

BUILDING INDUSTRY BARGAINING COUNCIL [Southern- and Eastern Cape] WAGE SCHEDULES FOR THE 2016/2017 CONTRIBUTION YEAR

Magisterial Districts of:
Area A: Port Elizabeth and Uitenhage

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BREAKUP OF WEEKLY CONTRIBUTIONS

40	Hours per week		Employer	Holiday Fund	Pension Fund	M/Aid Fund	Bene fit 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	4.65	10.45	68.22	3S00	3.10	68.22	DS00	
		Employee		16.30			16.30	4.65		20.95			24.05		
		Total	29.12	40.30			69.42	9.30	10.45	89.17			92.27		
7.76	9.25	Employer	33.92	28.80			62.72	4.65	10.45	77.82	3S01	3.70	77.82	DS01	
		Employee		19.30			19.30	4.65		23.95			27.65		
		Total	33.92	48.10			82.02	9.30	10.45	101.77			105.47		
9.26	10.75	Employer	39.72	33.60			73.32	4.65	10.45	88.42	3S02	3.75	88.42	DS02	
		Employee		22.30			22.30	4.65		26.95			30.70		
		Total	39.72	55.90			95.62	9.30	10.45	115.37			119.12		
10.76	12.25	Employer	45.12	38.40			83.52	4.65	10.45	98.62	3S03	3.75	98.62	DS03	
		Employee		25.30			25.30	4.65		29.95			33.70		
		Total	45.12	63.70			108.82	9.30	10.45	128.57			132.32		
12.26	12.50	Employer	46.52	39.20			85.72	4.65	10.45	100.82	3S05	3.75	100.82	DS05	
		Employee		25.80			25.80	4.65		30.45			34.20		
		Total	46.52	65.00			111.52	9.30	10.45	131.27			135.02		
12.51	12.75	Employer	47.40	39.60			87.00	4.65	10.45	102.10	3S06	3.75	102.10	DS06	
		Employee		26.70			26.70	4.65		31.35			35.10		
		Total	47.40	66.30			113.70	9.30	10.45	133.45			137.20		
12.76	13.00	Employer	48.32	40.40			88.72	4.65	10.45	103.82	3S07	3.75	103.82	DS07	
		Employee		27.20			27.20	4.65		31.85			35.60		
		Total	48.32	67.60			115.92	9.30	10.45	135.67			139.42		
13.01	13.25	Employer	49.20	41.20			90.40	4.65	10.45	105.50	3S08	3.75	105.50	DS08	
		Employee		27.70			27.70	4.65		32.35			36.10		
		Total	49.20	68.90			118.10	9.30	10.45	137.85			141.60		
13.26	13.50	Employer	50.52	42.00			92.52	4.65	10.45	107.62	3S09	3.75	107.62	DS09	
		Employee		28.20			28.20	4.65		32.85			36.60		
		Total	50.52	70.20			120.72	9.30	10.45	140.47			144.22		
13.51	13.75	Employer	51.40	42.80			94.20	4.65	10.45	109.30	3S10	3.75	109.30	DS10	
		Employee		28.70			28.70	4.65		33.35			37.10		
		Total	51.40	71.50			122.90	9.30	10.45	142.65			146.40		
13.76	14.00	Employer	52.32	43.60			95.92	4.65	10.45	111.02	3S11	3.75	111.02	DS11	
		Employee		29.20			29.20	4.65		33.85			37.60		
		Total	52.32	72.80			125.12	9.30	10.45	144.87			148.62		
14.01	14.25	Employer	53.20	44.40			97.60	4.65	10.45	112.70	3S12	3.75	112.70	DS12	
		Employee		29.70			29.70	4.65		34.35			38.10		
		Total	53.20	74.10			127.30	9.30	10.45	147.05			150.80		
14.26	14.50	Employer	54.12	45.20			99.32	4.65	10.45	114.42	3S13	3.75	114.42	DS13	
		Employee		30.20			30.20	4.65		34.85			38.60		
		Total	54.12	75.40			129.52	9.30	10.45	149.27			153.02		
14.51	14.75	Employer	55.00	46.00			101.00	4.65	10.45	116.10	3S14	3.75	116.10	DS14	
		Employee		30.70			30.70	4.65		35.35			39.10		
		Total	55.00	76.70			131.70	9.30	10.45	151.45			155.20		
14.76	15.00	Employer	55.92	46.80			102.72	4.65	10.45	117.82	3S15	3.75	117.82	DS15	
		Employee		31.20			31.20	4.65		35.85			39.60		
		Total	55.92	78.00			133.92	9.30	10.45	153.67			157.42		
15.01	15.50	Employer	57.60	48.40			106.00	4.65	10.45	121.10	3S16	3.75	121.10	DS16	
		Employee		32.20			32.20	4.65		36.85			40.60		
		Total	57.60	80.60			138.20	9.30	10.45	157.95			161.70		
15.51	16.00	Employer	59.40	50.00			109.40	4.65	10.45	124.50	3S17	3.75	124.50	DS17	
		Employee		33.20			33.20	4.65		37.85			41.60		
		Total	59.40	83.20			142.60	9.30	10.45	162.35			166.10		
16.01	16.50	Employer	61.60	51.60			113.20	4.65	10.45	128.30	3S18	3.75	128.30	DS18	
		Employee		34.20			34.20	4.65		38.85			42.60		
		Total	61.60	85.80			147.40	9.30	10.45	167.15			170.90		
16.51	17.00	Employer	63.40	53.20			116.60	4.65	10.45	131.70	3S19	3.75	131.70	DS19	
		Employee		35.20			35.20	4.65		39.85			43.60		
		Total	63.40	88.40			151.80	9.30	10.45	171.55			175.30		

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BREAKUP OF WEEKLY CONTRIBUTIONS

40	Hours per week			Holiday Fund	Pension Fund	M/Aid Fund	Bene fit 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	4.65	10.45	135.10		3.75	135.10		
		Employee		36.20			36.20	4.65		40.85			44.60		
		Total	65.20	91.00			156.20	9.30	10.45	175.95	3S20		179.70	DS20	
17.51	18.00	Employer	67.00	56.00			123.00	4.65	10.45	138.10		3.75	138.10		
		Employee		37.60			37.60	4.65		42.25			46.00		
		Total	67.00	93.60			160.60	9.30	10.45	180.35	3S21		184.10	DS21	
18.01	18.50	Employer	68.80	57.60			126.40	4.65	10.45	141.50		3.75	141.50		
		Employee		38.60			38.60	4.65		43.25			47.00		
		Total	68.80	96.20			165.00	9.30	10.45	184.75	3S22		188.50	DS22	
18.51	19.00	Employer	70.60	59.20			129.80	4.65	10.45	144.90		3.75	144.90		
		Employee		39.60			39.60	4.65		44.25			48.00		
		Total	70.60	98.80			169.40	9.30	10.45	189.15	3S23		192.90	DS23	
19.01	19.50	Employer	72.80	60.80			133.60	4.65	10.45	148.70		3.75	148.70		
		Employee		40.60			40.60	4.65		45.25			49.00		
		Total	72.80	101.40			174.20	9.30	10.45	193.95	3S24		197.70	DS24	
19.51	20.00	Employer	74.60	62.40			137.00	4.65	10.45	152.10		3.75	152.10		
		Employee		41.60			41.60	4.65		46.25			50.00		
		Total	74.60	104.00			178.60	9.30	10.45	198.35	3S25		202.10	DS25	
20.01	20.50	Employer	76.40	64.00			140.40	4.65	10.45	155.50		3.75	155.50		
		Employee		42.60			42.60	4.65		47.25			51.00		
		Total	76.40	106.60			183.00	9.30	10.45	202.75	3S26		206.50	DS26	
20.51	21.00	Employer	78.20	65.60			143.80	4.65	10.45	158.90		3.75	158.90		
		Employee		43.60			43.60	4.65		48.25			52.00		
		Total	78.20	109.20			187.40	9.30	10.45	207.15	3S27		210.90	DS27	
21.01	21.50	Employer	80.00	67.20			147.20	4.65	10.45	162.30		3.75	162.30		
		Employee		44.60			44.60	4.65		49.25			53.00		
		Total	80.00	111.80			191.80	9.30	10.45	211.55	3S28		215.30	DS28	
21.51	22.00	Employer	81.80	68.80			150.60	4.65	10.45	165.70		3.75	165.70		
		Employee		45.60			45.60	4.65		50.25			54.00		
		Total	81.80	114.40			196.20	9.30	10.45	215.95	3S29		219.70	DS29	
22.01	22.50	Employer	84.00	70.40			154.40	4.65	10.45	169.50		3.75	169.50		
		Employee		46.60			46.60	4.65		51.25			55.00		
		Total	84.00	117.00			201.00	9.30	10.45	220.75	3S30		224.50	DS30	
22.51	23.00	Employer	85.80	71.60			157.40	4.65	10.45	172.50		3.75	172.50		
		Employee		48.00			48.00	4.65		52.65			56.40		
		Total	85.80	119.60			205.40	9.30	10.45	225.15	3S31		228.90	DS31	
23.01	23.50	Employer	87.60	73.20			160.80	4.65	10.45	175.90		3.75	175.90		
		Employee		49.00			49.00	4.65		53.65			57.40		
		Total	87.60	122.20			209.80	9.30	10.45	229.55	3S32		233.30	DS32	
23.51	24.00	Employer	89.40	74.80			164.20	4.65	10.45	179.30		3.75	179.30		
		Employee		50.00			50.00	4.65		54.65			58.40		
		Total	89.40	124.80			214.20	9.30	10.45	233.95	3S33		237.70	DS33	
24.01	24.50	Employer	91.20	76.40			167.60	4.65	10.45	182.70		3.75	182.70		
		Employee		51.00			51.00	4.65		55.65			59.40		
		Total	91.20	127.40			218.60	9.30	10.45	238.35	3S34		242.10	DS34	
24.51	25.00	Employer	93.00	78.00			171.00	4.65	10.45	186.10		3.75	186.10		
		Employee		52.00			52.00	4.65		56.65			60.40		
		Total	93.00	130.00			223.00	9.30	10.45	242.75	3S35		246.50	DS35	
25.01	26.00	Employer	96.80	81.20			178.00	4.65	10.45	193.10		3.75	193.10		
		Employee		54.00			54.00	4.65		58.65			62.40		
		Total	96.80	135.20			232.00	9.30	10.45	251.75	3S36		255.50	DS36	
26.01	27.00	Employer	100.40	84.40			184.80	4.65	10.45	199.90		3.75	199.90		
		Employee		56.00			56.00	4.65		60.65			64.40		
		Total	100.40	140.40			240.80	9.30	10.45	260.55	3S37		264.30	DS37	
27.01	28.00	Employer	104.00	87.20			191.20	4.65	10.45	206.30		3.75	206.30		
		Employee		58.40			58.40	4.65		63.05			66.80		
		Total	104.00	145.60			249.60	9.30	10.45	269.35	3S38		273.10	DS38	

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BREAKUP OF WEEKLY CONTRIBUTIONS

40	Hours per week			Holiday Fund	Pension Fund	M/Aid Fund	Bene fit 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	108.00	90.40			198.40	4.65	10.45	213.50				213.50	
		Employee		60.40			60.40	4.65		65.05			3.75	68.80	
		Total	108.00	150.80			258.80	9.30	10.45	278.55	3S39	3.75	282.30	DS39	
29.01	30.00	Employer	111.60	93.60			205.20	6.75	10.45	222.40				222.40	
		Employee		62.40			62.40	6.75		69.15			3.75	72.90	
		Total	111.60	156.00			267.60	13.50	10.45	291.55	3S40	3.75	295.30	DS40	
30.01	31.00	Employer	115.20	96.80			212.00	6.75	10.45	229.20				229.20	
		Employee		64.40			64.40	6.75		71.15			3.75	74.90	
		Total	115.20	161.20			276.40	13.50	10.45	300.35	3S41	3.75	304.10	DS41	
31.01	32.00	Employer	119.20	100.00			219.20	6.75	10.45	236.40				236.40	
		Employee		66.40			66.40	6.75		73.15			3.75	76.90	
		Total	119.20	166.40			285.60	13.50	10.45	309.55	3S42	3.75	313.30	DS42	
32.01	33.00	Employer	122.80	102.80			225.60	6.75	10.45	242.80				242.80	
		Employee		68.80			68.80	6.75		75.55			3.75	79.30	
		Total	122.80	171.60			294.40	13.50	10.45	318.35	3S43	3.75	322.10	DS43	
33.01	34.00	Employer	126.40	106.00			232.40	6.75	10.45	249.60				249.60	
		Employee		70.80			70.80	6.75		77.55			3.75	81.30	
		Total	126.40	176.80			303.20	13.50	10.45	327.15	3S44	3.75	330.90	DS44	
34.01	35.00	Employer	130.40	109.20			239.60	6.75	10.45	256.80				256.80	
		Employee		72.80			72.80	6.75		79.55			3.75	83.30	
		Total	130.40	182.00			312.40	13.50	10.45	336.35	3S45	3.75	340.10	DS45	
35.01	36.00	Employer	134.00	112.40			246.40	6.75	10.45	263.60				263.60	
		Employee		74.80			74.80	6.75		81.55			3.75	85.30	
		Total	134.00	187.20			321.20	13.50	10.45	345.15	3S46	3.75	348.90	DS46	
36.01	37.00	Employer	137.60	115.60			253.20	6.75	10.45	270.40				270.40	
		Employee		76.80			76.80	6.75		83.55			3.75	87.30	
		Total	137.60	192.40			330.00	13.50	10.45	353.95	3S47	3.75	357.70	DS47	
37.01	38.00	Employer	141.60	118.40			260.00	6.75	10.45	277.20				277.20	
		Employee		79.20			79.20	6.75		85.95			3.75	89.70	
		Total	141.60	197.60			339.20	13.50	10.45	363.15	3S48	3.75	366.90	DS48	
38.01	39.00	Employer	145.20	121.60			266.80	6.75	10.45	284.00				284.00	
		Employee		81.20			81.20	6.75		87.95			3.75	91.70	
		Total	145.20	202.80			348.00	13.50	10.45	371.95	3S49	3.75	375.70	DS49	
39.01	40.00	Employer	148.80	124.80			273.60	6.75	10.45	290.80				290.80	
		Employee		83.20			83.20	6.75		89.95			3.75	93.70	
		Total	148.80	208.00			356.80	13.50	10.45	380.75	3S50	3.75	384.50	DS50	
40.01	41.00	Employer	152.80	128.00			280.80	6.75	10.45	298.00				298.00	
		Employee		85.20			85.20	6.75		91.95			3.75	95.70	
		Total	152.80	213.20			366.00	13.50	10.45	389.95	3S51	3.75	393.70	DS51	
41.01	42.00	Employer	156.40	131.20	177.00		464.60	6.75	10.45	481.80				481.80	
		Employee		87.20	177.00		264.20	6.75		270.95			3.75	274.70	
		Total	156.40	218.40	354.00		728.80	13.50	10.45	752.75	3S52	3.75	756.50	DS52	
42.01	43.00	Employer	160.00	134.00	177.00		471.00	6.75	10.45	488.20				488.20	
		Employee		89.60	177.00		266.60	6.75		273.35			3.75	277.10	
		Total	160.00	223.60	354.00		737.60	13.50	10.45	761.55	3S53	3.75	765.30	DS53	
43.01	44.00	Employer	164.00	137.20	177.00		478.20	6.75	10.45	495.40				495.40	
		Employee		91.60	177.00		268.60	6.75		275.35			3.75	279.10	
		Total	164.00	228.80	354.00		746.80	13.50	10.45	770.75	3S54	3.75	774.50	DS54	
44.01	45.00	Employer	167.60	140.40	177.00		485.00	6.75	10.45	502.20				502.20	
		Employee		93.60	177.00		270.60	6.75		277.35			3.75	281.10	
		Total	167.60	234.00	354.00		755.60	13.50	10.45	779.55	3S55	3.75	783.30	DS55	
45.01	46.00	Employer	171.20	143.60	177.00		491.80	6.75	10.45	509.00				509.00	
		Employee		95.60	177.00		272.60	6.75		279.35			3.75	283.10	
		Total	171.20	239.20	354.00		764.40	13.50	10.45	788.35	3S56	3.75	792.10	DS56	
46.01	47.00	Employer	175.20	146.80	177.00		499.00	6.75	10.45	516.20				516.20	
		Employee		97.60	177.00		274.60	6.75		281.35			3.75	285.10	
		Total	175.20	244.40	354.00		773.60	13.50	10.45	797.55	3S57	3.75	801.30	DS57	

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40	Hours per week			Holiday Fund	Pension Fund	M/Aid Fund	Bene fit 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	177.00		505.40	6.75	10.45	522.60	3S58	3.75	522.60	DS58	
		Employee		100.00	177.00		277.00	6.75		283.75					287.50
		Total	178.80	249.60	354.00		782.40	13.50	10.45	806.35					810.10
48.01	49.00	Employer	182.40	152.80	177.00		512.20	6.75	10.45	529.40	3S59	3.75	529.40	DS59	
		Employee		102.00	177.00		279.00	6.75		285.75					289.50
		Total	182.40	254.80	354.00		791.20	13.50	10.45	815.15					818.90
49.01	50.00	Employer	186.40	156.00	177.00		519.40	6.75	10.45	536.60	3S60	3.75	536.60	DS60	
		Employee		104.00	177.00		281.00	6.75		287.75					291.50
		Total	186.40	260.00	354.00		800.40	13.50	10.45	824.35					828.10
50.01	52.00	Employer	193.20	162.40	177.00		532.60	6.75	10.45	549.80	3S61	3.75	549.80	DS61	
		Employee		108.00	177.00		285.00	6.75		291.75					295.50
		Total	193.20	270.40	354.00		817.60	13.50	10.45	841.55					845.30
52.01	54.00	Employer	200.80	168.40	177.00		546.20	6.75	10.45	563.40	3S62	3.75	563.40	DS62	
		Employee		112.40	177.00		289.40	6.75		296.15					299.90
		Total	200.80	280.80	354.00		835.60	13.50	10.45	859.55					863.30
54.01	56.00	Employer	208.40	174.80	177.00		560.20	6.75	10.45	577.40	3S63	3.75	577.40	DS63	
		Employee		116.40	177.00		293.40	6.75		300.15					303.90
		Total	208.40	291.20	354.00		853.60	13.50	10.45	877.55					881.30
56.01	58.00	Employer	215.60	180.80	177.00		573.40	6.75	10.45	590.60	3S64	3.75	590.60	DS64	
		Employee		120.80	177.00		297.80	6.75		304.55					308.30
		Total	215.60	301.60	354.00		871.20	13.50	10.45	895.15					898.90
58.01	60.00	Employer	223.20	187.20	177.00		587.40	6.75	10.45	604.60	3S65	3.75	604.60	DS65	
		Employee		124.80	177.00		301.80	6.75		308.55					312.30
		Total	223.20	312.00	354.00		889.20	13.50	10.45	913.15					916.90
60.01	62.00	Employer	230.80	193.60	177.00		601.40	6.75	10.45	618.60	3S66	3.75	618.60	DS66	
		Employee		128.80	177.00		305.80	6.75		312.55					316.30
		Total	230.80	322.40	354.00		907.20	13.50	10.45	931.15					934.90
62.01	64.00	Employer	238.00	199.60	177.00		614.60	6.75	10.45	631.80	3S67	3.75	631.80	DS67	
		Employee		133.20	177.00		310.20	6.75		316.95					320.70
		Total	238.00	332.80	354.00		924.80	13.50	10.45	948.75					952.50
64.01	66.00	Employer	245.60	206.00	177.00		628.60	6.75	10.45	645.80	3S68	3.75	645.80	DS68	
		Employee		137.20	177.00		314.20	6.75		320.95					324.70
		Total	245.60	343.20	354.00		942.80	13.50	10.45	966.75					970.50
66.01	68.00	Employer	253.20	212.00	177.00		642.20	6.75	10.45	659.40	3S69	3.75	659.40	DS69	
		Employee		141.60	177.00		318.60	6.75		325.35					329.10
		Total	253.20	353.60	354.00		960.80	13.50	10.45	984.75					988.50
68.01	70.00	Employer	260.40	218.40	177.00		655.80	6.75	10.45	673.00	3S70	3.75	673.00	DS70	
		Employee		145.60	177.00		322.60	6.75		329.35					333.10
		Total	260.40	364.00	354.00		978.40	13.50	10.45	1002.35					1006.10
70.01	72.00	Employer	268.00	224.80	177.00		669.80	6.75	10.45	687.00	3S71	3.75	687.00	DS71	
		Employee		149.60	177.00		326.60	6.75		333.35					337.10
		Total	268.00	374.40	354.00		996.40	13.50	10.45	1020.35					1024.10
72.01	74.00	Employer	275.60	230.80	177.00		683.40	6.75	10.45	700.60	3S72	3.75	700.60	DS72	
		Employee		154.00	177.00		331.00	6.75		337.75					341.50
		Total	275.60	384.80	354.00		1014.40	13.50	10.45	1038.35					1042.10
74.01	76.00	Employer	282.80	237.20	177.00		697.00	6.75	10.45	714.20	3S73	3.75	714.20	DS73	
		Employee		158.00	177.00		335.00	6.75		341.75					345.50
		Total	282.80	395.20	354.00		1032.00	13.50	10.45	1055.95					1059.70
76.01	78.00	Employer	290.40	243.20	177.00		710.60	6.75	10.45	727.80	3S74	3.75	727.80	DS74	
		Employee		162.40	177.00		339.40	6.75		346.15					349.90
		Total	290.40	405.60	354.00		1050.00	13.50	10.45	1073.95					1077.70
78.01	80.00	Employer	298.00	249.60	177.00		724.60	6.75	10.45	741.80	3S75	3.75	741.80	DS75	
		Employee		166.40	177.00		343.40	6.75		350.15					353.90
		Total	298.00	416.00	354.00		1068.00	13.50	10.45	1091.95					1095.70
80.01	82.00	Employer	305.20	256.00	177.00		738.20	6.75	10.45	755.40	3S76	3.75	755.40	DS76	
		Employee		170.40	177.00		347.40	6.75		354.15					357.90
		Total	305.20	426.40	354.00		1085.60	13.50	10.45	1109.55					1113.30

BUILDING INDUSTRY BARGAINING COUNCIL [Southern- and Eastern Cape] WAGE SCHEDULES FOR THE 2016/2017 CONTRIBUTION YEAR

Magisterial Districts of:

Page: 5

Area A: Port Elizabeth and Uitenhage

BREAKUP OF WEEKLY CONTRIBUTIONS

40	Hours per week			Holiday Fund	Pension Fund	M/Aid Fund	Bene fit 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	177.00		751.80	6.75	10.45	769.00	3S77	3.75	769.00	DS77	
		Employee		174.80	177.00		351.80	6.75		358.55					362.30
		Total	312.80	436.80	354.00		1103.60	13.50	10.45	1127.55					1131.30
84.01	86.00	Employer	320.40	268.40	177.00		765.80	6.75	10.45	783.00	3S78	3.75	783.00	DS78	
		Employee		178.80	177.00		355.80	6.75		362.55					366.30
		Total	320.40	447.20	354.00		1121.60	13.50	10.45	1145.55					1149.30
86.01	88.00	Employer	327.60	274.40	177.00		779.00	6.75	10.45	796.20	3S79	3.75	796.20	DS79	
		Employee		183.20	177.00		360.20	6.75		366.95					370.70
		Total	327.60	457.60	354.00		1139.20	13.50	10.45	1163.15					1166.90
88.01	90.00	Employer	335.20	280.80	177.00		793.00	6.75	10.45	810.20	3S80	3.75	810.20	DS80	
		Employee		187.20	177.00		364.20	6.75		370.95					374.70
		Total	335.20	468.00	354.00		1157.20	13.50	10.45	1181.15					1184.90
90.01	92.00	Employer	342.80	287.20	177.00		807.00	6.75	10.45	824.20	3S81	3.75	824.20	DS81	
		Employee		191.20	177.00		368.20	6.75		374.95					378.70
		Total	342.80	478.40	354.00		1175.20	13.50	10.45	1199.15					1202.90
92.01	94.00	Employer	350.00	293.20	177.00		820.20	6.75	10.45	837.40	3S82	3.75	837.40	DS82	
		Employee		195.60	177.00		372.60	6.75		379.35					383.10
		Total	350.00	488.80	354.00		1192.80	13.50	10.45	1216.75					1220.50
94.01	96.00	Employer	357.60	299.60	177.00		834.20	6.75	10.45	851.40	3S83	3.75	851.40	DS83	
		Employee		199.60	177.00		376.60	6.75		383.35					387.10
		Total	357.60	499.20	354.00		1210.80	13.50	10.45	1234.75					1238.50
96.01	98.00	Employer	365.20	305.60	177.00		847.80	6.75	10.45	865.00	3S84	3.75	865.00	DS84	
		Employee		204.00	177.00		381.00	6.75		387.75					391.50
		Total	365.20	509.60	354.00		1228.80	13.50	10.45	1252.75					1256.50
98.01	100.00	Employer	372.40	312.00	177.00		861.40	6.75	10.45	878.60	3S85	3.75	878.60	DS85	
		Employee		208.00	177.00		385.00	6.75		391.75					395.50
		Total	372.40	520.00	354.00		1246.40	13.50	10.45	1270.35					1274.10
100.01	102.00	Employer	380.00	318.40	177.00		875.40	6.75	10.45	892.60	3S86	3.75	892.60	DS86	
		Employee		212.00	177.00		389.00	6.75		395.75					399.50
		Total	380.00	530.40	354.00		1264.40	13.50	10.45	1288.35					1292.10
102.01	104.00	Employer	387.60	324.40	177.00		889.00	6.75	10.45	906.20	3S87	3.75	906.20	DS87	
		Employee		216.40	177.00		393.40	6.75		400.15					403.90
		Total	387.60	540.80	354.00		1282.40	13.50	10.45	1306.35					1310.10
104.01	106.00	Employer	394.80	330.80	177.00		902.60	6.75	10.45	919.80	3S88	3.75	919.80	DS88	
		Employee		220.40	177.00		397.40	6.75		404.15					407.90
		Total	394.80	551.20	354.00		1300.00	13.50	10.45	1323.95					1327.70
106.01	108.00	Employer	402.40	336.80	177.00		916.20	6.75	10.45	933.40	3S89	3.75	933.40	DS89	
		Employee		224.80	177.00		401.80	6.75		408.55					412.30
		Total	402.40	561.60	354.00		1318.00	13.50	10.45	1341.95					1345.70
108.01	110.00	Employer	410.00	343.20	177.00		930.20	6.75	10.45	947.40	3S90	3.75	947.40	DS90	
		Employee		228.80	177.00		405.80	6.75		412.55					416.30
		Total	410.00	572.00	354.00		1336.00	13.50	10.45	1359.95					1363.70
110.01	112.00	Employer	417.20	349.60	177.00		943.80	6.75	10.45	961.00	3S91	3.75	961.00	DS91	
		Employee		232.80	177.00		409.80	6.75		416.55					420.30
		Total	417.20	582.40	354.00		1353.60	13.50	10.45	1377.55					1381.30
112.01	114.00	Employer	424.80	355.60	177.00		957.40	6.75	10.45	974.60	3S92	3.75	974.60	DS92	
		Employee		237.20	177.00		414.20	6.75		420.95					424.70
		Total	424.80	592.80	354.00		1371.60	13.50	10.45	1395.55					1399.30
114.01	116.00	Employer	432.40	362.00	177.00		971.40	6.75	10.45	988.60	3S93	3.75	988.60	DS93	
		Employee		241.20	177.00		418.20	6.75		424.95					428.70
		Total	432.40	603.20	354.00		1389.60	13.50	10.45	1413.55					1417.30
116.01	118.00	Employer	439.60	368.00	177.00		984.60	6.75	10.45	1001.80	3S94	3.75	1001.80	DS94	
		Employee		245.60	177.00		422.60	6.75		429.35					433.10
		Total	439.60	613.60	354.00		1407.20	13.50	10.45	1431.15					1434.90
118.01	120.00	Employer	447.20	374.40	177.00		998.60	6.75	10.45	1015.80	3S95	3.75	1015.80	DS95	
		Employee		249.60	177.00		426.60	6.75		433.35					437.10
		Total	447.20	624.00	354.00		1425.20	13.50	10.45	1449.15					1452.90

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			6.6700			
39.01	40.00	3.33	0.390	3.12			6.8400			
40.01	41.00	3.42	0.400	3.20			7.0200			
41.01	42.00	3.50	0.410	3.28	4.425		11.6150			
42.01	43.00	3.58	0.420	3.35	4.425		11.7750			
43.01	44.00	3.67	0.430	3.43	4.425		11.9550			
44.01	45.00	3.75	0.440	3.51	4.425		12.1250			
45.01	46.00	3.83	0.450	3.59	4.425		12.2950			
46.01	47.00	3.92	0.460	3.67	4.425		12.4750			
47.01	48.00	4.00	0.470	3.74	4.425		12.6350			
48.01	49.00	4.08	0.480	3.82	4.425		12.8050			
49.01	50.00	4.17	0.490	3.90	4.425		12.9850			
50.01	52.00	4.33	0.500	4.06	4.425		13.3150			
52.01	54.00	4.50	0.520	4.21	4.425		13.6550			
54.01	56.00	4.67	0.540	4.37	4.425		14.0050			
56.01	58.00	4.83	0.560	4.52	4.425		14.3350			
58.01	60.00	5.00	0.580	4.68	4.425		14.6850			
60.01	62.00	5.17	0.600	4.84	4.425		15.0350			
62.01	64.00	5.33	0.620	4.99	4.425		15.3650			
64.01	66.00	5.50	0.640	5.15	4.425		15.7150			
66.01	68.00	5.67	0.660	5.30	4.425		16.0550			
68.01	70.00	5.83	0.680	5.46	4.425		16.3950			
70.01	72.00	6.00	0.700	5.62	4.425		16.7450			
72.01	74.00	6.17	0.720	5.77	4.425		17.0850			
74.01	76.00	6.33	0.740	5.93	4.425		17.4250			
76.01	78.00	6.50	0.760	6.08	4.425		17.7650			
78.01	80.00	6.67	0.780	6.24	4.425		18.1150			
80.01	82.00	6.83	0.800	6.40	4.425		18.4550			
82.01	84.00	7.00	0.820	6.55	4.425		18.7950			
84.01	86.00	7.17	0.840	6.71	4.425		19.1450			
86.01	88.00	7.33	0.860	6.86	4.425		19.4750			
88.01	90.00	7.50	0.880	7.02	4.425		19.8250			
90.01	92.00	7.67	0.900	7.18	4.425		20.1750			
92.01	94.00	7.83	0.920	7.33	4.425		20.5050			
94.01	96.00	8.00	0.940	7.49	4.425		20.8550			
96.01	98.00	8.17	0.960	7.64	4.425		21.1950			
98.01	100.00	8.33	0.980	7.80	4.425		21.5350			
100.01	102.00	8.50	1.000	7.96	4.425		21.8850			
102.01	104.00	8.67	1.020	8.11	4.425		22.2250			
104.01	106.00	8.83	1.040	8.27	4.425		22.5650			
106.01	108.00	9.00	1.060	8.42	4.425		22.9050			
108.01	110.00	9.17	1.080	8.58	4.425		23.2550			
110.01	112.00	9.33	1.100	8.74	4.425		23.5950			
112.01	114.00	9.50	1.120	8.89	4.425		23.9350			
114.01	116.00	9.67	1.140	9.05	4.425		24.2850			
116.01	118.00	9.83	1.160	9.20	4.425		24.6150			
118.01	120.00	10.00	1.180	9.36	4.425		24.9650			

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)	-4.65

Total Deductions: R 160.85

Total due to worker: R 659.15

Calculation of Contribution:

Total Deductions: **160.85**

BIBC Levy (Employers Portion) **4.65**

EOL **10.45**

Total contribution: Code 3S20 R: **175.95**

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)	-4.65
T/U Subscription	-3.75

Total Deductions: R 164.60

Total due to worker: R 655.40

Calculation of Contribution:

Total Deductions: **164.60**

BIBC Levy (Employers Portion) **4.65**

EOL **10.45**

Total contribution: Code DS20 R: **179.70**

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