

BUILDING INDUSTRY BARGAINING COUNCIL [Southern- and Eastern Cape]

SCHEDULES FOR THE 2025/2026 CONTRIBUTION YEAR

Applicable from 1ST OCTOBER 2025 - 30TH SEPTEMBER 2026

Magisterial Districts of:

Area C: Alexandria and Bathurst

Area D: Albany

Area E: Queenstown

BREAKUP OF WEEKLY CONTRIBUTIONS						PLEASE NOTE: MINIMUM WAGE IS R28,79							
HOURLY WAGE BAND 40 HOURS PER WEEK		Holiday Fund	Pension Fund	Benefit Fund	Sub Total	BIBC Levy	EOL Levy Vat Incl	TOTAL T/U EXCL SUBS	Code	T/U Subs	TOTAL T/U INCL SUBS	Code	
From	To												
28,01	29,00	Employer	99,35	97,60	16,40	213,35	11,51	25,36	250,22			250,22	
		Employee	2,55	64,80	0,00	67,35	11,50	0	78,85		3,75	82,60	
		Total	101,90	162,40	16,40	280,70	23,01	25,36	329,07	2108	3,75	332,82	C108
29,01	30,00	Employer	102,55	100,80	16,40	219,75	11,51	25,36	256,62			256,62	
		Employee	2,55	67,20	0,00	69,75	11,50	0	81,25		3,75	85,00	
		Total	105,10	168,00	16,40	289,50	23,01	25,36	337,87	2109	3,75	341,62	C109
30,01	31,00	Employer	105,75	104,00	18,40	228,15	11,51	26,11	265,77			265,77	
		Employee	2,55	69,60	0,00	72,15	11,50	0	83,65		3,75	87,40	
		Total	108,30	173,60	18,40	300,30	23,01	26,11	349,42	2110	3,75	353,17	C110
31,01	32,00	Employer	109,35	107,60	18,40	235,35	11,51	26,11	272,97			272,97	
		Employee	2,55	71,60	0,00	74,15	11,50	0	85,65		3,75	89,40	
		Total	111,90	179,20	18,40	309,50	23,01	26,11	358,62	2111	3,75	362,37	C111
32,01	33,00	Employer	112,55	110,80	18,40	241,75	11,51	26,11	279,37			279,37	
		Employee	2,55	74,00	0,00	76,55	11,50	0	88,05		3,75	91,80	
		Total	115,10	184,80	18,40	318,30	23,01	26,11	367,42	2112	3,75	371,17	C112
33,01	34,00	Employer	115,75	114,40	18,40	248,55	11,51	26,11	286,17			286,17	
		Employee	2,55	76,00	0,00	78,55	11,50	0	90,05		3,75	93,80	
		Total	118,30	190,40	18,40	327,10	23,01	26,11	376,22	2113	3,75	379,97	C113
34,01	35,00	Employer	119,35	117,60	18,40	255,35	11,51	26,11	292,97			292,97	
		Employee	2,55	78,40	0,00	80,95	11,50	0	92,45		3,75	96,20	
		Total	121,90	196,00	18,40	336,30	23,01	26,11	385,42	2114	3,75	389,17	C114
35,01	36,00	Employer	122,55	120,80	20,40	263,75	11,51	26,11	301,37			301,37	
		Employee	2,55	80,80	0,00	83,35	11,50	0	94,85		3,75	98,60	
		Total	125,10	201,60	20,40	347,10	23,01	26,11	396,22	2115	3,75	399,97	C115
36,01	37,00	Employer	125,75	124,40	20,40	270,55	11,51	26,11	308,17			308,17	
		Employee	2,55	82,80	0,00	85,35	11,50	0	96,85		3,75	100,60	
		Total	128,30	207,20	20,40	355,90	23,01	26,11	405,02	2116	3,75	408,77	C116
37,01	38,00	Employer	129,35	127,60	20,40	277,35	11,51	26,11	314,97			314,97	
		Employee	2,55	85,20	0,00	87,75	11,50	0	99,25		3,75	103,00	
		Total	131,90	212,80	20,40	365,10	23,01	26,11	414,22	2117	3,75	417,97	C117
38,01	39,00	Employer	132,55	131,20	20,40	284,15	11,51	26,11	321,77			321,77	
		Employee	2,55	87,20	0,00	89,75	11,50	0	101,25		3,75	105,00	
		Total	135,10	218,40	20,40	373,90	23,01	26,11	423,02	2118	3,75	426,77	C118
39,01	40,00	Employer	135,75	134,40	20,40	290,55	11,51	26,11	328,17			328,17	
		Employee	2,55	89,60	0,00	92,15	11,50	0	103,65		3,75	107,40	
		Total	138,30	224,00	20,40	382,70	23,01	26,11	431,82	2119	3,75	435,57	C119
40,01	41,00	Employer	139,35	137,60	22,80	299,75	15,23	26,86	341,84			341,84	
		Employee	2,55	92,00	0,00	94,55	15,22	0	109,77		3,75	113,52	
		Total	141,90	229,60	22,80	394,30	30,45	26,86	451,61	2120	3,75	455,36	C120
41,01	42,00	Employer	142,55	141,20	22,80	306,55	15,23	26,86	348,64			348,64	
		Employee	2,55	94,00	0,00	96,55	15,22	0	111,77		3,75	115,52	
		Total	145,10	235,20	22,80	403,10	30,45	26,86	460,41	2121	3,75	464,16	C121
42,01	43,00	Employer	145,75	144,40	22,80	312,95	15,23	26,86	355,04			355,04	
		Employee	2,55	96,40	0,00	98,95	15,22	0	114,17		3,75	117,92	
		Total	148,30	240,80	22,80	411,90	30,45	26,86	469,21	2122	3,75	472,96	C122
43,01	44,00	Employer	149,35	148,00	22,80	320,15	15,23	26,86	362,24			362,24	
		Employee	2,55	98,40	0,00	100,95	15,22	0	116,17		3,75	119,92	
		Total	151,90	246,40	22,80	421,10	30,45	26,86	478,41	2123	3,75	482,16	C123
44,01	45,00	Employer	152,55	151,20	22,80	326,55	15,23	26,86	368,64			368,64	
		Employee	2,55	100,80	0,00	103,35	15,22	0	118,57		3,75	122,32	
		Total	155,10	252,00	22,80	429,90	30,45	26,86	487,21	2124	3,75	490,96	C124
45,01	47,00	Employer	159,35	158,00	24,80	342,15	15,23	26,86	384,24			384,24	
		Employee	2,55	105,20	0,00	107,75	15,22	0	122,97		3,75	126,72	
		Total	161,90	263,20	24,80	449,90	30,45	26,86	507,21	2125	3,75	510,96	C125
47,01	49,00	Employer	165,75	164,80	24,80	355,35	15,23	26,86	397,44			397,44	
		Employee	2,55	109,60	0,00	112,15	15,22	0	127,37		3,75	131,12	
		Total	168,30	274,40	24,80	467,50	30,45	26,86	524,81	2126	3,75	528,56	C126
49,01	51,00	Employer	172,55	171,20	24,80	368,55	15,23	27,71	411,49			411,49	
		Employee	2,55	114,40	0,00	116,95	15,22	0	132,17		3,75	135,92	
		Total	175,10	285,60	24,80	485,50	30,45	27,71	543,66	2127	3,75	547,41	C127

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BREAKUP OF WEEKLY CONTRIBUTIONS						PLEASE NOTE: MINIMUM WAGE IS R28,79							
HOURLY WAGE BAND 40 HOURS PER WEEK		Holiday Fund	Pension Fund	Benefit Fund	Sub Total	BIBC Levy	EOL Levy Vat Incl	TOTAL T/U EXCL SUBS	Code	T/U Subs	TOTAL T/U INCL SUBS	Code	
From	To												
51,01	53,00	Employer	179,35	178,00	27,60	384,95	15,23	27,71	427,89			427,89	
		Employee	2,55	118,80	0,00	121,35	15,22	0	136,57		3,75	140,32	
		Total	181,90	296,80	27,60	506,30	30,45	27,71	564,46	2128	3,75	568,21	C128
53,01	55,00	Employer	185,75	184,80	27,60	398,15	15,23	27,71	441,09			441,09	
		Employee	2,55	123,20	0,00	125,75	15,22	0	140,97		3,75	144,72	
		Total	188,30	308,00	27,60	523,90	30,45	27,71	582,06	2129	3,75	585,81	C129
55,01	57,00	Employer	192,55	191,60	27,60	411,75	15,23	27,71	454,69			454,69	
		Employee	2,55	127,60	0,00	130,15	15,22	0	145,37		3,75	149,12	
		Total	195,10	319,20	27,60	541,90	30,45	27,71	600,06	2130	3,75	603,81	C130
57,01	59,00	Employer	199,35	198,40	27,60	425,35	15,23	27,71	468,29			468,29	
		Employee	2,55	132,00	0,00	134,55	15,22	0	149,77		3,75	153,52	
		Total	201,90	330,40	27,60	559,90	30,45	27,71	618,06	2131	3,75	621,81	C131
59,01	61,00	Employer	205,75	204,80	27,60	438,15	15,23	28,57	481,95			481,95	
		Employee	2,55	136,80	0,00	139,35	15,22	0	154,57		3,75	158,32	
		Total	208,30	341,60	27,60	577,50	30,45	28,57	636,52	2132	3,75	640,27	C132
61,01	63,00	Employer	212,55	211,60	30,00	454,15	15,23	28,57	497,95			497,95	
		Employee	2,55	141,20	0,00	143,75	15,22	0	158,97		3,75	162,72	
		Total	215,10	352,80	30,00	597,90	30,45	28,57	656,92	2133	3,75	660,67	C133
63,01	65,00	Employer	219,35	218,40	30,00	467,75	15,23	28,57	511,55			511,55	
		Employee	2,55	145,60	0,00	148,15	15,22	0	163,37		3,75	167,12	
		Total	221,90	364,00	30,00	615,90	30,45	28,57	674,92	2134	3,75	678,67	C134
65,01	67,00	Employer	225,75	225,20	30,00	480,95	15,23	28,57	524,75			524,75	
		Employee	2,55	150,00	0,00	152,55	15,22	0,00	167,77		3,75	171,52	
		Total	228,30	375,20	30,00	633,50	30,45	28,57	692,52	2135	3,75	696,27	C135
67,01	69,00	Employer	232,55	232,00	30,00	494,55	15,23	28,57	538,35			538,35	
		Employee	2,55	154,40	0,00	156,95	15,22	0	172,17		3,75	175,92	
		Total	235,10	386,40	30,00	651,50	30,45	28,57	710,52	2136	3,75	714,27	C136
69,01	71,00	Employer	239,35	238,40	30,00	507,75	15,23	29,43	552,41			552,41	
		Employee	2,55	159,20	0,00	161,75	15,22	0	176,97		3,75	180,72	
		Total	241,90	397,60	30,00	669,50	30,45	29,43	729,38	2137	3,75	733,13	C137
71,01	73,00	Employer	245,75	245,20	30,00	520,95	15,23	29,43	565,61			565,61	
		Employee	2,55	163,60	0,00	166,15	15,22	0	181,37		3,75	185,12	
		Total	248,30	408,80	30,00	687,10	30,45	29,43	746,98	2138	3,75	750,73	C138
73,01	75,00	Employer	252,55	252,00	30,00	534,55	15,23	29,43	579,21			579,21	
		Employee	2,55	168,00	0,00	170,55	15,22	0	185,77		3,75	189,52	
		Total	255,10	420,00	30,00	705,10	30,45	29,43	764,98	2139	3,75	768,73	C139
75,01	77,00	Employer	259,35	258,80	30,00	548,15	15,23	29,43	592,81			592,81	
		Employee	2,55	172,40	0,00	174,95	15,22	0	190,17		3,75	193,92	
		Total	261,90	431,20	30,00	723,10	30,45	29,43	782,98	2140	3,75	786,73	C140
77,01	79,00	Employer	265,75	265,60	30,00	561,35	15,23	29,43	606,01			606,01	
		Employee	2,55	176,80	0,00	179,35	15,22	0	194,57		3,75	198,32	
		Total	268,30	442,40	30,00	740,70	30,45	29,43	800,58	2141	3,75	804,33	C141
79,01	81,00	Employer	272,55	272,00	30,00	574,55	15,23	30,28	620,06			620,06	
		Employee	2,55	181,60	0,00	184,15	15,22	0	199,37		3,75	203,12	
		Total	275,10	453,60	30,00	758,70	30,45	30,28	819,43	2142	3,75	823,18	C142
81,01	83,00	Employer	279,35	278,80	30,00	588,15	15,23	30,28	633,66			633,66	
		Employee	2,55	186,00	0,00	188,55	15,22	0	203,77		3,75	207,52	
		Total	281,90	464,80	30,00	776,70	30,45	30,28	837,43	2143	3,75	841,18	C143
83,01	85,00	Employer	285,75	285,60	30,00	601,35	15,23	30,28	646,86			646,86	
		Employee	2,55	190,40	0,00	192,95	15,22	0	208,17		3,75	211,92	
		Total	288,30	476,00	30,00	794,30	30,45	30,28	855,03	2144	3,75	858,78	C144
85,01	87,00	Employer	292,55	292,40	30,00	614,95	15,23	30,28	660,46			660,46	
		Employee	2,55	194,80	0,00	197,35	15,22	0	212,57		3,75	216,32	
		Total	295,10	487,20	30,00	812,30	30,45	30,28	873,03	2145	3,75	876,78	C145
87,01	89,00	Employer	299,35	299,20	30,00	628,55	15,23	30,28	674,06			674,06	
		Employee	2,55	199,20	0,00	201,75	15,22	0	216,97		3,75	220,72	
		Total	301,90	498,40	30,00	830,30	30,45	30,28	891,03	2146	3,75	894,78	C146
89,01	91,00	Employer	305,75	305,60	30,00	641,35	15,23	31,14	687,72			687,72	
		Employee	2,55	204,00	0,00	206,55	15,22	0	221,77		3,75	225,52	
		Total	308,30	509,60	30,00	847,90	30,45	31,14	909,49	2147	3,75	913,24	C147
91,01	93,00	Employer	312,55	312,40	30,00	654,95	15,23	31,14	701,32			701,32	
		Employee	2,55	208,40	0,00	210,95	15,22	0	226,17		3,75	229,92	
		Total	315,10	520,80	30,00	865,90	30,45	31,14	927,49	2148	3,75	931,24	C148

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From	To												
93,01	95,00	Employer	319,35	319,20	30,00	668,55	15,23	31,14	714,92			714,92	
		Employee	2,55	212,80	0,00	215,35	15,22	0,00	230,57		3,75	234,32	
		Total	321,90	532,00	30,00	883,90	30,45	31,14	945,49	2149	3,75	949,24	C149
95,01	97,00	Employer	325,75	326,00	30,00	681,75	15,23	31,14	728,12			728,12	
		Employee	2,55	217,20	0,00	219,75	15,22	0	234,97		3,75	238,72	
		Total	328,30	543,20	30,00	901,50	30,45	31,14	963,09	2150	3,75	966,84	C150
97,01	99,00	Employer	332,55	332,80	30,00	695,35	15,23	31,14	741,72			741,72	
		Employee	2,55	221,60	0,00	224,15	15,22	0	239,37		3,75	243,12	
		Total	335,10	554,40	30,00	919,50	30,45	31,14	981,09	2151	3,75	984,84	C151
99,01	101,00	Employer	339,35	339,20	30,00	708,55	15,23	32,10	755,88			755,88	
		Employee	2,55	226,40	0,00	228,95	15,22	0	244,17		3,75	247,92	
		Total	341,90	565,60	30,00	937,50	30,45	32,10	1000,05	2152	3,75	1003,80	C152
101,01	103,00	Employer	345,75	346,00	30,00	721,75	15,23	32,10	769,08			769,08	
		Employee	2,55	230,80	0,00	233,35	15,22	0	248,57		3,75	252,32	
		Total	348,30	576,80	30,00	955,10	30,45	32,10	1017,65	2153	3,75	1021,40	C153
103,01	105,00	Employer	352,55	352,80	30,00	735,35	15,23	32,10	782,68			782,68	
		Employee	2,55	235,20	0,00	237,75	15,22	0	252,97		3,75	256,72	
		Total	355,10	588,00	30,00	973,10	30,45	32,10	1035,65	2154	3,75	1039,40	C154
105,01	107,00	Employer	359,35	359,60	30,00	748,95	15,23	32,10	796,28			796,28	
		Employee	2,55	239,60	0,00	242,15	15,22	0	257,37		3,75	261,12	
		Total	361,90	599,20	30,00	991,10	30,45	32,10	1053,65	2155	3,75	1057,40	C155
107,01	109,00	Employer	365,75	366,40	30,00	762,15	15,23	32,10	809,48			809,48	
		Employee	2,55	244,00	0,00	246,55	15,22	0	261,77		3,75	265,52	
		Total	368,30	610,40	30,00	1008,70	30,45	32,10	1071,25	2156	3,75	1075,00	C156
109,01	111,00	Employer	372,55	372,80	30,00	775,35	15,23	33,06	823,64			823,64	
		Employee	2,55	248,80	0,00	251,35	15,22	0	266,57		3,75	270,32	
		Total	375,10	621,60	30,00	1026,70	30,45	33,06	1090,21	2157	3,75	1093,96	C157
111,01	113,00	Employer	379,35	379,60	30,00	788,95	15,23	33,06	837,24			837,24	
		Employee	2,55	253,20	0,00	255,75	15,22	0	270,97		3,75	274,72	
		Total	381,90	632,80	30,00	1044,70	30,45	33,06	1108,21	2158	3,75	1111,96	C158
113,01	115,00	Employer	385,75	386,40	30,00	802,15	15,23	33,06	850,44			850,44	
		Employee	2,55	257,60	0,00	260,15	15,22	0	275,37		3,75	279,12	
		Total	388,30	644,00	30,00	1062,30	30,45	33,06	1125,81	2159	3,75	1129,56	C159
115,01	117,00	Employer	392,55	393,20	30,00	815,75	15,23	33,06	864,04			864,04	
		Employee	2,55	262,00	0,00	264,55	15,22	0	279,77		3,75	283,52	
		Total	395,10	655,20	30,00	1080,30	30,45	33,06	1143,81	2160	3,75	1147,56	C160
117,01	119,00	Employer	399,35	400,00	30,00	829,35	15,23	33,06	877,64			877,64	
		Employee	2,55	266,40	0,00	268,95	15,22	0	284,17		3,75	287,92	
		Total	401,90	666,40	30,00	1098,30	30,45	33,06	1161,81	2161	3,75	1165,56	C161
119,01	121,00	Employer	405,75	406,40	30,00	842,15	15,23	34,03	891,41			891,41	
		Employee	2,55	271,20	0,00	273,75	15,22	0	288,97		3,75	292,72	
		Total	408,30	677,60	30,00	1115,90	30,45	34,03	1180,38	2162	3,75	1184,13	C162
121,01	123,00	Employer	412,55	413,20	30,00	855,75	15,23	34,03	905,01			905,01	
		Employee	2,55	275,60	0,00	278,15	15,22	0	293,37		3,75	297,12	
		Total	415,10	688,80	30,00	1133,90	30,45	34,03	1198,38	2163	3,75	1202,13	C163
123,01	125,00	Employer	419,35	420,00	30,00	869,35	15,23	34,03	918,61			918,61	
		Employee	2,55	280,00	0,00	282,55	15,22	0	297,77		3,75	301,52	
		Total	421,90	700,00	30,00	1151,90	30,45	34,03	1216,38	2164	3,75	1220,13	C164
125,01	127,00	Employer	425,75	426,80	30,00	882,55	15,23	34,03	931,81			931,81	
		Employee	2,55	284,40	0,00	286,95	15,22	0	302,17		3,75	305,92	
		Total	428,30	711,20	30,00	1169,50	30,45	34,03	1233,98	2165	3,75	1237,73	C165
127,01	129,00	Employer	432,55	433,60	30,00	896,15	15,23	34,03	945,41			945,41	
		Employee	2,55	288,80	0,00	291,35	15,22	0	306,57		3,75	310,32	
		Total	435,10	722,40	30,00	1187,50	30,45	34,03	1251,98	2166	3,75	1255,73	C166
129,01	131,00	Employer	439,35	440,00	30,00	909,35	15,23	35,10	959,68			959,68	
		Employee	2,55	293,60	0,00	296,15	15,22	0	311,37		3,75	315,12	
		Total	441,90	733,60	30,00	1205,50	30,45	35,10	1271,05	2167	3,75	1274,80	C167
131,01	133,00	Employer	445,75	446,80	30,00	922,55	15,23	35,10	972,88			972,88	
		Employee	2,55	298,00	0,00	300,55	15,22	0	315,77		3,75	319,52	
		Total	448,30	744,80	30,00	1223,10	30,45	35,10	1288,65	2168	3,75	1292,40	C168
133,01	135,00	Employer	452,55	453,60	30,00	936,15	15,23	35,10	986,48			986,48	
		Employee	2,55	302,40	0,00	304,95	15,22	0	320,17		3,75	323,92	
		Total	455,10	756,00	30,00	1241,10	30,45	35,10	1306,65	2169	3,75	1310,40	C169

BUILDING INDUSTRY BARGAINING COUNCIL [Southern- and Eastern Cape]

SCHEDULES FOR THE 2025/2026 CONTRIBUTION YEAR

Applicable from 1ST OCTOBER 2025 - 30TH SEPTEMBER 2026

Magisterial Districts of:

Area C: Alexandria and Bathurst

Area D: Albany

Area E: Queenstown

BREAKUP OF WEEKLY CONTRIBUTIONS						PLEASE NOTE: MINIMUM WAGE IS R28,79							
HOURLY WAGE BAND 40 HOURS PER WEEK		Holiday Fund	Pension Fund	Benefit Fund	Sub Total	BIBC Levy	EOL Levy Vat Incl	TOTAL T/U EXCL SUBS	Code	T/U Subs	TOTAL T/U INCL SUBS	Code	
From	To												
135,01	137,00	Employer	459,35	460,40	30,00	949,75	15,23	35,10	1000,08			1000,08	
		Employee	2,55	306,80	0,00	309,35	15,22	0	324,57		3,75	328,32	
		Total	461,90	767,20	30,00	1259,10	30,45	35,10	1324,65	2170	3,75	1328,40	C170
137,01	139,00	Employer	465,75	467,20	30,00	962,95	15,23	35,10	1013,28			1013,28	
		Employee	2,55	311,20	0,00	313,75	15,22	0	328,97		3,75	332,72	
		Total	468,30	778,40	30,00	1276,70	30,45	35,10	1342,25	2171	3,75	1346,00	C171
139,01	142,00	Employer	475,75	477,20	30,00	982,95	15,23	36,17	1034,35			1034,35	
		Employee	2,55	318,00	0,00	320,55	15,22	0	335,77		3,75	339,52	
		Total	478,30	795,20	30,00	1303,50	30,45	36,17	1370,12	2172	3,75	1373,87	C172
142,01	145,00	Employer	485,75	487,20	30,00	1002,95	15,23	36,17	1054,35			1054,35	
		Employee	2,55	324,80	0,00	327,35	15,22	0	342,57		3,75	346,32	
		Total	488,30	812,00	30,00	1330,30	30,45	36,17	1396,92	2173	3,75	1400,67	C173
145,01	150,00	Employer	502,55	504,00	30,00	1036,55	15,23	36,17	1087,95			1087,95	
		Employee	2,55	336,00	0,00	338,55	15,22	0	353,77		3,75	357,52	
		Total	505,10	840,00	30,00	1375,10	30,45	36,17	1441,72	2174	3,75	1445,47	C174
150,01	155,00	Employer	519,35	520,80	30,00	1070,15	15,23	36,17	1121,55			1121,55	
		Employee	2,55	347,20	0,00	349,75	15,22	0	364,97		3,75	368,72	
		Total	521,90	868,00	30,00	1419,90	30,45	36,17	1486,52	2175	3,75	1490,27	C175
155,01	160,00	Employer	535,75	537,60	30,00	1103,35	15,23	36,17	1154,75			1154,75	
		Employee	2,55	358,40	0,00	360,95	15,22	0	376,17		3,75	379,92	
		Total	538,30	896,00	30,00	1464,30	30,45	36,17	1530,92	2176	3,75	1534,67	C176
160,01	165,00	Employer	552,55	554,40	30,00	1136,95	15,23	36,17	1188,35			1188,35	
		Employee	2,55	369,60	0,00	372,15	15,22	0	387,37		3,75	391,12	
		Total	555,10	924,00	30,00	1509,10	30,45	36,17	1575,72	2177	3,75	1579,47	C177
165,01	170,00	Employer	569,35	571,20	30,00	1170,55	15,23	36,17	1221,95			1221,95	
		Employee	2,55	380,80	0,00	383,35	15,22	0	398,57		3,75	402,32	
		Total	571,90	952,00	30,00	1553,90	30,45	36,17	1620,52	2178	3,75	1624,27	C178
170,01	175,00	Employer	585,75	604,80	30,00	1220,55	15,23	36,17	1271,95			1271,95	
		Employee	2,55	403,20	0,00	405,75	15,22	0	420,97		3,75	424,72	
		Total	588,30	1008,00	30,00	1626,30	30,45	36,17	1692,92	2179	3,75	1696,67	C179
175,01	180,00	Employer	602,55	604,80	30,00	1237,35	15,23	36,17	1288,75			1288,75	
		Employee	2,55	403,20	0,00	405,75	15,22	0	420,97		3,75	424,72	
		Total	605,10	1008,00	30,00	1643,10	30,45	36,17	1709,72	2180	3,75	1713,47	C180
180,01	185,00	Employer	619,35	621,60	30,00	1270,95	15,23	36,17	1322,35			1322,35	
		Employee	2,55	414,40	0,00	416,95	15,22	0	432,17		3,75	435,92	
		Total	621,90	1036,00	30,00	1687,90	30,45	36,17	1754,52	2181	3,75	1758,27	C181
185,01	190,00	Employer	635,75	638,40	30,00	1304,15	15,23	36,17	1355,55			1355,55	
		Employee	2,55	425,60	0,00	428,15	15,22	0	443,37		3,75	447,12	
		Total	638,30	1064,00	30,00	1732,30	30,45	36,17	1798,92	2182	3,75	1802,67	C182
190,01	195,00	Employer	652,55	655,20	30,00	1337,75	15,23	36,17	1389,15			1389,15	
		Employee	2,55	436,80	0,00	439,35	15,22	0	454,57		3,75	458,32	
		Total	655,10	1092,00	30,00	1777,10	30,45	36,17	1843,72	2183	3,75	1847,47	C183
195,01	200,00	Employer	669,35	672,00	30,00	1371,35	15,23	36,17	1422,75			1422,75	
		Employee	2,55	448,00	0,00	450,55	15,22	0	465,77		3,75	469,52	
		Total	671,90	1120,00	30,00	1821,90	30,45	36,17	1888,52	2184	3,75	1892,27	C184
200,01	205,00	Employer	685,75	688,80	30,00	1404,55	15,23	36,17	1455,95			1455,95	
		Employee	2,55	459,20	0,00	461,75	15,22	0	476,97		3,75	480,72	
		Total	688,30	1148,00	30,00	1866,30	30,45	36,17	1932,92	2185	3,75	1936,67	C185
205,01	210,00	Employer	702,55	705,60	30,00	1438,15	15,23	36,17	1489,55			1489,55	
		Employee	2,55	470,40	0,00	472,95	15,22	0	488,17		3,75	491,92	
		Total	705,10	1176,00	30,00	1911,10	30,45	36,17	1977,72	2186	3,75	1981,47	C186
210,01	215,00	Employer	719,35	722,40	30,00	1471,75	15,23	36,17	1523,15			1523,15	
		Employee	2,55	481,60	0,00	484,15	15,22	0	499,37		3,75	503,12	
		Total	721,90	1204,00	30,00	1955,90	30,45	36,17	2022,52	2187	3,75	2026,27	C187
215,01	220,00	Employer	735,75	739,20	30,00	1504,95	15,23	36,17	1556,35			1556,35	
		Employee	2,55	492,80	0,00	495,35	15,22	0	510,57		3,75	514,32	
		Total	738,30	1232,00	30,00	2000,30	30,45	36,17	2066,92	2188	3,75	2070,67	C188
220,01	225,00	Employer	752,55	756,00	30,00	1538,55	15,23	36,17	1589,95			1589,95	
		Employee	2,55	504,00	0,00	506,55	15,22	0	521,77		3,75	525,52	
		Total	755,10	1260,00	30,00	2045,10	30,45	36,17	2111,72	2189	3,75	2115,47	C189
225,01	230,00	Employer	769,35	772,80	30,00	1572,15	15,23	36,17	1623,55			1623,55	
		Employee	2,55	515,20	0,00	517,75	15,22	0	532,97		3,75	536,72	
		Total	771,90	1288,00	30,00	2089,90	30,45	36,17	2156,52	2190	3,75	2160,27	C190

BUILDING INDUSTRY BARGAINING COUNCIL [Southern- and Eastern Cape]

SCHEDULES FOR THE 2025/2026 CONTRIBUTION YEAR

Applicable from 1ST OCTOBER 2025 - 30TH SEPTEMBER 2026

Magisterial Districts of:

Area C: Alexandria and Bathurst

Area D: Albany

Area E: Queenstown

BREAKUP OF WEEKLY CONTRIBUTIONS						PLEASE NOTE: MINIMUM WAGE IS R28,79							
HOURLY WAGE BAND 40 HOURS PER WEEK			Holiday Fund	Pension Fund	Benefit Fund	Sub Total	BIBC Levy	EOL Levy Vat Incl	TOTAL T/U	Code	T/U Subs	TOTAL	Code
From	To								EXCL SUBS			T/U INCL SUBS	
230,01	235,00	Employer	785,75	789,60	30,00	1605,35	15,23	36,17	1656,75			1656,75	
		Employee	2,55	526,40	0,00	528,95	15,22	0	544,17		3,75	547,92	
		Total	788,30	1316,00	30,00	2134,30	30,45	36,17	2200,92	2191	3,75	2204,67	C191
235,01	240,00	Employer	802,55	806,40	30,00	1638,95	15,23	36,17	1690,35			1690,35	
		Employee	2,55	537,60	0,00	540,15	15,22	0	555,37		3,75	559,12	
		Total	805,10	1344,00	30,00	2179,10	30,45	36,17	2245,72	2192	3,75	2249,47	C192
240,01	245,00	Employer	819,35	823,20	30,00	1672,55	15,23	36,17	1723,95			1723,95	
		Employee	2,55	548,80	0,00	551,35	15,22	0	566,57		3,75	570,32	
		Total	821,90	1372,00	30,00	2223,90	30,45	36,17	2290,52	2193	3,75	2294,27	C193
245,01	250,00	Employer	835,75	840,00	30,00	1705,75	15,23	36,17	1757,15			1757,15	
		Employee	2,55	560,00	0,00	562,55	15,22	0	577,77		3,75	581,52	
		Total	838,30	1400,00	30,00	2268,30	30,45	36,17	2334,92	2194	3,75	2338,67	C194
250,01	255,00	Employer	852,55	856,80	30,00	1739,35	15,23	36,17	1790,75			1790,75	
		Employee	2,55	571,20	0,00	573,75	15,22	0	588,97		3,75	592,72	
		Total	855,10	1428,00	30,00	2313,10	30,45	36,17	2379,72	2195	3,75	2383,47	C195

HOURLY ALLOWANCES

40 Hours per Week		Holiday Fund	Holiday Savings	Pension Fund	Benefit Fund	Total Allowance
From	To					
28,01	29,00	2,42	0,0637	2,44	0,41	5,3337
29,01	30,00	2,50	0,0637	2,52	0,41	5,4937
30,01	31,00	2,58	0,0637	2,60	0,46	5,7037
31,01	32,00	2,67	0,0637	2,69	0,46	5,8837
32,01	33,00	2,75	0,0637	2,77	0,46	6,0437
33,01	34,00	2,83	0,0637	2,86	0,46	6,2137
34,01	35,00	2,92	0,0637	2,94	0,46	6,3837
35,01	36,00	3,00	0,0637	3,02	0,51	6,5937
36,01	37,00	3,08	0,0637	3,11	0,51	6,7637
37,01	38,00	3,17	0,0637	3,19	0,51	6,9337
38,01	39,00	3,25	0,0637	3,28	0,51	7,1037
39,01	40,00	3,33	0,0637	3,36	0,51	7,2637
40,01	41,00	3,42	0,0637	3,44	0,57	7,4937
41,01	42,00	3,50	0,0637	3,53	0,57	7,6637
42,01	43,00	3,58	0,0637	3,61	0,57	7,8237
43,01	44,00	3,67	0,0637	3,70	0,57	8,0037
44,01	45,00	3,75	0,0637	3,78	0,57	8,1637
45,01	47,00	3,92	0,0637	3,95	0,62	8,5537
47,01	49,00	4,08	0,0637	4,12	0,62	8,8837
49,01	51,00	4,25	0,0637	4,28	0,62	9,2137
51,01	53,00	4,42	0,0637	4,45	0,69	9,6237
53,01	55,00	4,58	0,0637	4,62	0,69	9,9537
55,01	57,00	4,75	0,0637	4,79	0,69	10,2937
57,01	59,00	4,92	0,0637	4,96	0,69	10,6337
59,01	61,00	5,08	0,0637	5,12	0,69	10,9537
61,01	63,00	5,25	0,0637	5,29	0,75	11,3537
63,01	65,00	5,42	0,0637	5,46	0,75	11,6937
65,01	67,00	5,58	0,0637	5,63	0,75	12,0237
67,01	69,00	5,75	0,0637	5,80	0,75	12,3637
69,01	71,00	5,92	0,0637	5,96	0,75	12,6937
71,01	73,00	6,08	0,0637	6,13	0,75	13,0237
73,01	75,00	6,25	0,0637	6,30	0,75	13,3637
75,01	77,00	6,42	0,0637	6,47	0,75	13,7037
77,01	79,00	6,58	0,0637	6,64	0,75	14,0337
79,01	81,00	6,75	0,0637	6,80	0,75	14,3637
81,01	83,00	6,92	0,0637	6,97	0,75	14,7037
83,01	85,00	7,08	0,0637	7,14	0,75	15,0337
85,01	87,00	7,25	0,0637	7,31	0,75	15,3737
87,01	89,00	7,42	0,0637	7,48	0,75	15,7137
89,01	91,00	7,58	0,0637	7,64	0,75	16,0337
91,01	93,00	7,75	0,0637	7,81	0,75	16,3737
93,01	95,00	7,92	0,0637	7,98	0,75	16,7137
95,01	97,00	8,08	0,0637	8,15	0,75	17,0437
97,01	99,00	8,25	0,0637	8,32	0,75	17,3837
99,01	101,00	8,42	0,0637	8,48	0,75	17,7137
101,01	103,00	8,58	0,0637	8,65	0,75	18,0437
103,01	105,00	8,75	0,0637	8,82	0,75	18,3837
105,01	107,00	8,92	0,0637	8,99	0,75	18,7237
107,01	109,00	9,08	0,0637	9,16	0,75	19,0537
109,01	111,00	9,25	0,0637	9,32	0,75	19,3837
111,01	113,00	9,42	0,0637	9,49	0,75	19,7237
113,01	115,00	9,58	0,0637	9,66	0,75	20,0537
115,01	117,00	9,75	0,0637	9,83	0,75	20,3937
117,01	119,00	9,92	0,0637	10,00	0,75	20,7337
119,01	121,00	10,08	0,0637	10,16	0,75	21,0537
121,01	123,00	10,25	0,0637	10,33	0,75	21,3937
123,01	125,00	10,42	0,0637	10,50	0,75	21,7337
125,01	127,00	10,58	0,0637	10,67	0,75	22,0637
127,01	129,00	10,75	0,0637	10,84	0,75	22,4037
129,01	131,00	10,92	0,0637	11,00	0,75	22,7337
131,01	133,00	11,08	0,0637	11,17	0,75	23,0637
133,01	135,00	11,25	0,0637	11,34	0,75	23,4037
135,01	137,00	11,42	0,0637	11,51	0,75	23,7437
137,01	139,00	11,58	0,0637	11,68	0,75	24,0737
139,01	142,00	11,83	0,0637	11,93	0,75	24,5737
142,01	145,00	12,08	0,0637	12,18	0,75	25,0737
145,01	150,00	12,50	0,0637	12,60	0,75	25,9137
150,01	155,00	12,92	0,0637	13,02	0,75	26,7537
155,01	160,00	13,33	0,0637	13,44	0,75	27,5837
160,01	165,00	13,75	0,0637	13,86	0,75	28,4237
165,01	170,00	14,17	0,0637	14,28	0,75	29,2637
170,01	175,00	14,58	0,0637	15,12	0,75	30,5137
175,01	180,00	15,00	0,0637	15,12	0,75	30,9337
180,01	185,00	15,42	0,0637	15,54	0,75	31,7737

AREA: C,D,E EXAMPLE 1

Non Trade Union Member

Basic Hourly Rate = R29

5 days - 40 hours

	Hrs	Rate	Total
Wage	40	29,00	1160,00
Plus: Hourly allowances			
Holiday Fund	40	2,42	96,80
Holiday Savings	40	0,0637	2,55
Pension Fund	40	2,44	97,60
Benefit Fund	40	0,41	16,40
Deductions:			
		Total Allowance: R	213,35
		Wage plus allowance: R	1373,35
		<i>(See note at bottom)</i>	
		Holiday Fund	-101,90
		Pension Fund	-162,40
		Benefit Fund	-16,40
		BIBC Levy (Employee)	-11,50
		Total Deductions: R	-292,20
Calculation of Contribution:			
		Total due to worker: R	1081,15
Total Deductions:			292,20
BIBC Levy (Employers Portion)			11,51
EOL			25,36
		Total contribution: Code 2108 R:	329,07

EXAMPLE 2

Trade Union Member

5 days - 40 hours

Basic Hourly Rate = R29

	Hrs	Rate	Total
Wage	40	29,00	1160,00
Plus: Hourly allowances			
Holiday Fund	40	2,42	96,80
Holiday Savings	40	0,0637	2,55
Pension Fund	40	2,44	97,60
Benefit Fund	40	0,41	16,40
		Total Allowance: R	213,35
Deductions:			
		Wage plus allowance: R	1373,35
		<i>(See note at bottom)</i>	
		Holiday Fund	-101,90
		Pension Fund	-162,40
		Benefit Fund	-16,40
		BIBC Levy (Employee)	-11,50
		T/U Subscription	-3,75
		Total Deductions: R	-295,95
		Total due to worker: R	1077,40
Calculation of Contribution:			
Total Deductions:			295,95
BIBC Levy (Employers Portion)			11,51
EOL			25,36
		Total contribution: Code C108 R:	332,82

HOURLY ALLOWANCES

40 Hours per Week		Holiday Fund	Holiday Savings	Pension Fund	Benefit Fund	Total Allowance
From	To					
185,01	190,00	15,83	0,0637	15,96	0,75	32,6037
190,01	195,00	16,25	0,0637	16,38	0,75	33,4437
195,01	200,00	16,67	0,0637	16,80	0,75	34,2837
200,01	205,00	17,08	0,0637	17,22	0,75	35,1137
205,01	210,00	17,50	0,0637	17,64	0,75	35,9537
210,01	215,00	17,92	0,0637	18,06	0,75	36,7937
215,01	220,00	18,33	0,0637	18,48	0,75	37,6237
220,01	225,00	18,75	0,0637	18,90	0,75	38,4637
225,01	230,00	19,17	0,0637	19,32	0,75	39,3037
230,01	235,00	19,58	0,0637	19,74	0,75	40,1337
235,01	240,00	20,00	0,0637	20,16	0,75	40,9737
240,01	245,00	20,42	0,0637	20,58	0,75	41,8137
245,01	250,00	20,83	0,0637	21,00	0,75	42,6437
250,01	255,00	21,25	0,0637	21,42	0,75	43,4837

NOTE: DEDUCTIONS

Deductions only applicable if employee works 24 hours or more per week