

# BUILDING INDUSTRY BARGAINING COUNCIL [Southern- and Eastern Cape] WAGE SCHEDULES FOR THE 2015/2016 CONTRIBUTION YEAR

**Magisterial Districts of:**  
**Area A: Port Elizabeth and Uitenhage**

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## 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													
0.01	7.75	Employer	29.12	24.00			<b>53.12</b>	4.35	9.85	<b>67.32</b>	3R00	3.10	<b>67.32</b>	DR00	
		Employee		16.30			<b>16.30</b>	4.35		<b>20.65</b>			<b>23.75</b>		
		Total	29.12	40.30			<b>69.42</b>	8.70	9.85	<b>87.97</b>			<b>91.07</b>		
7.76	9.25	Employer	33.92	28.80			<b>62.72</b>	4.35	9.85	<b>76.92</b>	3R01	3.70	<b>76.92</b>	DR01	
		Employee		19.30			<b>19.30</b>	4.35		<b>23.65</b>			<b>27.35</b>		
		Total	33.92	48.10			<b>82.02</b>	8.70	9.85	<b>100.57</b>			<b>104.27</b>		
9.26	10.75	Employer	39.72	33.60			<b>73.32</b>	4.35	9.85	<b>87.52</b>	3R02	3.75	<b>87.52</b>	DR02	
		Employee		22.30			<b>22.30</b>	4.35		<b>26.65</b>			<b>30.40</b>		
		Total	39.72	55.90			<b>95.62</b>	8.70	9.85	<b>114.17</b>			<b>117.92</b>		
10.76	12.25	Employer	45.12	38.40			<b>83.52</b>	4.35	9.85	<b>97.72</b>	3R03	3.75	<b>97.72</b>	DR03	
		Employee		25.30			<b>25.30</b>	4.35		<b>29.65</b>			<b>33.40</b>		
		Total	45.12	63.70			<b>108.82</b>	8.70	9.85	<b>127.37</b>			<b>131.12</b>		
12.26	12.50	Employer	46.52	39.20			<b>85.72</b>	4.35	9.85	<b>99.92</b>	3R05	3.75	<b>99.92</b>	DR05	
		Employee		25.80			<b>25.80</b>	4.35		<b>30.15</b>			<b>33.90</b>		
		Total	46.52	65.00			<b>111.52</b>	8.70	9.85	<b>130.07</b>			<b>133.82</b>		
12.51	12.75	Employer	47.40	39.60			<b>87.00</b>	4.35	9.85	<b>101.20</b>	3R06	3.75	<b>101.20</b>	DR06	
		Employee		26.70			<b>26.70</b>	4.35		<b>31.05</b>			<b>34.80</b>		
		Total	47.40	66.30			<b>113.70</b>	8.70	9.85	<b>132.25</b>			<b>136.00</b>		
12.76	13.00	Employer	48.32	40.40			<b>88.72</b>	4.35	9.85	<b>102.92</b>	3R07	3.75	<b>102.92</b>	DR07	
		Employee		27.20			<b>27.20</b>	4.35		<b>31.55</b>			<b>35.30</b>		
		Total	48.32	67.60			<b>115.92</b>	8.70	9.85	<b>134.47</b>			<b>138.22</b>		
13.01	13.25	Employer	49.20	41.20			<b>90.40</b>	4.35	9.85	<b>104.60</b>	3R08	3.75	<b>104.60</b>	DR08	
		Employee		27.70			<b>27.70</b>	4.35		<b>32.05</b>			<b>35.80</b>		
		Total	49.20	68.90			<b>118.10</b>	8.70	9.85	<b>136.65</b>			<b>140.40</b>		
13.26	13.50	Employer	50.52	42.00			<b>92.52</b>	4.35	9.85	<b>106.72</b>	3R09	3.75	<b>106.72</b>	DR09	
		Employee		28.20			<b>28.20</b>	4.35		<b>32.55</b>			<b>36.30</b>		
		Total	50.52	70.20			<b>120.72</b>	8.70	9.85	<b>139.27</b>			<b>143.02</b>		
13.51	13.75	Employer	51.40	42.80			<b>94.20</b>	4.35	9.85	<b>108.40</b>	3R10	3.75	<b>108.40</b>	DR10	
		Employee		28.70			<b>28.70</b>	4.35		<b>33.05</b>			<b>36.80</b>		
		Total	51.40	71.50			<b>122.90</b>	8.70	9.85	<b>141.45</b>			<b>145.20</b>		
13.76	14.00	Employer	52.32	43.60			<b>95.92</b>	4.35	9.85	<b>110.12</b>	3R11	3.75	<b>110.12</b>	DR11	
		Employee		29.20			<b>29.20</b>	4.35		<b>33.55</b>			<b>37.30</b>		
		Total	52.32	72.80			<b>125.12</b>	8.70	9.85	<b>143.67</b>			<b>147.42</b>		
14.01	14.25	Employer	53.20	44.40			<b>97.60</b>	4.35	9.85	<b>111.80</b>	3R12	3.75	<b>111.80</b>	DR12	
		Employee		29.70			<b>29.70</b>	4.35		<b>34.05</b>			<b>37.80</b>		
		Total	53.20	74.10			<b>127.30</b>	8.70	9.85	<b>145.85</b>			<b>149.60</b>		
14.26	14.50	Employer	54.12	45.20			<b>99.32</b>	4.35	9.85	<b>113.52</b>	3R13	3.75	<b>113.52</b>	DR13	
		Employee		30.20			<b>30.20</b>	4.35		<b>34.55</b>			<b>38.30</b>		
		Total	54.12	75.40			<b>129.52</b>	8.70	9.85	<b>148.07</b>			<b>151.82</b>		
14.51	14.75	Employer	55.00	46.00			<b>101.00</b>	4.35	9.85	<b>115.20</b>	3R14	3.75	<b>115.20</b>	DR14	
		Employee		30.70			<b>30.70</b>	4.35		<b>35.05</b>			<b>38.80</b>		
		Total	55.00	76.70			<b>131.70</b>	8.70	9.85	<b>150.25</b>			<b>154.00</b>		
14.76	15.00	Employer	55.92	46.80			<b>102.72</b>	4.35	9.85	<b>116.92</b>	3R15	3.75	<b>116.92</b>	DR15	
		Employee		31.20			<b>31.20</b>	4.35		<b>35.55</b>			<b>39.30</b>		
		Total	55.92	78.00			<b>133.92</b>	8.70	9.85	<b>152.47</b>			<b>156.22</b>		
15.01	15.50	Employer	57.60	48.40			<b>106.00</b>	4.35	9.85	<b>120.20</b>	3R16	3.75	<b>120.20</b>	DR16	
		Employee		32.20			<b>32.20</b>	4.35		<b>36.55</b>			<b>40.30</b>		
		Total	57.60	80.60			<b>138.20</b>	8.70	9.85	<b>156.75</b>			<b>160.50</b>		
15.51	16.00	Employer	59.40	50.00			<b>109.40</b>	4.35	9.85	<b>123.60</b>	3R17	3.75	<b>123.60</b>	DR17	
		Employee		33.20			<b>33.20</b>	4.35		<b>37.55</b>			<b>41.30</b>		
		Total	59.40	83.20			<b>142.60</b>	8.70	9.85	<b>161.15</b>			<b>164.90</b>		
16.01	16.50	Employer	61.60	51.60			<b>113.20</b>	4.35	9.85	<b>127.40</b>	3R18	3.75	<b>127.40</b>	DR18	
		Employee		34.20			<b>34.20</b>	4.35		<b>38.55</b>			<b>42.30</b>		
		Total	61.60	85.80			<b>147.40</b>	8.70	9.85	<b>165.95</b>			<b>169.70</b>		
16.51	17.00	Employer	63.40	53.20			<b>116.60</b>	4.35	9.85	<b>130.80</b>	3R19	3.75	<b>130.80</b>	DR19	
		Employee		35.20			<b>35.20</b>	4.35		<b>39.55</b>			<b>43.30</b>		
		Total	63.40	88.40			<b>151.80</b>	8.70	9.85	<b>170.35</b>			<b>174.10</b>		

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**Magisterial Districts of:**  
**Area A: Port Elizabeth and Uitenhage**

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## 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	4.35	9.85	134.20	3R20	3.75	134.20	DR20
		Employee		36.20			36.20	4.35		40.55			44.30	
		Total	65.20	91.00			156.20	8.70	9.85	174.75			178.50	
17.51	18.00	Employer	67.00	56.00			123.00	4.35	9.85	137.20	3R21	3.75	137.20	DR21
		Employee		37.60			37.60	4.35		41.95			45.70	
		Total	67.00	93.60			160.60	8.70	9.85	179.15			182.90	
18.01	18.50	Employer	68.80	57.60			126.40	4.35	9.85	140.60	3R22	3.75	140.60	DR22
		Employee		38.60			38.60	4.35		42.95			46.70	
		Total	68.80	96.20			165.00	8.70	9.85	183.55			187.30	
18.51	19.00	Employer	70.60	59.20			129.80	4.35	9.85	144.00	3R23	3.75	144.00	DR23
		Employee		39.60			39.60	4.35		43.95			47.70	
		Total	70.60	98.80			169.40	8.70	9.85	187.95			191.70	
19.01	19.50	Employer	72.80	60.80			133.60	4.35	9.85	147.80	3R24	3.75	147.80	DR24
		Employee		40.60			40.60	4.35		44.95			48.70	
		Total	72.80	101.40			174.20	8.70	9.85	192.75			196.50	
19.51	20.00	Employer	74.60	62.40			137.00	4.35	9.85	151.20	3R25	3.75	151.20	DR25
		Employee		41.60			41.60	4.35		45.95			49.70	
		Total	74.60	104.00			178.60	8.70	9.85	197.15			200.90	
20.01	20.50	Employer	76.40	64.00			140.40	4.35	9.85	154.60	3R26	3.75	154.60	DR26
		Employee		42.60			42.60	4.35		46.95			50.70	
		Total	76.40	106.60			183.00	8.70	9.85	201.55			205.30	
20.51	21.00	Employer	78.20	65.60			143.80	4.35	9.85	158.00	3R27	3.75	158.00	DR27
		Employee		43.60			43.60	4.35		47.95			51.70	
		Total	78.20	109.20			187.40	8.70	9.85	205.95			209.70	
21.01	21.50	Employer	80.00	67.20			147.20	4.35	9.85	161.40	3R28	3.75	161.40	DR28
		Employee		44.60			44.60	4.35		48.95			52.70	
		Total	80.00	111.80			191.80	8.70	9.85	210.35			214.10	
21.51	22.00	Employer	81.80	68.80			150.60	4.35	9.85	164.80	3R29	3.75	164.80	DR29
		Employee		45.60			45.60	4.35		49.95			53.70	
		Total	81.80	114.40			196.20	8.70	9.85	214.75			218.50	
22.01	22.50	Employer	84.00	70.40			154.40	4.35	9.85	168.60	3R30	3.75	168.60	DR30
		Employee		46.60			46.60	4.35		50.95			54.70	
		Total	84.00	117.00			201.00	8.70	9.85	219.55			223.30	
22.51	23.00	Employer	85.80	71.60			157.40	4.35	9.85	171.60	3R31	3.75	171.60	DR31
		Employee		48.00			48.00	4.35		52.35			56.10	
		Total	85.80	119.60			205.40	8.70	9.85	223.95			227.70	
23.01	23.50	Employer	87.60	73.20			160.80	4.35	9.85	175.00	3R32	3.75	175.00	DR32
		Employee		49.00			49.00	4.35		53.35			57.10	
		Total	87.60	122.20			209.80	8.70	9.85	228.35			232.10	
23.51	24.00	Employer	89.40	74.80			164.20	4.35	9.85	178.40	3R33	3.75	178.40	DR33
		Employee		50.00			50.00	4.35		54.35			58.10	
		Total	89.40	124.80			214.20	8.70	9.85	232.75			236.50	
24.01	24.50	Employer	91.20	76.40			167.60	4.35	9.85	181.80	3R34	3.75	181.80	DR34
		Employee		51.00			51.00	4.35		55.35			59.10	
		Total	91.20	127.40			218.60	8.70	9.85	237.15			240.90	
24.51	25.00	Employer	93.00	78.00			171.00	4.35	9.85	185.20	3R35	3.75	185.20	DR35
		Employee		52.00			52.00	4.35		56.35			60.10	
		Total	93.00	130.00			223.00	8.70	9.85	241.55			245.30	
25.01	26.00	Employer	96.80	81.20			178.00	4.35	9.85	192.20	3R36	3.75	192.20	DR36
		Employee		54.00			54.00	4.35		58.35			62.10	
		Total	96.80	135.20			232.00	8.70	9.85	250.55			254.30	
26.01	27.00	Employer	100.40	84.40			184.80	4.35	9.85	199.00	3R37	3.75	199.00	DR37
		Employee		56.00			56.00	4.35		60.35			64.10	
		Total	100.40	140.40			240.80	8.70	9.85	259.35			263.10	
27.01	28.00	Employer	104.00	87.20			191.20	6.30	9.85	207.35	3R38	3.75	207.35	DR38
		Employee		58.40			58.40	6.30		64.70			68.45	
		Total	104.00	145.60			249.60	12.60	9.85	272.05			275.80	

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**Magisterial Districts of:**  
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## 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													
	28.01	29.00	Employer Employee Total	108.00 90.40 108.00	60.40 150.80			198.40 60.40 258.80	6.30 6.30 12.60	9.85 9.85	214.55 66.70 281.25	3R39	3.75 3.75	214.55 70.45 285.00	DR39
	29.01	30.00	Employer Employee Total	111.60 93.60 111.60	62.40 156.00			205.20 62.40 267.60	6.30 6.30 12.60	9.85 9.85	221.35 68.70 290.05	3R40	3.75 3.75	221.35 72.45 293.80	DR40
	30.01	31.00	Employer Employee Total	115.20 96.80 115.20	64.40 161.20			212.00 64.40 276.40	6.30 6.30 12.60	9.85 9.85	228.15 70.70 298.85	3R41	3.75 3.75	228.15 74.45 302.60	DR41
	31.01	32.00	Employer Employee Total	119.20 100.00 119.20	66.40 166.40			219.20 66.40 285.60	6.30 6.30 12.60	9.85 9.85	235.35 72.70 308.05	3R42	3.75 3.75	235.35 76.45 311.80	DR42
	32.01	33.00	Employer Employee Total	122.80 102.80 122.80	68.80 171.60			225.60 68.80 294.40	6.30 6.30 12.60	9.85 9.85	241.75 75.10 316.85	3R43	3.75 3.75	241.75 78.85 320.60	DR43
	33.01	34.00	Employer Employee Total	126.40 106.00 126.40	70.80 176.80			232.40 70.80 303.20	6.30 6.30 12.60	9.85 9.85	248.55 77.10 325.65	3R44	3.75 3.75	248.55 80.85 329.40	DR44
	34.01	35.00	Employer Employee Total	130.40 109.20 130.40	72.80 182.00			239.60 72.80 312.40	6.30 6.30 12.60	9.85 9.85	255.75 79.10 334.85	3R45	3.75 3.75	255.75 82.85 338.60	DR45
	35.01	36.00	Employer Employee Total	134.00 112.40 134.00	74.80 187.20			246.40 74.80 321.20	6.30 6.30 12.60	9.85 9.85	262.55 81.10 343.65	3R46	3.75 3.75	262.55 84.85 347.40	DR46
	36.01	37.00	Employer Employee Total	137.60 115.60 137.60	76.80 192.40			253.20 76.80 330.00	6.30 6.30 12.60	9.85 9.85	269.35 83.10 352.45	3R47	3.75 3.75	269.35 86.85 356.20	DR47
	37.01	38.00	Employer Employee Total	141.60 118.40 141.60	79.20 197.60			260.00 79.20 339.20	6.30 6.30 12.60	9.85 9.85	276.15 85.50 361.65	3R48	3.75 3.75	276.15 89.25 365.40	DR48
	38.01	39.00	Employer Employee Total	145.20 121.60 145.20	81.20 202.80	164.00 328.00		430.80 245.20 676.00	6.30 6.30 12.60	9.85 9.85	446.95 251.50 698.45	3R49	3.75 3.75	446.95 255.25 702.20	DR49
	39.01	40.00	Employer Employee Total	148.80 124.80 148.80	83.20 208.00	164.00 328.00		437.60 247.20 684.80	6.30 6.30 12.60	9.85 9.85	453.75 253.50 707.25	3R50	3.75 3.75	453.75 257.25 711.00	DR50
	40.01	41.00	Employer Employee Total	152.80 128.00 152.80	85.20 213.20	164.00 328.00		444.80 249.20 694.00	6.30 6.30 12.60	9.85 9.85	460.95 255.50 716.45	3R51	3.75 3.75	460.95 259.25 720.20	DR51
	41.01	42.00	Employer Employee Total	156.40 131.20 156.40	87.20 218.40	164.00 328.00		451.60 251.20 702.80	6.30 6.30 12.60	9.85 9.85	467.75 257.50 725.25	3R52	3.75 3.75	467.75 261.25 729.00	DR52
	42.01	43.00	Employer Employee Total	160.00 134.00 160.00	89.60 223.60	164.00 328.00		458.00 253.60 711.60	6.30 6.30 12.60	9.85 9.85	474.15 259.90 734.05	3R53	3.75 3.75	474.15 263.65 737.80	DR53
	43.01	44.00	Employer Employee Total	164.00 137.20 164.00	91.60 228.80	164.00 328.00		465.20 255.60 720.80	6.30 6.30 12.60	9.85 9.85	481.35 261.90 743.25	3R54	3.75 3.75	481.35 265.65 747.00	DR54
	44.01	45.00	Employer Employee Total	167.60 140.40 167.60	93.60 234.00	164.00 328.00		472.00 257.60 729.60	6.30 6.30 12.60	9.85 9.85	488.15 263.90 752.05	3R55	3.75 3.75	488.15 267.65 755.80	DR55
	45.01	46.00	Employer Employee Total	171.20 143.60 171.20	95.60 239.20	164.00 328.00		478.80 259.60 738.40	6.30 6.30 12.60	9.85 9.85	494.95 265.90 760.85	3R56	3.75 3.75	494.95 269.65 764.60	DR56
	46.01	47.00	Employer Employee Total	175.20 146.80 175.20	97.60 244.40	164.00 328.00		486.00 261.60 747.60	6.30 6.30 12.60	9.85 9.85	502.15 267.90 770.05	3R57	3.75 3.75	502.15 271.65 773.80	DR57

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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	164.00		<b>492.40</b>	6.30	9.85	<b>508.55</b>	3R58	3.75	<b>508.55</b>	DR58	
		Employee		100.00	164.00		<b>264.00</b>	6.30		<b>270.30</b>					<b>274.05</b>
		Total	178.80	249.60	328.00		<b>756.40</b>	12.60	9.85	<b>778.85</b>					<b>782.60</b>
48.01	49.00	Employer	182.40	152.80	164.00		<b>499.20</b>	6.30	9.85	<b>515.35</b>	3R59	3.75	<b>515.35</b>	DR59	
		Employee		102.00	164.00		<b>266.00</b>	6.30		<b>272.30</b>					<b>276.05</b>
		Total	182.40	254.80	328.00		<b>765.20</b>	12.60	9.85	<b>787.65</b>					<b>791.40</b>
49.01	50.00	Employer	186.40	156.00	164.00		<b>506.40</b>	6.30	9.85	<b>522.55</b>	3R60	3.75	<b>522.55</b>	DR60	
		Employee		104.00	164.00		<b>268.00</b>	6.30		<b>274.30</b>					<b>278.05</b>
		Total	186.40	260.00	328.00		<b>774.40</b>	12.60	9.85	<b>796.85</b>					<b>800.60</b>
50.01	52.00	Employer	193.20	162.40	164.00		<b>519.60</b>	6.30	9.85	<b>535.75</b>	3R61	3.75	<b>535.75</b>	DR61	
		Employee		108.00	164.00		<b>272.00</b>	6.30		<b>278.30</b>					<b>282.05</b>
		Total	193.20	270.40	328.00		<b>791.60</b>	12.60	9.85	<b>814.05</b>					<b>817.80</b>
52.01	54.00	Employer	200.80	168.40	164.00		<b>533.20</b>	6.30	9.85	<b>549.35</b>	3R62	3.75	<b>549.35</b>	DR62	
		Employee		112.40	164.00		<b>276.40</b>	6.30		<b>282.70</b>					<b>286.45</b>
		Total	200.80	280.80	328.00		<b>809.60</b>	12.60	9.85	<b>832.05</b>					<b>835.80</b>
54.01	56.00	Employer	208.40	174.80	164.00		<b>547.20</b>	6.30	9.85	<b>563.35</b>	3R63	3.75	<b>563.35</b>	DR63	
		Employee		116.40	164.00		<b>280.40</b>	6.30		<b>286.70</b>					<b>290.45</b>
		Total	208.40	291.20	328.00		<b>827.60</b>	12.60	9.85	<b>850.05</b>					<b>853.80</b>
56.01	58.00	Employer	215.60	180.80	164.00		<b>560.40</b>	6.30	9.85	<b>576.55</b>	3R64	3.75	<b>576.55</b>	DR64	
		Employee		120.80	164.00		<b>284.80</b>	6.30		<b>291.10</b>					<b>294.85</b>
		Total	215.60	301.60	328.00		<b>845.20</b>	12.60	9.85	<b>867.65</b>					<b>871.40</b>
58.01	60.00	Employer	223.20	187.20	164.00		<b>574.40</b>	6.30	9.85	<b>590.55</b>	3R65	3.75	<b>590.55</b>	DR65	
		Employee		124.80	164.00		<b>288.80</b>	6.30		<b>295.10</b>					<b>298.85</b>
		Total	223.20	312.00	328.00		<b>863.20</b>	12.60	9.85	<b>885.65</b>					<b>889.40</b>
60.01	62.00	Employer	230.80	193.60	164.00		<b>588.40</b>	6.30	9.85	<b>604.55</b>	3R66	3.75	<b>604.55</b>	DR66	
		Employee		128.80	164.00		<b>292.80</b>	6.30		<b>299.10</b>					<b>302.85</b>
		Total	230.80	322.40	328.00		<b>881.20</b>	12.60	9.85	<b>903.65</b>					<b>907.40</b>
62.01	64.00	Employer	238.00	199.60	164.00		<b>601.60</b>	6.30	9.85	<b>617.75</b>	3R67	3.75	<b>617.75</b>	DR67	
		Employee		133.20	164.00		<b>297.20</b>	6.30		<b>303.50</b>					<b>307.25</b>
		Total	238.00	332.80	328.00		<b>898.80</b>	12.60	9.85	<b>921.25</b>					<b>925.00</b>
64.01	66.00	Employer	245.60	206.00	164.00		<b>615.60</b>	6.30	9.85	<b>631.75</b>	3R68	3.75	<b>631.75</b>	DR68	
		Employee		137.20	164.00		<b>301.20</b>	6.30		<b>307.50</b>					<b>311.25</b>
		Total	245.60	343.20	328.00		<b>916.80</b>	12.60	9.85	<b>939.25</b>					<b>943.00</b>
66.01	68.00	Employer	253.20	212.00	164.00		<b>629.20</b>	6.30	9.85	<b>645.35</b>	3R69	3.75	<b>645.35</b>	DR69	
		Employee		141.60	164.00		<b>305.60</b>	6.30		<b>311.90</b>					<b>315.65</b>
		Total	253.20	353.60	328.00		<b>934.80</b>	12.60	9.85	<b>957.25</b>					<b>961.00</b>
68.01	70.00	Employer	260.40	218.40	164.00		<b>642.80</b>	6.30	9.85	<b>658.95</b>	3R70	3.75	<b>658.95</b>	DR70	
		Employee		145.60	164.00		<b>309.60</b>	6.30		<b>315.90</b>					<b>319.65</b>
		Total	260.40	364.00	328.00		<b>952.40</b>	12.60	9.85	<b>974.85</b>					<b>978.60</b>
70.01	72.00	Employer	268.00	224.80	164.00		<b>656.80</b>	6.30	9.85	<b>672.95</b>	3R71	3.75	<b>672.95</b>	DR71	
		Employee		149.60	164.00		<b>313.60</b>	6.30		<b>319.90</b>					<b>323.65</b>
		Total	268.00	374.40	328.00		<b>970.40</b>	12.60	9.85	<b>992.85</b>					<b>996.60</b>
72.01	74.00	Employer	275.60	230.80	164.00		<b>670.40</b>	6.30	9.85	<b>686.55</b>	3R72	3.75	<b>686.55</b>	DR72	
		Employee		154.00	164.00		<b>318.00</b>	6.30		<b>324.30</b>					<b>328.05</b>
		Total	275.60	384.80	328.00		<b>988.40</b>	12.60	9.85	<b>1010.85</b>					<b>1014.60</b>
74.01	76.00	Employer	282.80	237.20	164.00		<b>684.00</b>	6.30	9.85	<b>700.15</b>	3R73	3.75	<b>700.15</b>	DR73	
		Employee		158.00	164.00		<b>322.00</b>	6.30		<b>328.30</b>					<b>332.05</b>
		Total	282.80	395.20	328.00		<b>1006.00</b>	12.60	9.85	<b>1028.45</b>					<b>1032.20</b>
76.01	78.00	Employer	290.40	243.20	164.00		<b>697.60</b>	6.30	9.85	<b>713.75</b>	3R74	3.75	<b>713.75</b>	DR74	
		Employee		162.40	164.00		<b>326.40</b>	6.30		<b>332.70</b>					<b>336.45</b>
		Total	290.40	405.60	328.00		<b>1024.00</b>	12.60	9.85	<b>1046.45</b>					<b>1050.20</b>
78.01	80.00	Employer	298.00	249.60	164.00		<b>711.60</b>	6.30	9.85	<b>727.75</b>	3R75	3.75	<b>727.75</b>	DR75	
		Employee		166.40	164.00		<b>330.40</b>	6.30		<b>336.70</b>					<b>340.45</b>
		Total	298.00	416.00	328.00		<b>1042.00</b>	12.60	9.85	<b>1064.45</b>					<b>1068.20</b>
80.01	82.00	Employer	305.20	256.00	164.00		<b>725.20</b>	6.30	9.85	<b>741.35</b>	3R76	3.75	<b>741.35</b>	DR76	
		Employee		170.40	164.00		<b>334.40</b>	6.30		<b>340.70</b>					<b>344.45</b>
		Total	305.20	426.40	328.00		<b>1059.60</b>	12.60	9.85	<b>1082.05</b>					<b>1085.80</b>

# BUILDING INDUSTRY BARGAINING COUNCIL [Southern- and Eastern Cape] WAGE SCHEDULES FOR THE 2015/2016 CONTRIBUTION YEAR

**Magisterial Districts of:**  
**Area A: Port Elizabeth and Uitenhage**

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## 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	164.00		<b>738.80</b>	6.30	9.85	<b>754.95</b>	3R77	3.75	<b>754.95</b>	DR77	
		Employee		174.80	164.00		<b>338.80</b>	6.30		<b>345.10</b>			<b>348.85</b>		
		Total	312.80	436.80	328.00		<b>1077.60</b>	12.60	9.85	<b>1100.05</b>			<b>1103.80</b>		
84.01	86.00	Employer	320.40	268.40	164.00		<b>752.80</b>	6.30	9.85	<b>768.95</b>	3R78	3.75	<b>768.95</b>	DR78	
		Employee		178.80	164.00		<b>342.80</b>	6.30		<b>349.10</b>			<b>352.85</b>		
		Total	320.40	447.20	328.00		<b>1095.60</b>	12.60	9.85	<b>1118.05</b>			<b>1121.80</b>		
86.01	88.00	Employer	327.60	274.40	164.00		<b>766.00</b>	6.30	9.85	<b>782.15</b>	3R79	3.75	<b>782.15</b>	DR79	
		Employee		183.20	164.00		<b>347.20</b>	6.30		<b>353.50</b>			<b>357.25</b>		
		Total	327.60	457.60	328.00		<b>1113.20</b>	12.60	9.85	<b>1135.65</b>			<b>1139.40</b>		
88.01	90.00	Employer	335.20	280.80	164.00		<b>780.00</b>	6.30	9.85	<b>796.15</b>	3R80	3.75	<b>796.15</b>	DR80	
		Employee		187.20	164.00		<b>351.20</b>	6.30		<b>357.50</b>			<b>361.25</b>		
		Total	335.20	468.00	328.00		<b>1131.20</b>	12.60	9.85	<b>1153.65</b>			<b>1157.40</b>		
90.01	92.00	Employer	342.80	287.20	164.00		<b>794.00</b>	6.30	9.85	<b>810.15</b>	3R81	3.75	<b>810.15</b>	DR81	
		Employee		191.20	164.00		<b>355.20</b>	6.30		<b>361.50</b>			<b>365.25</b>		
		Total	342.80	478.40	328.00		<b>1149.20</b>	12.60	9.85	<b>1171.65</b>			<b>1175.40</b>		
92.01	94.00	Employer	350.00	293.20	164.00		<b>807.20</b>	6.30	9.85	<b>823.35</b>	3R82	3.75	<b>823.35</b>	DR82	
		Employee		195.60	164.00		<b>359.60</b>	6.30		<b>365.90</b>			<b>369.65</b>		
		Total	350.00	488.80	328.00		<b>1166.80</b>	12.60	9.85	<b>1189.25</b>			<b>1193.00</b>		
94.01	96.00	Employer	357.60	299.60	164.00		<b>821.20</b>	6.30	9.85	<b>837.35</b>	3R83	3.75	<b>837.35</b>	DR83	
		Employee		199.60	164.00		<b>363.60</b>	6.30		<b>369.90</b>			<b>373.65</b>		
		Total	357.60	499.20	328.00		<b>1184.80</b>	12.60	9.85	<b>1207.25</b>			<b>1211.00</b>		
96.01	98.00	Employer	365.20	305.60	164.00		<b>834.80</b>	6.30	9.85	<b>850.95</b>	3R84	3.75	<b>850.95</b>	DR84	
		Employee		204.00	164.00		<b>368.00</b>	6.30		<b>374.30</b>			<b>378.05</b>		
		Total	365.20	509.60	328.00		<b>1202.80</b>	12.60	9.85	<b>1225.25</b>			<b>1229.00</b>		
98.01	100.00	Employer	372.40	312.00	164.00		<b>848.40</b>	6.30	9.85	<b>864.55</b>	3R85	3.75	<b>864.55</b>	DR85	
		Employee		208.00	164.00		<b>372.00</b>	6.30		<b>378.30</b>			<b>382.05</b>		
		Total	372.40	520.00	328.00		<b>1220.40</b>	12.60	9.85	<b>1242.85</b>			<b>1246.60</b>		
100.01	102.00	Employer	380.00	318.40	164.00		<b>862.40</b>	6.30	9.85	<b>878.55</b>	3R86	3.75	<b>878.55</b>	DR86	
		Employee		212.00	164.00		<b>376.00</b>	6.30		<b>382.30</b>			<b>386.05</b>		
		Total	380.00	530.40	328.00		<b>1238.40</b>	12.60	9.85	<b>1260.85</b>			<b>1264.60</b>		
102.01	104.00	Employer	387.60	324.40	164.00		<b>876.00</b>	6.30	9.85	<b>892.15</b>	3R87	3.75	<b>892.15</b>	DR87	
		Employee		216.40	164.00		<b>380.40</b>	6.30		<b>386.70</b>			<b>390.45</b>		
		Total	387.60	540.80	328.00		<b>1256.40</b>	12.60	9.85	<b>1278.85</b>			<b>1282.60</b>		
104.01	106.00	Employer	394.80	330.80	164.00		<b>889.60</b>	6.30	9.85	<b>905.75</b>	3R88	3.75	<b>905.75</b>	DR88	
		Employee		220.40	164.00		<b>384.40</b>	6.30		<b>390.70</b>			<b>394.45</b>		
		Total	394.80	551.20	328.00		<b>1274.00</b>	12.60	9.85	<b>1296.45</b>			<b>1300.20</b>		
106.01	108.00	Employer	402.40	336.80	164.00		<b>903.20</b>	6.30	9.85	<b>919.35</b>	3R89	3.75	<b>919.35</b>	DR89	
		Employee		224.80	164.00		<b>388.80</b>	6.30		<b>395.10</b>			<b>398.85</b>		
		Total	402.40	561.60	328.00		<b>1292.00</b>	12.60	9.85	<b>1314.45</b>			<b>1318.20</b>		
108.01	110.00	Employer	410.00	343.20	164.00		<b>917.20</b>	6.30	9.85	<b>933.35</b>	3R90	3.75	<b>933.35</b>	DR90	
		Employee		228.80	164.00		<b>392.80</b>	6.30		<b>399.10</b>			<b>402.85</b>		
		Total	410.00	572.00	328.00		<b>1310.00</b>	12.60	9.85	<b>1332.45</b>			<b>1336.20</b>		
110.01	112.00	Employer	417.20	349.60	164.00		<b>930.80</b>	6.30	9.85	<b>946.95</b>	3R91	3.75	<b>946.95</b>	DR91	
		Employee		232.80	164.00		<b>396.80</b>	6.30		<b>403.10</b>			<b>406.85</b>		
		Total	417.20	582.40	328.00		<b>1327.60</b>	12.60	9.85	<b>1350.05</b>			<b>1353.80</b>		
112.01	114.00	Employer	424.80	355.60	164.00		<b>944.40</b>	6.30	9.85	<b>960.55</b>	3R92	3.75	<b>960.55</b>	DR92	
		Employee		237.20	164.00		<b>401.20</b>	6.30		<b>407.50</b>			<b>411.25</b>		
		Total	424.80	592.80	328.00		<b>1345.60</b>	12.60	9.85	<b>1368.05</b>			<b>1371.80</b>		
114.01	116.00	Employer	432.40	362.00	164.00		<b>958.40</b>	6.30	9.85	<b>974.55</b>	3R93	3.75	<b>974.55</b>	DR93	
		Employee		241.20	164.00		<b>405.20</b>	6.30		<b>411.50</b>			<b>415.25</b>		
		Total	432.40	603.20	328.00		<b>1363.60</b>	12.60	9.85	<b>1386.05</b>			<b>1389.80</b>		
116.01	118.00	Employer	439.60	368.00	164.00		<b>971.60</b>	6.30	9.85	<b>987.75</b>	3R94	3.75	<b>987.75</b>	DR94	
		Employee		245.60	164.00		<b>409.60</b>	6.30		<b>415.90</b>			<b>419.65</b>		
		Total	439.60	613.60	328.00		<b>1381.20</b>	12.60	9.85	<b>1403.65</b>			<b>1407.40</b>		
118.01	120.00	Employer	447.20	374.40	164.00		<b>985.60</b>	6.30	9.85	<b>1001.75</b>	3R95	3.75	<b>1001.75</b>	DR95	
		Employee		249.60	164.00		<b>413.60</b>	6.30		<b>419.90</b>			<b>423.65</b>		
		Total	447.20	624.00	328.00		<b>1399.20</b>	12.60	9.85	<b>1421.65</b>			<b>1425.40</b>		

# HOURLY ALLOWANCES

AREA: A

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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	4.100		10.7700			
39.01	40.00	3.33	0.390	3.12	4.100		10.9400			
40.01	41.00	3.42	0.400	3.20	4.100		11.1200			
41.01	42.00	3.50	0.410	3.28	4.100		11.2900			
42.01	43.00	3.58	0.420	3.35	4.100		11.4500			
43.01	44.00	3.67	0.430	3.43	4.100		11.6300			
44.01	45.00	3.75	0.440	3.51	4.100		11.8000			
45.01	46.00	3.83	0.450	3.59	4.100		11.9700			
46.01	47.00	3.92	0.460	3.67	4.100		12.1500			
47.01	48.00	4.00	0.470	3.74	4.100		12.3100			
48.01	49.00	4.08	0.480	3.82	4.100		12.4800			
49.01	50.00	4.17	0.490	3.90	4.100		12.6600			
50.01	52.00	4.33	0.500	4.06	4.100		12.9900			
52.01	54.00	4.50	0.520	4.21	4.100		13.3300			
54.01	56.00	4.67	0.540	4.37	4.100		13.6800			
56.01	58.00	4.83	0.560	4.52	4.100		14.0100			
58.01	60.00	5.00	0.580	4.68	4.100		14.3600			
60.01	62.00	5.17	0.600	4.84	4.100		14.7100			
62.01	64.00	5.33	0.620	4.99	4.100		15.0400			
64.01	66.00	5.50	0.640	5.15	4.100		15.3900			
66.01	68.00	5.67	0.660	5.30	4.100		15.7300			
68.01	70.00	5.83	0.680	5.46	4.100		16.0700			
70.01	72.00	6.00	0.700	5.62	4.100		16.4200			
72.01	74.00	6.17	0.720	5.77	4.100		16.7600			
74.01	76.00	6.33	0.740	5.93	4.100		17.1000			
76.01	78.00	6.50	0.760	6.08	4.100		17.4400			
78.01	80.00	6.67	0.780	6.24	4.100		17.7900			
80.01	82.00	6.83	0.800	6.40	4.100		18.1300			
82.01	84.00	7.00	0.820	6.55	4.100		18.4700			
84.01	86.00	7.17	0.840	6.71	4.100		18.8200			
86.01	88.00	7.33	0.860	6.86	4.100		19.1500			
88.01	90.00	7.50	0.880	7.02	4.100		19.5000			
90.01	92.00	7.67	0.900	7.18	4.100		19.8500			
92.01	94.00	7.83	0.920	7.33	4.100		20.1800			
94.01	96.00	8.00	0.940	7.49	4.100		20.5300			
96.01	98.00	8.17	0.960	7.64	4.100		20.8700			
98.01	100.00	8.33	0.980	7.80	4.100		21.2100			
100.01	102.00	8.50	1.000	7.96	4.100		21.5600			
102.01	104.00	8.67	1.020	8.11	4.100		21.9000			
104.01	106.00	8.83	1.040	8.27	4.100		22.2400			
106.01	108.00	9.00	1.060	8.42	4.100		22.5800			
108.01	110.00	9.17	1.080	8.58	4.100		22.9300			
110.01	112.00	9.33	1.100	8.74	4.100		23.2700			
112.01	114.00	9.50	1.120	8.89	4.100		23.6100			
114.01	116.00	9.67	1.140	9.05	4.100		23.9600			
116.01	118.00	9.83	1.160	9.20	4.100		24.2900			
118.01	120.00	10.00	1.180	9.36	4.100		24.6400			

## 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	-	-
<b>Total Allowance: R</b>			<b>120.00</b>

**Wage plus allowance: R 820.00**

Deductions: (See note at bottom)

Holiday Fund	-65.20
Pension Fund	-91.00
Benefit Fund	-
BIBC Levy (Employee)	-4.35

**Total Deductions: R 160.55**

**Total due to worker: R 659.45**

Calculation of Contribution:

Total Deductions: **160.55**

BIBC Levy (Employers Portion) **4.35**

EOL **9.85**

Total contribution: Code 3R20 R: **174.75**

## 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	-	-
<b>Total Allowance: R</b>			<b>120.00</b>

**Wage plus allowance: R 820.00**

Deductions: (See note at bottom)

Holiday Fund	-65.20
Pension Fund	-91.00
Benefit Fund	-
BIBC Levy (Employee)	-4.35
T/U Subscription	-3.75

**Total Deductions: R 164.30**

**Total due to worker: R 655.70**

Calculation of Contribution:

Total Deductions: **164.30**

BIBC Levy (Employers Portion) **4.35**

EOL **9.85**

Total contribution: Code DR20 R: **178.50**

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