/U SUBS	Code
	HOURLY WAGE BAND														
	From	To													
17.01	17.50	Employer	65.20	54.80			120.00	3.02	6.84	129.86	3L20	3.75	129.86	DL20	
		Employee		36.20			36.20	3.03		39.23					42.98
		Total	65.20	91.00			156.20	6.05	6.84	169.09					172.84
17.51	18.00	Employer	67.00	56.00			123.00	3.02	6.84	132.86	3L21	3.75	132.86	DL21	
		Employee		37.60			37.60	3.03		40.63					44.38
		Total	67.00	93.60			160.60	6.05	6.84	173.49					177.24
18.01	18.50	Employer	68.80	57.60			126.40	3.02	6.84	136.26	3L22	3.75	136.26	DL22	
		Employee		38.60			38.60	3.03		41.63					45.38
		Total	68.80	96.20			165.00	6.05	6.84	177.89					181.64
18.51	19.00	Employer	70.60	59.20			129.80	3.02	6.84	139.66	3L23	3.75	139.66	DL23	
		Employee		39.60			39.60	3.03		42.63					46.38
		Total	70.60	98.80			169.40	6.05	6.84	182.29					186.04
19.01	19.50	Employer	72.80	60.80			133.60	3.02	6.84	143.46	3L24	3.75	143.46	DL24	
		Employee		40.60			40.60	3.03		43.63					47.38
		Total	72.80	101.40			174.20	6.05	6.84	187.09					190.84
19.51	20.00	Employer	74.60	62.40			137.00	4.40	6.84	148.24	3L25	3.75	148.24	DL25	
		Employee		41.60			41.60	4.40		46.00					49.75
		Total	74.60	104.00			178.60	8.80	6.84	194.24					197.99
20.01	20.50	Employer	76.40	64.00			140.40	4.40	6.84	151.64	3L26	3.75	151.64	DL26	
		Employee		42.60			42.60	4.40		47.00					50.75
		Total	76.40	106.60			183.00	8.80	6.84	198.64					202.39
20.51	21.00	Employer	78.20	65.60			143.80	4.40	6.84	155.04	3L27	3.75	155.04	DL27	
		Employee		43.60			43.60	4.40		48.00					51.75
		Total	78.20	109.20			187.40	8.80	6.84	203.04					206.79
21.01	21.50	Employer	80.00	67.20			147.20	4.40	6.84	158.44	3L28	3.75	158.44	DL28	
		Employee		44.60			44.60	4.40		49.00					52.75
		Total	80.00	111.80			191.80	8.80	6.84	207.44					211.19
21.51	22.00	Employer	81.80	68.80			150.60	4.40	6.84	161.84	3L29	3.75	161.84	DL29	
		Employee		45.60			45.60	4.40		50.00					53.75
		Total	81.80	114.40			196.20	8.80	6.84	211.84					215.59
22.01	22.50	Employer	84.00	70.40			154.40	4.40	6.84	165.64	3L30	3.75	165.64	DL30	
		Employee		46.60			46.60	4.40		51.00					54.75
		Total	84.00	117.00			201.00	8.80	6.84	216.64					220.39
22.51	23.00	Employer	85.80	71.60			157.40	4.40	6.84	168.64	3L31	3.75	168.64	DL31	
		Employee		48.00			48.00	4.40		52.40					56.15
		Total	85.80	119.60			205.40	8.80	6.84	221.04					224.79
23.01	23.50	Employer	87.60	73.20			160.80	4.40	6.84	172.04	3L32	3.75	172.04	DL32	
		Employee		49.00			49.00	4.40		53.40					57.15
		Total	87.60	122.20			209.80	8.80	6.84	225.44					229.19
23.51	24.00	Employer	89.40	74.80			164.20	4.40	6.84	175.44	3L33	3.75	175.44	DL33	
		Employee		50.00			50.00	4.40		54.40					58.15
		Total	89.40	124.80			214.20	8.80	6.84	229.84					233.59
24.01	24.50	Employer	91.20	76.40			167.60	4.40	6.84	178.84	3L34	3.75	178.84	DL34	
		Employee		51.00			51.00	4.40		55.40					59.15
		Total	91.20	127.40			218.60	8.80	6.84	234.24					237.99
24.51	25.00	Employer	93.00	78.00			171.00	4.40	6.84	182.24	3L35	3.75	182.24	DL35	
		Employee		52.00			52.00	4.40		56.40					60.15
		Total	93.00	130.00			223.00	8.80	6.84	238.64					242.39
25.01	26.00	Employer	96.80	81.20			178.00	4.40	6.84	189.24	3L36	3.75	189.24	DL36	
		Employee		54.00			54.00	4.40		58.40					62.15
		Total	96.80	135.20			232.00	8.80	6.84	247.64					251.39
26.01	27.00	Employer	100.40	84.40			184.80	4.40	6.84	196.04	3L37	3.75	196.04	DL37	
		Employee		56.00			56.00	4.40		60.40					64.15
		Total	100.40	140.40			240.80	8.80	6.84	256.44					260.19
27.01	28.00	Employer	104.00	87.20			191.20	4.40	6.84	202.44	3L38	3.75	202.44	DL38	
		Employee		58.40			58.40	4.40		62.80					66.55
		Total	104.00	145.60			249.60	8.80	6.84	265.24					268.99

BUILDING INDUSTRY BARGAINING COUNCIL [Southern- and Eastern Cape] WAGE SCHEDULES FOR THE 2009/2010 CONTRIBUTION YEAR

Magisterial Districts of:
Area A: Port Elizabeth and Uitenhage

Page: 3

BREAKUP OF WEEKLY CONTRIBUTIONS

40	Hours per week		Employer	Holiday Fund	Pension Fund	M/Aid Fund	Benefit Fund	Total Allow	BIBC Levy	EOL 14% Vat Incl.	TOTAL EXCL T/U SUBS	Code	T/U Subs	TOTAL INCL T/U SUBS	Code													
	HOURLY WAGE BAND															Employee	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total
	From	To																										
28.01	29.00	Employee	108.00	90.40			198.40	4.40	6.84	209.64				209.64														
		Employee		60.40			60.40	4.40		64.80			3.75	68.55														
		Total	108.00	150.80			258.80	8.80	6.84	274.44	3L39		3.75	278.19	DL39													
29.01	30.00	Employee	111.60	93.60			205.20	4.40	6.84	216.44				216.44														
		Employee		62.40			62.40	4.40		66.80			3.75	70.55														
		Total	111.60	156.00			267.60	8.80	6.84	283.24	3L40		3.75	286.99	DL40													
30.01	31.00	Employee	115.20	96.80			212.00	4.40	6.84	223.24				223.24														
		Employee		64.40			64.40	4.40		68.80			3.75	72.55														
		Total	115.20	161.20			276.40	8.80	6.84	292.04	3L41		3.75	295.79	DL41													
31.01	32.00	Employee	119.20	100.00			219.20	4.40	6.84	230.44				230.44														
		Employee		66.40			66.40	4.40		70.80			3.75	74.55														
		Total	119.20	166.40			285.60	8.80	6.84	301.24	3L42		3.75	304.99	DL42													
32.01	33.00	Employee	122.80	102.80			225.60	4.40	6.84	236.84				236.84														
		Employee		68.80			68.80	4.40		73.20			3.75	76.95														
		Total	122.80	171.60			294.40	8.80	6.84	310.04	3L43		3.75	313.79	DL43													
33.01	34.00	Employee	126.40	106.00			232.40	4.40	6.84	243.64				243.64														
		Employee		70.80			70.80	4.40		75.20			3.75	78.95														
		Total	126.40	176.80			303.20	8.80	6.84	318.84	3L44		3.75	322.59	DL44													
34.01	35.00	Employee	130.40	109.20			239.60	4.40	6.84	250.84				250.84														
		Employee		72.80			72.80	4.40		77.20			3.75	80.95														
		Total	130.40	182.00			312.40	8.80	6.84	328.04	3L45		3.75	331.79	DL45													
35.01	36.00	Employee	134.00	112.40			246.40	4.40	6.84	257.64				257.64														
		Employee		74.80			74.80	4.40		79.20			3.75	82.95														
		Total	134.00	187.20			321.20	8.80	6.84	336.84	3L46		3.75	340.59	DL46													
36.01	37.00	Employee	137.60	115.60			253.20	4.40	6.84	264.44				264.44														
		Employee		76.80			76.80	4.40		81.20			3.75	84.95														
		Total	137.60	192.40			330.00	8.80	6.84	345.64	3L47		3.75	349.39	DL47													
37.01	38.00	Employee	141.60	118.40			260.00	4.40	6.84	271.24				271.24														
		Employee		79.20			79.20	4.40		83.60			3.75	87.35														
		Total	141.60	197.60			339.20	8.80	6.84	354.84	3L48		3.75	358.59	DL48													
38.01	39.00	Employee	145.20	121.60	104.50		371.30	4.40	6.84	382.54				382.54														
		Employee		81.20	104.50		185.70	4.40		190.10			3.75	193.85														
		Total	145.20	202.80	209.00		557.00	8.80	6.84	572.64	3L49		3.75	576.39	DL49													
39.01	40.00	Employee	148.80	124.80	104.50		378.10	4.40	6.84	389.34				389.34														
		Employee		83.20	104.50		187.70	4.40		192.10			3.75	195.85														
		Total	148.80	208.00	209.00		565.80	8.80	6.84	581.44	3L50		3.75	585.19	DL50													
40.01	41.00	Employee	152.80	128.00	104.50		385.30	4.40	6.84	396.54				396.54														
		Employee		85.20	104.50		189.70	4.40		194.10			3.75	197.85														
		Total	152.80	213.20	209.00		575.00	8.80	6.84	590.64	3L51		3.75	594.39	DL51													
41.01	42.00	Employee	156.40	131.20	104.50		392.10	4.40	6.84	403.34				403.34														
		Employee		87.20	104.50		191.70	4.40		196.10			3.75	199.85														
		Total	156.40	218.40	209.00		583.80	8.80	6.84	599.44	3L52		3.75	603.19	DL52													
42.01	43.00	Employee	160.00	134.00	104.50		398.50	4.40	6.84	409.74				409.74														
		Employee		89.60	104.50		194.10	4.40		198.50			3.75	202.25														
		Total	160.00	223.60	209.00		592.60	8.80	6.84	608.24	3L53		3.75	611.99	DL53													
43.01	44.00	Employee	164.00	137.20	104.50		405.70	4.40	6.84	416.94				416.94														
		Employee		91.60	104.50		196.10	4.40		200.50			3.75	204.25														
		Total	164.00	228.80	209.00		601.80	8.80	6.84	617.44	3L54		3.75	621.19	DL54													
44.01	45.00	Employee	167.60	140.40	104.50		412.50	4.40	6.84	423.74				423.74														
		Employee		93.60	104.50		198.10	4.40		202.50			3.75	206.25														
		Total	167.60	234.00	209.00		610.60	8.80	6.84	626.24	3L55		3.75	629.99	DL55													
45.01	46.00	Employee	171.20	143.60	104.50		419.30	4.40	6.84	430.54				430.54														
		Employee		95.60	104.50		200.10	4.40		204.50			3.75	208.25														
		Total	171.20	239.20	209.00		619.40	8.80	6.84	635.04	3L56		3.75	638.79	DL56													
46.01	47.00	Employee	175.20	146.80	104.50		426.50	4.40	6.84	437.74				437.74														
		Employee		97.60	104.50		202.10	4.40		206.50			3.75	210.25														
		Total	175.20	244.40	209.00		628.60	8.80	6.84	644.24	3L57		3.75	647.99	DL57													

BUILDING INDUSTRY BARGAINING COUNCIL [Southern- and Eastern Cape] WAGE SCHEDULES FOR THE 2009/2010 CONTRIBUTION YEAR

Magisterial Districts of:
Area A: Port Elizabeth and Uitenhage

Page: 4

BREAKUP OF WEEKLY CONTRIBUTIONS

40	Hours per week			Holiday Fund	Pension Fund	M/Aid Fund	Benefit Fund	Total Allow	BIBC Levy	EOL 14% Vat Incl.	TOTAL EXCL T/U SUBS	Code	T/U Subs	TOTAL INCL T/U SUBS	Code
	HOURLY WAGE BAND														
	From	To													
47.01	48.00	Employer	178.80	149.60	104.50		432.90	4.40	6.84	444.14	3L58	3.75	444.14	DL58	
		Employee		100.00	104.50		204.50	4.40		208.90					212.65
		Total	178.80	249.60	209.00		637.40	8.80	6.84	653.04					656.79
48.01	49.00	Employer	182.40	152.80	104.50		439.70	4.40	6.84	450.94	3L59	3.75	450.94	DL59	
		Employee		102.00	104.50		206.50	4.40		210.90					214.65
		Total	182.40	254.80	209.00		646.20	8.80	6.84	661.84					665.59
49.01	50.00	Employer	186.40	156.00	104.50		446.90	4.40	6.84	458.14	3L60	3.75	458.14	DL60	
		Employee		104.00	104.50		208.50	4.40		212.90					216.65
		Total	186.40	260.00	209.00		655.40	8.80	6.84	671.04					674.79
50.01	52.00	Employer	193.20	162.40	104.50		460.10	4.40	6.84	471.34	3L61	3.75	471.34	DL61	
		Employee		108.00	104.50		212.50	4.40		216.90					220.65
		Total	193.20	270.40	209.00		672.60	8.80	6.84	688.24					691.99
52.01	54.00	Employer	200.80	168.40	104.50		473.70	4.40	6.84	484.94	3L62	3.75	484.94	DL62	
		Employee		112.40	104.50		216.90	4.40		221.30					225.05
		Total	200.80	280.80	209.00		690.60	8.80	6.84	706.24					709.99
54.01	56.00	Employer	208.40	174.80	104.50		487.70	4.40	6.84	498.94	3L63	3.75	498.94	DL63	
		Employee		116.40	104.50		220.90	4.40		225.30					229.05
		Total	208.40	291.20	209.00		708.60	8.80	6.84	724.24					727.99
56.01	58.00	Employer	215.60	180.80	104.50		500.90	4.40	6.84	512.14	3L64	3.75	512.14	DL64	
		Employee		120.80	104.50		225.30	4.40		229.70					233.45
		Total	215.60	301.60	209.00		726.20	8.80	6.84	741.84					745.59
58.01	60.00	Employer	223.20	187.20	104.50		514.90	4.40	6.84	526.14	3L65	3.75	526.14	DL65	
		Employee		124.80	104.50		229.30	4.40		233.70					237.45
		Total	223.20	312.00	209.00		744.20	8.80	6.84	759.84					763.59
60.01	62.00	Employer	230.80	193.60	104.50		528.90	4.40	6.84	540.14	3L66	3.75	540.14	DL66	
		Employee		128.80	104.50		233.30	4.40		237.70					241.45
		Total	230.80	322.40	209.00		762.20	8.80	6.84	777.84					781.59
62.01	64.00	Employer	238.00	199.60	104.50		542.10	4.40	6.84	553.34	3L67	3.75	553.34	DL67	
		Employee		133.20	104.50		237.70	4.40		242.10					245.85
		Total	238.00	332.80	209.00		779.80	8.80	6.84	795.44					799.19
64.01	66.00	Employer	245.60	206.00	104.50		556.10	4.40	6.84	567.34	3L68	3.75	567.34	DL68	
		Employee		137.20	104.50		241.70	4.40		246.10					249.85
		Total	245.60	343.20	209.00		797.80	8.80	6.84	813.44					817.19
66.01	68.00	Employer	253.20	212.00	104.50		569.70	4.40	6.84	580.94	3L69	3.75	580.94	DL69	
		Employee		141.60	104.50		246.10	4.40		250.50					254.25
		Total	253.20	353.60	209.00		815.80	8.80	6.84	831.44					835.19
68.01	70.00	Employer	260.40	218.40	104.50		583.30	4.40	6.84	594.54	3L70	3.75	594.54	DL70	
		Employee		145.60	104.50		250.10	4.40		254.50					258.25
		Total	260.40	364.00	209.00		833.40	8.80	6.84	849.04					852.79
70.01	72.00	Employer	268.00	224.80	104.50		597.30	4.40	6.84	608.54	3L71	3.75	608.54	DL71	
		Employee		149.60	104.50		254.10	4.40		258.50					262.25
		Total	268.00	374.40	209.00		851.40	8.80	6.84	867.04					870.79
72.01	74.00	Employer	275.60	230.80	104.50		610.90	4.40	6.84	622.14	3L72	3.75	622.14	DL72	
		Employee		154.00	104.50		258.50	4.40		262.90					266.65
		Total	275.60	384.80	209.00		869.40	8.80	6.84	885.04					888.79
74.01	76.00	Employer	282.80	237.20	104.50		624.50	4.40	6.84	635.74	3L73	3.75	635.74	DL73	
		Employee		158.00	104.50		262.50	4.40		266.90					270.65
		Total	282.80	395.20	209.00		887.00	8.80	6.84	902.64					906.39
76.01	78.00	Employer	290.40	243.20	104.50		638.10	4.40	6.84	649.34	3L74	3.75	649.34	DL74	
		Employee		162.40	104.50		266.90	4.40		271.30					275.05
		Total	290.40	405.60	209.00		905.00	8.80	6.84	920.64					924.39
78.01	80.00	Employer	298.00	249.60	104.50		652.10	4.40	6.84	663.34	3L75	3.75	663.34	DL75	
		Employee		166.40	104.50		270.90	4.40		275.30					279.05
		Total	298.00	416.00	209.00		923.00	8.80	6.84	938.64					942.39
80.01	82.00	Employer	305.20	256.00	104.50		665.70	4.40	6.84	676.94	3L76	3.75	676.94	DL76	
		Employee		170.40	104.50		274.90	4.40		279.30					283.05
		Total	305.20	426.40	209.00		940.60	8.80	6.84	956.24					959.99

BUILDING INDUSTRY BARGAINING COUNCIL [Southern- and Eastern Cape] WAGE SCHEDULES FOR THE 2009/2010 CONTRIBUTION YEAR

Magisterial Districts of:
Area A: Port Elizabeth and Uitenhage

Page: 5

BREAKUP OF WEEKLY CONTRIBUTIONS

40	Hours per week			Holiday Fund	Pension Fund	M/Aid Fund	Benefit Fund	Total Allow	BIBC Levy	EOL 14% Vat Incl.	TOTAL EXCL T/U SUBS	Code	T/U Subs	TOTAL INCL T/U SUBS	Code
	HOURLY WAGE BAND														
	From	To													
82.01	84.00	Employer	312.80	262.00	104.50		679.30	4.40	6.84	690.54		3.75	690.54		
		Employee		174.80	104.50		279.30	4.40		283.70			287.45		
		Total	312.80	436.80	209.00		958.60	8.80	6.84	974.24	3L77		977.99	DL77	
84.01	86.00	Employer	320.40	268.40	104.50		693.30	4.40	6.84	704.54		3.75	704.54		
		Employee		178.80	104.50		283.30	4.40		287.70			291.45		
		Total	320.40	447.20	209.00		976.60	8.80	6.84	992.24	3L78		995.99	DL78	
86.01	88.00	Employer	327.60	274.40	104.50		706.50	4.40	6.84	717.74		3.75	717.74		
		Employee		183.20	104.50		287.70	4.40		292.10			295.85		
		Total	327.60	457.60	209.00		994.20	8.80	6.84	1009.84	3L79		1013.59	DL79	
88.01	90.00	Employer	335.20	280.80	104.50		720.50	4.40	6.84	731.74		3.75	731.74		
		Employee		187.20	104.50		291.70	4.40		296.10			299.85		
		Total	335.20	468.00	209.00		1012.20	8.80	6.84	1027.84	3L80		1031.59	DL80	
90.01	92.00	Employer	342.80	287.20	104.50		734.50	4.40	6.84	745.74		3.75	745.74		
		Employee		191.20	104.50		295.70	4.40		300.10			303.85		
		Total	342.80	478.40	209.00		1030.20	8.80	6.84	1045.84	3L81		1049.59	DL81	
92.01	94.00	Employer	350.00	293.20	104.50		747.70	4.40	6.84	758.94		3.75	758.94		
		Employee		195.60	104.50		300.10	4.40		304.50			308.25		
		Total	350.00	488.80	209.00		1047.80	8.80	6.84	1063.44	3L82		1067.19	DL82	
94.01	96.00	Employer	357.60	299.60	104.50		761.70	4.40	6.84	772.94		3.75	772.94		
		Employee		199.60	104.50		304.10	4.40		308.50			312.25		
		Total	357.60	499.20	209.00		1065.80	8.80	6.84	1081.44	3L83		1085.19	DL83	
96.01	98.00	Employer	365.20	305.60	104.50		775.30	4.40	6.84	786.54		3.75	786.54		
		Employee		204.00	104.50		308.50	4.40		312.90			316.65		
		Total	365.20	509.60	209.00		1083.80	8.80	6.84	1099.44	3L84		1103.19	DL84	
98.01	100.00	Employer	372.40	312.00	104.50		788.90	4.40	6.84	800.14		3.75	800.14		
		Employee		208.00	104.50		312.50	4.40		316.90			320.65		
		Total	372.40	520.00	209.00		1101.40	8.80	6.84	1117.04	3L85		1120.79	DL85	
100.01	102.00	Employer	380.00	318.40	104.50		802.90	4.40	6.84	814.14		3.75	814.14		
		Employee		212.00	104.50		316.50	4.40		320.90			324.65		
		Total	380.00	530.40	209.00		1119.40	8.80	6.84	1135.04	3L86		1138.79	DL86	
102.01	104.00	Employer	387.60	324.40	104.50		816.50	4.40	6.84	827.74		3.75	827.74		
		Employee		216.40	104.50		320.90	4.40		325.30			329.05		
		Total	387.60	540.80	209.00		1137.40	8.80	6.84	1153.04	3L87		1156.79	DL87	
104.01	106.00	Employer	394.80	330.80	104.50		830.10	4.40	6.84	841.34		3.75	841.34		
		Employee		220.40	104.50		324.90	4.40		329.30			333.05		
		Total	394.80	551.20	209.00		1155.00	8.80	6.84	1170.64	3L88		1174.39	DL88	
106.01	108.00	Employer	402.40	336.80	104.50		843.70	4.40	6.84	854.94		3.75	854.94		
		Employee		224.80	104.50		329.30	4.40		333.70			337.45		
		Total	402.40	561.60	209.00		1173.00	8.80	6.84	1188.64	3L89		1192.39	DL89	
108.01	110.00	Employer	410.00	343.20	104.50		857.70	4.40	6.84	868.94		3.75	868.94		
		Employee		228.80	104.50		333.30	4.40		337.70			341.45		
		Total	410.00	572.00	209.00		1191.00	8.80	6.84	1206.64	3L90		1210.39	DL90	
110.01	112.00	Employer	417.20	349.60	104.50		871.30	4.40	6.84	882.54		3.75	882.54		
		Employee		232.80	104.50		337.30	4.40		341.70			345.45		
		Total	417.20	582.40	209.00		1208.60	8.80	6.84	1224.24	3L91		1227.99	DL91	
112.01	114.00	Employer	424.80	355.60	104.50		884.90	4.40	6.84	896.14		3.75	896.14		
		Employee		237.20	104.50		341.70	4.40		346.10			349.85		
		Total	424.80	592.80	209.00		1226.60	8.80	6.84	1242.24	3L92		1245.99	DL92	
114.01	116.00	Employer	432.40	362.00	104.50		898.90	4.40	6.84	910.14		3.75	910.14		
		Employee		241.20	104.50		345.70	4.40		350.10			353.85		
		Total	432.40	603.20	209.00		1244.60	8.80	6.84	1260.24	3L93		1263.99	DL93	
116.01	118.00	Employer	439.60	368.00	104.50		912.10	4.40	6.84	923.34		3.75	923.34		
		Employee		245.60	104.50		350.10	4.40		354.50			358.25		
		Total	439.60	613.60	209.00		1262.20	8.80	6.84	1277.84	3L94		1281.59	DL94	
118.01	120.00	Employer	447.20	374.40	104.50		926.10	4.40	6.84	937.34		3.75	937.34		
		Employee		249.60	104.50		354.10	4.40		358.50			362.25		
		Total	447.20	624.00	209.00		1280.20	8.80	6.84	1295.84	3L95		1299.59	DL95	

HOURLY ALLOWANCES

AREA: A

Page: 6

40		Hours per Week		HOURLY ALLOWANCES BY EMPLOYER						
HOURLY WAGE BAND		Holiday Fund	Holiday Savings	Pension Fund	M/Aid Fund	Benefit Fund	Total Allowance			
From	To									
0.01	7.75	0.65	0.078	0.60			1.3280			
7.76	9.25	0.77	0.078	0.72			1.5680			
9.26	10.75	0.90	0.093	0.84			1.8330			
10.76	12.25	1.02	0.108	0.96			2.0880			
12.26	12.50	1.04	0.123	0.98			2.1430			
12.51	12.75	1.06	0.125	0.99			2.1750			
12.76	13.00	1.08	0.128	1.01			2.2180			
13.01	13.25	1.10	0.130	1.03			2.2600			
13.26	13.50	1.13	0.133	1.05			2.3130			
13.51	13.75	1.15	0.135	1.07			2.3550			
13.76	14.00	1.17	0.138	1.09			2.3980			
14.01	14.25	1.19	0.140	1.11			2.4400			
14.26	14.50	1.21	0.143	1.13			2.4830			
14.51	14.75	1.23	0.145	1.15			2.5250			
14.76	15.00	1.25	0.148	1.17			2.5680			
15.01	15.50	1.29	0.150	1.21			2.6500			
15.51	16.00	1.33	0.155	1.25			2.7350			
16.01	16.50	1.38	0.160	1.29			2.8300			
16.51	17.00	1.42	0.165	1.33			2.9150			
17.01	17.50	1.46	0.170	1.37			3.0000			
17.51	18.00	1.50	0.175	1.40			3.0750			
18.01	18.50	1.54	0.180	1.44			3.1600			
18.51	19.00	1.58	0.185	1.48			3.2450			
19.01	19.50	1.63	0.190	1.52			3.3400			
19.51	20.00	1.67	0.195	1.56			3.4250			
20.01	20.50	1.71	0.200	1.60			3.5100			
20.51	21.00	1.75	0.205	1.64			3.5950			
21.01	21.50	1.79	0.210	1.68			3.6800			
21.51	22.00	1.83	0.215	1.72			3.7650			
22.01	22.50	1.88	0.220	1.76			3.8600			
22.51	23.00	1.92	0.225	1.79			3.9350			
23.01	23.50	1.96	0.230	1.83			4.0200			
23.51	24.00	2.00	0.235	1.87			4.1050			
24.01	24.50	2.04	0.240	1.91			4.1900			
24.51	25.00	2.08	0.245	1.95			4.2750			
25.01	26.00	2.17	0.250	2.03			4.4500			
26.01	27.00	2.25	0.260	2.11			4.6200			
27.01	28.00	2.33	0.270	2.18			4.7800			
28.01	29.00	2.42	0.280	2.26			4.9600			
29.01	30.00	2.50	0.290	2.34			5.1300			
30.01	31.00	2.58	0.300	2.42			5.3000			
31.01	32.00	2.67	0.310	2.50			5.4800			
32.01	33.00	2.75	0.320	2.57			5.6400			
33.01	34.00	2.83	0.330	2.65			5.8100			
34.01	35.00	2.92	0.340	2.73			5.9900			
35.01	36.00	3.00	0.350	2.81			6.1600			
36.01	37.00	3.08	0.360	2.89			6.3300			
37.01	38.00	3.17	0.370	2.96			6.5000			
38.01	39.00	3.25	0.380	3.04	2.6125		9.2825			
39.01	40.00	3.33	0.390	3.12	2.6125		9.4525			
40.01	41.00	3.42	0.400	3.20	2.6125		9.6325			
41.01	42.00	3.50	0.410	3.28	2.6125		9.8025			
42.01	43.00	3.58	0.420	3.35	2.6125		9.9625			
43.01	44.00	3.67	0.430	3.43	2.6125		10.1425			
44.01	45.00	3.75	0.440	3.51	2.6125		10.3125			
45.01	46.00	3.83	0.450	3.59	2.6125		10.4825			
46.01	47.00	3.92	0.460	3.67	2.6125		10.6625			
47.01	48.00	4.00	0.470	3.74	2.6125		10.8225			
48.01	49.00	4.08	0.480	3.82	2.6125		10.9925			
49.01	50.00	4.17	0.490	3.90	2.6125		11.1725			
50.01	52.00	4.33	0.500	4.06	2.6125		11.5025			
52.01	54.00	4.50	0.520	4.21	2.6125		11.8425			
54.01	56.00	4.67	0.540	4.37	2.6125		12.1925			
56.01	58.00	4.83	0.560	4.52	2.6125		12.5225			
58.01	60.00	5.00	0.580	4.68	2.6125		12.8725			
60.01	62.00	5.17	0.600	4.84	2.6125		13.2225			
62.01	64.00	5.33	0.620	4.99	2.6125		13.5525			
64.01	66.00	5.50	0.640	5.15	2.6125		13.9025			
66.01	68.00	5.67	0.660	5.30	2.6125		14.2425			
68.01	70.00	5.83	0.680	5.46	2.6125		14.5825			
70.01	72.00	6.00	0.700	5.62	2.6125		14.9325			
72.01	74.00	6.17	0.720	5.77	2.6125		15.2725			
74.01	76.00	6.33	0.740	5.93	2.6125		15.6125			
76.01	78.00	6.50	0.760	6.08	2.6125		15.9525			
78.01	80.00	6.67	0.780	6.24	2.6125		16.3025			
80.01	82.00	6.83	0.800	6.40	2.6125		16.6425			
82.01	84.00	7.00	0.820	6.55	2.6125		16.9825			
84.01	86.00	7.17	0.840	6.71	2.6125		17.3325			
86.01	88.00	7.33	0.860	6.86	2.6125		17.6625			
88.01	90.00	7.50	0.880	7.02	2.6125		18.0125			
90.01	92.00	7.67	0.900	7.18	2.6125		18.3625			
92.01	94.00	7.83	0.920	7.33	2.6125		18.6925			
94.01	96.00	8.00	0.940	7.49	2.6125		19.0425			
96.01	98.00	8.17	0.960	7.64	2.6125		19.3825			
98.01	100.00	8.33	0.980	7.80	2.6125		19.7225			
100.01	102.00	8.50	1.000	7.96	2.6125		20.0725			
102.01	104.00	8.67	1.020	8.11	2.6125		20.4125			
104.01	106.00	8.83	1.040	8.27	2.6125		20.7525			
106.01	108.00	9.00	1.060	8.42	2.6125		21.0925			
108.01	110.00	9.17	1.080	8.58	2.6125		21.4425			
110.01	112.00	9.33	1.100	8.74	2.6125		21.7825			
112.01	114.00	9.50	1.120	8.89	2.6125		22.1225			
114.01	116.00	9.67	1.140	9.05	2.6125		22.4725			
116.01	118.00	9.83	1.160	9.20	2.6125		22.8025			
118.01	120.00	10.00	1.180	9.36	2.6125		23.1525			

EXAMPLE 1

Non Trade Union Member

Basic Hourly Rate = R17.50

5 days - 40 hours

	Hrs	Rate	Total
Wage	40	17.50	700.00

Plus: Hourly allowances			
Holiday Fund	40	1.46	58.40
Holiday Savings	40	0.170	6.80
Pension Fund	40	1.37	54.80
Benefit Fund	40	-	-
Total Allowance: R			120.00

Wage plus allowance: R 820.00

Deductions: (See note at bottom)

Holiday Fund	-65.20
Pension Fund	-91.00
Benefit Fund	-
BIBC Levy (Employee)	-3.03

Total Deductions: R 159.23

Total due to worker: R 660.77

Calculation of Contribution:

Total Deductions: **159.23**

BIBC Levy (Employers Portion) **3.02**

EOL **6.84**

Total contribution: Code 3L20 R: **169.09**

EXAMPLE 2

Trade Union Member

Basic Hourly Rate = R17.50

5 days - 40 hours

	Hrs	Rate	Total
Wage	40	17.50	700.00

Plus: Hourly allowances			
Holiday Fund	40	1.46	58.40
Holiday Savings	40	0.170	6.80
Pension Fund	40	1.37	54.80
Benefit Fund	40	-	-
Total Allowance: R			120.00

Wage plus allowance: R 820.00

Deductions: (See note at bottom)

Holiday Fund	-65.20
Pension Fund	-91.00
Benefit Fund	-
BIBC Levy (Employee)	-3.03
T/U Subscription	-3.75

Total Deductions: R 162.98

Total due to worker: R 657.02

Calculation of Contribution:

Total Deductions: **162.98**

BIBC Levy (Employers Portion) **3.02**

EOL **6.84**

Total contribution: Code DL20 R: **172.84**

NOTE: DEDUCTIONS
Deductions only applicable if employee works 24 hours or more per week.