

BUILDING INDUSTRY BARGAINING COUNCIL EAST LONDON
SCHEDULES FOR THE 2025/2026 CONTRIBUTION YEAR
Applicable from 1ST OCTOBER 2025 - 30TH SEPTEMBER 2026

Magisterial Districts of:

Area F: East London

BREAKUP OF WEEKLY CONTRIBUTIONS **PLEASE NOTE: MINIMUM WAGE IS R28,79**

HOURLY WAGE BAND 42 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 T/U	Code	
From	To	Employer							Employee			Total		EXCL SUBS
28,51	29,00	Employer	115,50	94,08	15,54	225,12	12,06	25,36	262,54			262,54		
		Employee			93,98	15,54	109,52	12,05		121,57		12,18	133,75	
		Total	115,50	188,06	31,08	334,64	24,11	25,36	384,11	0112	12,18	396,29	A112	
29,01	29,50	Employer	117,60	95,76	15,54	228,90	12,06	25,36	266,32			266,32		
		Employee			95,54	15,54	111,08	12,05		123,13		12,39	135,52	
		Total	117,60	191,30	31,08	339,98	24,11	25,36	389,45	0113	12,39	401,84	A113	
29,51	30,00	Employer	119,70	97,44	15,54	232,68	12,06	25,36	270,10			270,10		
		Employee			97,10	15,54	112,64	12,05		124,69		12,60	137,29	
		Total	119,70	194,54	31,08	345,32	24,11	25,36	394,79	0114	12,60	407,39	A114	
30,01	30,50	Employer	121,80	98,70	16,38	236,88	12,06	26,11	275,05			275,05		
		Employee			99,09	16,38	115,47	12,05		127,52		12,81	140,33	
		Total	121,80	197,79	32,76	352,35	24,11	26,11	402,57	0115	12,81	415,38	A115	
30,51	31,00	Employer	123,48	100,38	16,38	240,24	12,06	26,11	278,41			278,41		
		Employee			100,65	16,38	117,03	12,05		129,08		13,02	142,10	
		Total	123,48	201,03	32,76	357,27	24,11	26,11	407,49	0116	13,02	420,51	A116	
31,01	31,50	Employer	125,58	102,06	16,38	244,02	12,06	26,11	282,19			282,19		
		Employee			102,21	16,38	118,59	12,05		130,64		13,23	143,87	
		Total	125,58	204,27	32,76	362,61	24,11	26,11	412,83	0117	13,23	426,06	A117	
31,51	32,00	Employer	127,68	103,74	16,38	247,80	12,06	26,11	285,97			285,97		
		Employee			103,77	16,38	120,15	12,05		132,20		13,44	145,64	
		Total	127,68	207,51	32,76	367,95	24,11	26,11	418,17	0118	13,44	431,61	A118	
32,01	32,50	Employer	129,78	105,42	16,38	251,58	12,33	26,11	290,02			290,02		
		Employee			105,34	16,38	121,72	12,32		134,04		13,65	147,69	
		Total	129,78	210,76	32,76	373,30	24,65	26,11	424,06	0119	13,65	437,71	A119	
32,51	33,00	Employer	131,46	107,10	16,38	254,94	12,33	26,11	293,38			293,38		
		Employee			106,90	16,38	123,28	12,32		135,60		13,86	149,46	
		Total	131,46	214,00	32,76	378,22	24,65	26,11	428,98	0120	13,86	442,84	A120	
33,01	33,50	Employer	133,56	108,78	16,38	258,72	12,79	26,11	297,62			297,62		
		Employee			108,46	16,38	124,84	12,78		137,62		14,07	151,69	
		Total	133,56	217,24	32,76	383,56	25,57	26,11	435,24	0121	14,07	449,31	A121	
33,51	34,00	Employer	135,66	110,04	16,38	262,08	12,79	26,11	300,98			300,98		
		Employee			110,44	16,38	126,82	12,78		139,60		14,28	153,88	
		Total	135,66	220,48	32,76	388,90	25,57	26,11	440,58	0122	14,28	454,86	A122	
34,01	34,50	Employer	137,76	111,72	16,38	265,86	12,79	26,11	304,76			304,76		
		Employee			112,01	16,38	128,39	12,78		141,17		14,49	155,66	
		Total	137,76	223,73	32,76	394,25	25,57	26,11	445,93	0123	14,49	460,42	A123	
34,51	35,00	Employer	139,44	113,40	16,38	269,22	12,79	26,11	308,12			308,12		
		Employee			113,57	16,38	129,95	12,78		142,73		14,70	157,43	
		Total	139,44	226,97	32,76	399,17	25,57	26,11	450,85	0124	14,70	465,55	A124	
35,01	35,50	Employer	141,54	115,08	18,90	275,52	12,79	26,11	314,42			314,42		
		Employee			115,13	18,90	134,03	12,78		146,81		14,91	161,72	
		Total	141,54	230,21	37,80	409,55	25,57	26,11	461,23	0125	14,91	476,14	A125	
35,51	36,00	Employer	143,64	116,76	18,90	279,30	12,79	26,11	318,20			318,20		
		Employee			116,69	18,90	135,59	12,78		148,37		15,12	163,49	
		Total	143,64	233,45	37,80	414,89	25,57	26,11	466,57	0126	15,12	481,69	A126	
36,01	36,50	Employer	145,74	118,44	18,90	283,08	12,79	26,11	321,98			321,98		
		Employee			118,26	18,90	137,16	12,78		149,94		15,33	165,27	
		Total	145,74	236,70	37,80	420,24	25,57	26,11	471,92	0127	15,33	487,25	A127	
36,51	37,00	Employer	147,42	120,12	18,90	286,44	12,79	26,11	325,34			325,34		
		Employee			119,82	18,90	138,72	12,78		151,50		15,54	167,04	
		Total	147,42	239,94	37,80	425,16	25,57	26,11	476,84	0128	15,54	492,38	A128	
37,01	37,50	Employer	149,52	121,80	18,90	290,22	12,79	26,11	329,12			329,12		
		Employee			121,38	18,90	140,28	12,78		153,06		15,75	168,81	
		Total	149,52	243,18	37,80	430,50	25,57	26,11	482,18	0129	15,75	497,93	A129	

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Magisterial Districts of:

Area F: East London

BREAKUP OF WEEKLY CONTRIBUTIONS						PLEASE NOTE: MINIMUM WAGE IS R28,79							
HOURLY WAGE BAND 42 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 T/U	Code
From	To	Employer							Employee			Total	
37,51	38,00	Employer	151,62	123,06	18,90	293,58	12,79	26,11	332,48			332,48	
		Employee		123,36	18,90	142,26	12,78		155,04		15,96	171,00	
		Total	151,62	246,42	37,80	435,84	25,57	26,11	487,52	0130	15,96	503,48	A130
38,01	38,50	Employer	153,72	124,74	18,90	297,36	12,79	26,11	336,26			336,26	
		Employee		124,92	18,90	143,82	12,78		156,60		16,17	172,77	
		Total	153,72	249,66	37,80	441,18	25,57	26,11	492,86	0131	16,17	509,03	A131
38,51	39,00	Employer	155,40	126,42	18,90	300,72	12,79	26,11	339,62			339,62	
		Employee		126,49	18,90	145,39	12,78		158,17		16,38	174,55	
		Total	155,40	252,91	37,80	446,11	25,57	26,11	497,79	0132	16,38	514,17	A132
39,01	39,50	Employer	157,50	128,10	18,90	304,50	12,79	26,11	343,40			343,40	
		Employee		128,05	18,90	146,95	12,78		159,73		16,59	176,32	
		Total	157,50	256,15	37,80	451,45	25,57	26,11	503,13	0133	16,59	519,72	A133
39,51	40,00	Employer	159,60	129,78	18,90	308,28	12,79	26,11	347,18			347,18	
		Employee		129,61	18,90	148,51	12,78		161,29		16,80	178,09	
		Total	159,60	259,39	37,80	456,79	25,57	26,11	508,47	0134	16,80	525,27	A134
40,01	41,00	Employer	163,38	133,14	19,74	316,26	12,79	26,86	355,91			355,91	
		Employee		132,74	19,74	152,48	12,78		165,26		17,22	182,48	
		Total	163,38	265,88	39,48	468,74	25,57	26,86	521,17	0135	17,22	538,39	A135
41,01	42,00	Employer	167,58	136,08	19,74	323,40	12,79	26,86	363,05			363,05	
		Employee		136,28	19,74	156,02	12,78		168,80		17,64	186,44	
		Total	167,58	272,36	39,48	479,42	25,57	26,86	531,85	0136	17,64	549,49	A136
42,01	43,00	Employer	171,36	139,44	19,74	330,54	12,79	26,86	370,19			370,19	
		Employee		139,41	19,74	159,15	12,78		171,93		18,06	189,99	
		Total	171,36	278,85	39,48	489,69	25,57	26,86	542,12	0137	18,06	560,18	A137
43,01	44,00	Employer	175,56	142,80	19,74	338,10	12,79	26,86	377,75			377,75	
		Employee		142,53	19,74	162,27	12,78		175,05		18,48	193,53	
		Total	175,56	285,33	39,48	500,37	25,57	26,86	552,80	0138	18,48	571,28	A138
44,01	45,00	Employer	179,34	145,74	19,74	344,82	12,79	26,86	384,47			384,47	
		Employee		146,08	19,74	165,82	12,78		178,60		18,90	197,50	
		Total	179,34	291,82	39,48	510,64	25,57	26,86	563,07	0139	18,90	581,97	A139
45,01	46,00	Employer	183,54	149,10	21,42	354,06	12,79	26,86	393,71			393,71	
		Employee		149,20	21,42	170,62	12,78		183,40		19,32	202,72	
		Total	183,54	298,30	42,84	524,68	25,57	26,86	577,11	0140	19,32	596,43	A140
46,01	47,00	Employer	187,32	152,46	21,42	361,20	12,79	26,86	400,85			400,85	
		Employee		152,33	21,42	173,75	12,78		186,53		19,74	206,27	
		Total	187,32	304,79	42,84	534,95	25,57	26,86	587,38	0141	19,74	607,12	A141
47,01	48,00	Employer	191,52	155,82	21,42	368,76	12,79	26,86	408,41			408,41	
		Employee		155,45	21,42	176,87	12,78		189,65		20,16	209,81	
		Total	191,52	311,27	42,84	545,63	25,57	26,86	598,06	0142	20,16	618,22	A142
48,01	49,00	Employer	195,30	158,76	21,42	375,48	12,79	26,86	415,13			415,13	
		Employee		159,00	21,42	180,42	12,78		193,20		20,58	213,78	
		Total	195,30	317,76	42,84	555,90	25,57	26,86	608,33	0143	20,58	628,91	A143
49,01	50,00	Employer	199,50	162,12	21,42	383,04	12,79	26,86	422,69			422,69	
		Employee		162,12	21,42	183,54	12,78		196,32		21,00	217,32	
		Total	199,50	324,24	42,84	566,58	25,57	26,86	619,01	0144	21,00	640,01	A144
50,01	52,00	Employer	207,48	168,42	22,68	398,58	12,79	27,71	439,08			439,08	
		Employee		168,79	22,68	191,47	12,78		204,25		21,84	226,09	
		Total	207,48	337,21	45,36	590,05	25,57	27,71	643,33	0145	21,84	665,17	A145
52,01	54,00	Employer	215,46	175,14	22,68	413,28	12,79	27,71	453,78			453,78	
		Employee		175,04	22,68	197,72	12,78		210,50		22,68	233,18	
		Total	215,46	350,18	45,36	611,00	25,57	27,71	664,28	0146	22,68	686,96	A146
54,01	56,00	Employer	223,44	181,44	22,68	427,56	12,79	27,71	468,06			468,06	
		Employee		181,71	22,68	204,39	12,78		217,17		23,52	240,69	
		Total	223,44	363,15	45,36	631,95	25,57	27,71	685,23	0147	23,52	708,75	A147
56,01	58,00	Employer	231,42	188,16	22,68	442,26	12,79	27,71	482,76			482,76	
		Employee		187,96	22,68	210,64	12,78		223,42		24,36	247,78	
		Total	231,42	376,12	45,36	652,90	25,57	27,71	706,18	0148	24,36	730,54	A148

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Area F: East London

BREAKUP OF WEEKLY CONTRIBUTIONS						PLEASE NOTE: MINIMUM WAGE IS R28,79							
HOURLY WAGE BAND 42 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 T/U	Code
From	To								EXCL SUBS			INCL SUBS	
58,01	60,00	Employer	239,40	194,46	22,68	456,54	12,79	27,71	497,04	0149	25,20	497,04	A149
		Employee		194,63	22,68	217,31	12,78		230,09			255,29	
		Total	239,40	389,09	45,36	673,85	25,57	27,71	727,13			752,33	
60,01	62,00	Employer	247,38	201,18	25,20	473,76	13,60	28,57	515,93	0150	26,04	515,93	A150
		Employee		200,88	25,20	226,08	13,60		239,68			265,72	
		Total	247,38	402,06	50,40	699,84	27,20	28,57	755,61			781,65	
62,01	64,00	Employer	255,36	207,48	25,20	488,04	13,60	28,57	530,21	0151	26,88	530,21	A151
		Employee		207,55	25,20	232,75	13,60		246,35			273,23	
		Total	255,36	415,03	50,40	720,79	27,20	28,57	776,56			803,44	
64,01	66,00	Employer	263,34	214,20	25,20	502,74	13,60	28,57	544,91	0152	27,72	544,91	A152
		Employee		213,80	25,20	239,00	13,60		252,60			280,32	
		Total	263,34	428,00	50,40	741,74	27,20	28,57	797,51			825,23	
66,01	68,00	Employer	271,32	220,50	25,20	517,02	13,60	28,57	559,19	0153	28,56	559,19	A153
		Employee		220,47	25,20	245,67	13,60		259,27			287,83	
		Total	271,32	440,97	50,40	762,69	27,20	28,57	818,46			847,02	
68,01	70,00	Employer	279,30	226,80	25,20	531,30	13,60	28,57	573,47	0154	29,40	573,47	A154
		Employee		227,14	25,20	252,34	13,60		265,94			295,34	
		Total	279,30	453,94	50,40	783,64	27,20	28,57	839,41			868,81	
70,01	72,00	Employer	287,28	233,52	25,20	546,00	13,60	29,43	589,03	0155	30,24	589,03	A155
		Employee		233,39	25,20	258,59	13,60		272,19			302,43	
		Total	287,28	466,91	50,40	804,59	27,20	29,43	861,22			891,46	
72,01	74,00	Employer	295,26	239,82	25,20	560,28	13,60	29,43	603,31	0156	31,08	603,31	A156
		Employee		240,06	25,20	265,26	13,60		278,86			309,94	
		Total	295,26	479,88	50,40	825,54	27,20	29,43	882,17			913,25	
74,01	76,00	Employer	303,24	246,54	25,20	574,98	13,60	29,43	618,01	0157	31,92	618,01	A157
		Employee		246,30	25,20	271,50	13,60		285,10			317,02	
		Total	303,24	492,84	50,40	846,48	27,20	29,43	903,11			935,03	
76,01	78,00	Employer	311,22	252,84	25,20	589,26	13,60	29,43	632,29	0158	32,76	632,29	A158
		Employee		252,97	25,20	278,17	13,60		291,77			324,53	
		Total	311,22	505,81	50,40	867,43	27,20	29,43	924,06			956,82	
78,01	80,00	Employer	319,20	259,56	25,20	603,96	13,60	29,43	646,99	0159	33,60	646,99	A159
		Employee		259,22	25,20	284,42	13,60		298,02			331,62	
		Total	319,20	518,78	50,40	888,38	27,20	29,43	945,01			978,61	
80,01	82,00	Employer	327,18	265,86	25,20	618,24	13,60	30,28	662,12	0160	34,44	662,12	A160
		Employee		265,89	25,20	291,09	13,60		304,69			339,13	
		Total	327,18	531,75	50,40	909,33	27,20	30,28	966,81			1001,25	
82,01	84,00	Employer	335,16	272,16	25,20	632,52	13,60	30,28	676,40	0161	35,28	676,40	A161
		Employee		272,56	25,20	297,76	13,60		311,36			346,64	
		Total	335,16	544,72	50,40	930,28	27,20	30,28	987,76			1023,04	
84,01	86,00	Employer	343,14	278,88	25,20	647,22	13,60	30,28	691,10	0162	36,12	691,10	A162
		Employee		278,81	25,20	304,01	13,60		317,61			353,73	
		Total	343,14	557,69	50,40	951,23	27,20	30,28	1008,71			1044,83	
86,01	88,00	Employer	351,12	285,18	25,20	661,50	13,60	30,28	705,38	0163	36,96	705,38	A163
		Employee		285,48	25,20	310,68	13,60		324,28			361,24	
		Total	351,12	570,66	50,40	972,18	27,20	30,28	1029,66			1066,62	
88,01	90,00	Employer	359,10	291,90	25,20	676,20	13,60	30,28	720,08	0164	37,80	720,08	A164
		Employee		291,73	25,20	316,93	13,60		330,53			368,33	
		Total	359,10	583,63	50,40	993,13	27,20	30,28	1050,61			1088,41	
90,01	92,00	Employer	367,08	298,20	25,20	690,48	13,60	31,14	735,22	0165	38,64	735,22	A165
		Employee		298,40	25,20	323,60	13,60		337,20			375,84	
		Total	367,08	596,60	50,40	1014,08	27,20	31,14	1072,42			1111,06	
92,01	94,00	Employer	375,06	304,92	25,20	705,18	13,60	31,14	749,92	0166	39,48	749,92	A166
		Employee		304,65	25,20	329,85	13,60		343,45			382,93	
		Total	375,06	609,57	50,40	1035,03	27,20	31,14	1093,37			1132,85	
94,01	96,00	Employer	383,04	311,22	25,20	719,46	13,60	31,14	764,20	0167	40,32	764,20	A167
		Employee		311,32	25,20	336,52	13,60		350,12			390,44	
		Total	383,04	622,54	50,40	1055,98	27,20	31,14	1114,32			1154,64	

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From	To												
96,01	98,00	Employer	391,02	317,94	25,20	734,16	13,60	31,14	778,90			778,90	
		Employee		317,57	25,20	342,77	13,60		356,37		41,16	397,53	
		Total	391,02	635,51	50,40	1076,93	27,20	31,14	1135,27	0168	41,16	1176,43	A168
98,01	100,00	Employer	399,00	324,24	25,20	748,44	13,60	31,14	793,18			793,18	
		Employee		324,24	25,20	349,44	13,60		363,04		42,00	405,04	
		Total	399,00	648,48	50,40	1097,88	27,20	31,14	1156,22	0169	42,00	1198,22	A169
100,01	102,00	Employer	406,98	330,54	25,20	762,72	13,60	32,10	808,42			808,42	
		Employee		330,91	25,20	356,11	13,60		369,71		42,84	412,55	
		Total	406,98	661,45	50,40	1118,83	27,20	32,10	1178,13	0170	42,84	1220,97	A170
102,01	104,00	Employer	414,96	337,26	25,20	777,42	13,60	32,10	823,12			823,12	
		Employee		337,16	25,20	362,36	13,60		375,96		43,68	419,64	
		Total	414,96	674,42	50,40	1139,78	27,20	32,10	1199,08	0171	43,68	1242,76	A171
104,01	106,00	Employer	422,94	343,56	25,20	791,70	13,60	32,10	837,40			837,40	
		Employee		343,83	25,20	369,03	13,60		382,63		44,52	427,15	
		Total	422,94	687,39	50,40	1160,73	27,20	32,10	1220,03	0172	44,52	1264,55	A172
106,01	108,00	Employer	430,92	350,28	25,20	806,40	13,60	32,10	852,10			852,10	
		Employee		350,08	25,20	375,28	13,60		388,88		45,36	434,24	
		Total	430,92	700,36	50,40	1181,68	27,20	32,10	1240,98	0173	45,36	1286,34	A173
108,01	110,00	Employer	438,90	356,58	25,20	820,68	13,60	32,10	866,38			866,38	
		Employee		356,75	25,20	381,95	13,60		395,55		46,20	441,75	
		Total	438,90	713,33	50,40	1202,63	27,20	32,10	1261,93	0174	46,20	1308,13	A174
110,01	112,00	Employer	446,88	363,30	25,20	835,38	13,60	33,06	882,04			882,04	
		Employee		363,00	25,20	388,20	13,60		401,80		47,04	448,84	
		Total	446,88	726,30	50,40	1223,58	27,20	33,06	1283,84	0175	47,04	1330,88	A175
112,01	114,00	Employer	454,86	369,60	25,20	849,66	13,60	33,06	896,32			896,32	
		Employee		369,67	25,20	394,87	13,60		408,47		47,88	456,35	
		Total	454,86	739,27	50,40	1244,53	27,20	33,06	1304,79	0176	47,88	1352,67	A176
114,01	116,00	Employer	462,84	376,32	25,20	864,36	13,60	33,06	911,02			911,02	
		Employee		375,92	25,20	401,12	13,60		414,72		48,72	463,44	
		Total	462,84	752,24	50,40	1265,48	27,20	33,06	1325,74	0177	48,72	1374,46	A177
116,01	118,00	Employer	470,82	382,62	25,20	878,64	13,60	33,06	925,30			925,30	
		Employee		382,59	25,20	407,79	13,60		421,39		49,56	470,95	
		Total	470,82	765,21	50,40	1286,43	27,20	33,06	1346,69	0178	49,56	1396,25	A178
118,01	120,00	Employer	478,80	388,92	25,20	892,92	13,60	33,06	939,58			939,58	
		Employee		389,26	25,20	414,46	13,60		428,06		50,40	478,46	
		Total	478,80	778,18	50,40	1307,38	27,20	33,06	1367,64	0179	50,40	1418,04	A179
120,01	122,00	Employer	486,78	395,64	25,20	907,62	13,60	34,03	955,25			955,25	
		Employee		395,51	25,20	420,71	13,60		434,31		51,24	485,55	
		Total	486,78	791,15	50,40	1328,33	27,20	34,03	1389,56	0180	51,24	1440,80	A180
122,01	124,00	Employer	494,76	401,94	25,20	921,90	13,60	34,03	969,53			969,53	
		Employee		402,18	25,20	427,38	13,60		440,98		52,08	493,06	
		Total	494,76	804,12	50,40	1349,28	27,20	34,03	1410,51	0181	52,08	1462,59	A181
124,01	126,00	Employer	502,74	408,66	25,20	936,60	13,60	34,03	984,23			984,23	
		Employee		408,42	25,20	433,62	13,60		447,22		52,92	500,14	
		Total	502,74	817,08	50,40	1370,22	27,20	34,03	1431,45	0182	52,92	1484,37	A182
126,01	128,00	Employer	510,72	414,96	25,20	950,88	13,60	34,03	998,51			998,51	
		Employee		415,09	25,20	440,29	13,60		453,89		53,76	507,65	
		Total	510,72	830,05	50,40	1391,17	27,20	34,03	1452,40	0183	53,76	1506,16	A183
128,01	130,00	Employer	518,70	421,68	25,20	965,58	13,60	34,03	1013,21			1013,21	
		Employee		421,34	25,20	446,54	13,60		460,14		54,60	514,74	
		Total	518,70	843,02	50,40	1412,12	27,20	34,03	1473,35	0184	54,60	1527,95	A184
130,01	135,00	Employer	538,44	437,64	25,20	1001,28	13,60	35,10	1049,98			1049,98	
		Employee		437,81	25,20	463,01	13,60		476,61		56,70	533,31	
		Total	538,44	875,45	50,40	1464,29	27,20	35,10	1526,59	0185	56,70	1583,29	A185
135,01	140,00	Employer	558,60	454,02	25,20	1037,82	13,60	35,10	1086,52			1086,52	
		Employee		453,85	25,20	479,05	13,60		492,65		58,80	551,45	
		Total	558,60	907,87	50,40	1516,87	27,20	35,10	1579,17	0186	58,80	1637,97	A186

BUILDING INDUSTRY BARGAINING COUNCIL EAST LONDON
SCHEDULES FOR THE 2025/2026 CONTRIBUTION YEAR
Applicable from 1ST OCTOBER 2025 - 30TH SEPTEMBER 2026

Magisterial Districts of:

Area F: East London

BREAKUP OF WEEKLY CONTRIBUTIONS						PLEASE NOTE: MINIMUM WAGE IS R28,79							
HOURLY WAGE BAND 42 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 T/U	Code
From	To								EXCL SUBS			INCL SUBS	
140,01	150,00	Employer	598,50	486,36	25,20	1110,06	13,60	36,17	1159,83			1159,83	
		Employee		486,36	25,20	511,56	13,60		525,16		63,00	588,16	
		Total	598,50	972,72	50,40	1621,62	27,20	36,17	1684,99	0187	63,00	1747,99	A187
150,01	160,00	Employer	638,40	518,70	25,20	1182,30	13,60	36,17	1232,07			1232,07	
		Employee		518,87	25,20	544,07	13,60		557,67		67,20	624,87	
		Total	638,40	1037,57	50,40	1726,37	27,20	36,17	1789,74	0188	67,20	1856,94	A188
160,01	170,00	Employer	678,30	551,04	25,20	1254,54	13,60	36,17	1304,31			1304,31	
		Employee		551,38	25,20	576,58	13,60		590,18		71,40	661,58	
		Total	678,30	1102,42	50,40	1831,12	27,20	36,17	1894,49	0189	71,40	1965,89	A189
170,01	180,00	Employer	718,20	583,80	25,20	1327,20	13,60	36,17	1376,97			1376,97	
		Employee		583,46	25,20	608,66	13,60		622,26		75,60	697,86	
		Total	718,20	1167,26	50,40	1935,86	27,20	36,17	1999,23	0190	75,60	2074,83	A190
180,01	190,00	Employer	758,10	616,14	25,20	1399,44	13,60	36,17	1449,21			1449,21	
		Employee		615,97	25,20	641,17	13,60		654,77		79,80	734,57	
		Total	758,10	1232,11	50,40	2040,61	27,20	36,17	2103,98	0191	79,80	2183,78	A191
190,01	200,00	Employer	798,00	648,48	25,20	1471,68	13,60	36,17	1521,45			1521,45	
		Employee		648,48	25,20	673,68	13,60		687,28		84,00	771,28	
		Total	798,00	1296,96	50,40	2145,36	27,20	36,17	2208,73	0192	84,00	2292,73	A192
200,01	210,00	Employer	837,90	680,82	25,20	1543,92	13,60	36,17	1593,69			1593,69	
		Employee		680,99	25,20	706,19	13,60		719,79		88,20	807,99	
		Total	837,90	1361,81	50,40	2250,11	27,20	36,17	2313,48	0193	88,20	2401,68	A193
210,01	220,00	Employer	877,80	713,16	25,20	1616,16	13,60	36,17	1665,93			1665,93	
		Employee		713,50	25,20	738,70	13,60		752,30		92,40	844,70	
		Total	877,80	1426,66	50,40	2354,86	27,20	36,17	2418,23	0194	92,40	2510,63	A194
220,01	230,00	Employer	917,70	745,92	25,20	1688,82	13,60	36,17	1738,59			1738,59	
		Employee		745,58	25,20	770,78	13,60		784,38		96,60	880,98	
		Total	917,70	1491,50	50,40	2459,60	27,20	36,17	2522,97	0195	96,60	2619,57	A195

HOURLY ALLOWANCES

AREA: F

42 hours per Week

HOURLY WAGE BAND	Holiday Fund	Pension Fund	Benefit Fund	Total Allowance
From To	Fund	Fund	Fund	
28,51 29,00	2,75	2,24	0,37	5,36
29,01 29,50	2,80	2,28	0,37	5,45
29,51 30,00	2,85	2,32	0,37	5,54
30,01 30,50	2,90	2,35	0,39	5,64
30,51 31,00	2,94	2,39	0,39	5,72
31,01 31,50	2,99	2,43	0,39	5,81
31,51 32,00	3,04	2,47	0,39	5,90
32,01 32,50	3,09	2,51	0,39	5,99
32,51 33,00	3,13	2,55	0,39	6,07
33,01 33,50	3,18	2,59	0,39	6,16
33,51 34,00	3,23	2,62	0,39	6,24
34,01 34,50	3,28	2,66	0,39	6,33
34,51 35,00	3,32	2,70	0,39	6,41
35,01 35,50	3,37	2,74	0,45	6,56
35,51 36,00	3,42	2,78	0,45	6,65
36,01 36,50	3,47	2,82	0,45	6,74
36,51 37,00	3,51	2,86	0,45	6,82
37,01 37,50	3,56	2,90	0,45	6,91
37,51 38,00	3,61	2,93	0,45	6,99
38,01 38,50	3,66	2,97	0,45	7,08
38,51 39,00	3,70	3,01	0,45	7,16
39,01 39,50	3,75	3,05	0,45	7,25
39,51 40,00	3,80	3,09	0,45	7,34
40,01 41,00	3,89	3,17	0,47	7,53
41,01 42,00	3,99	3,24	0,47	7,70
42,01 43,00	4,08	3,32	0,47	7,87
43,01 44,00	4,18	3,40	0,47	8,05
44,01 45,00	4,27	3,47	0,47	8,21
45,01 46,00	4,37	3,55	0,51	8,43
46,01 47,00	4,46	3,63	0,51	8,60
47,01 48,00	4,56	3,71	0,51	8,78
48,01 49,00	4,65	3,78	0,51	8,94
49,01 50,00	4,75	3,86	0,51	9,12
50,01 52,00	4,94	4,01	0,54	9,49
52,01 54,00	5,13	4,17	0,54	9,84
54,01 56,00	5,32	4,32	0,54	10,18
56,01 58,00	5,51	4,48	0,54	10,53
58,01 60,00	5,70	4,63	0,54	10,87
60,01 62,00	5,89	4,79	0,60	11,28
62,01 64,00	6,08	4,94	0,60	11,62
64,01 66,00	6,27	5,10	0,60	11,97
66,01 68,00	6,46	5,25	0,60	12,31
68,01 70,00	6,65	5,40	0,60	12,65
70,01 72,00	6,84	5,56	0,60	13,00
72,01 74,00	7,03	5,71	0,60	13,34
74,01 76,00	7,22	5,87	0,60	13,69
76,01 78,00	7,41	6,02	0,60	14,03
78,01 80,00	7,60	6,18	0,60	14,38
80,01 82,00	7,79	6,33	0,60	14,72
82,01 84,00	7,98	6,48	0,60	15,06
84,01 86,00	8,17	6,64	0,60	15,41
86,01 88,00	8,36	6,79	0,60	15,75
88,01 90,00	8,55	6,95	0,60	16,10
90,01 92,00	8,74	7,10	0,60	16,44
92,01 94,00	8,93	7,26	0,60	16,79
94,01 96,00	9,12	7,41	0,60	17,13
96,01 98,00	9,31	7,57	0,60	17,48
98,01 100,00	9,50	7,72	0,60	17,82
100,01 102,00	9,69	7,87	0,60	18,16
102,01 104,00	9,88	8,03	0,60	18,51
104,01 106,00	10,07	8,18	0,60	18,85
106,01 108,00	10,26	8,34	0,60	19,20
108,01 110,00	10,45	8,49	0,60	19,54

EXAMPLE 1			
Non Trade Union Member			
Basic Hourly Rate = R31,50			
	Hrs	Rate	Total
Wage	42	31,50	1323,00
Plus: Hourly Allowances			
Holiday Fund	42	2,99	125,58
Holiday Savings	42 -	-	-
Pension Fund	42	2,430	102,06
Benefit Fund	42	0,39	16,38
	Total Allowance: R		244,02
	Wage plus Allowance: R		1567,02
Deductions: (See note at bottom of page)			
Holiday Fund			-125,58
Pension Fund			-204,27
Benefit Fund			-32,76
BIBC Levy (Employee)			-12,05
	Total Deductions: R		-374,66
	Total due to worker: R		1192,36
Calculation of Contribution:			
Total Deductions:			374,66
BIBC Levy (Employers Portion)			12,06
EOL			26,11
	Total contribution: Code 0117		412,83

EXAMPLE 2			
Trade Union Member			
5 days - 42 hours Basic Hourly Rate = R31,50			
	Hrs	Rate	TotAM
Wage	42	31,50	1323,00
Plus: Hourly Allowances			
Holiday Fund	42	2,99	125,58
Holiday Savings	42 -	-	-
Pension Fund	42	2,430	102,06
Benefit Fund	42	0,37	15,54
	Total Allowance: R		243,18
	Wage plus Allowance: R		1566,18
Deductions: (See note at bottom)			
Holiday Fund			-125,58
Pension Fund			-204,27
Benefit Fund			-32,76
BIBC Levy (Employee)			-12,05
T/U Subscription			-13,23
	Total Deductions: R		-387,89
	Total due to worker: R		1178,29
Calculation of Contribution:			
Total Deductions:			387,89
BIBC Levy (Employers Portion)			12,06
EOL			26,11
	Total contribution: Code A117 :		426,06

HOURLY ALLOWANCES

AREA: F

42 hours per Week

HOURLY WAGE BAND	Holiday Fund	Pension Fund	Benefit Fund	Total Allowance	
From	To	Fund	Fund	Fund	
110,01	112,00	10,64	8,65	0,60	19,89
112,01	114,00	10,83	8,80	0,60	20,23
114,01	116,00	11,02	8,96	0,60	20,58
116,01	118,00	11,21	9,11	0,60	20,92
118,01	120,00	11,40	9,26	0,60	21,26
120,01	122,00	11,59	9,42	0,60	21,61
122,01	124,00	11,78	9,57	0,60	21,95
124,01	126,00	11,97	9,73	0,60	22,30
126,01	128,00	12,16	9,88	0,60	22,64
128,01	130,00	12,35	10,04	0,60	22,99
130,01	135,00	12,82	10,42	0,60	23,84
135,01	140,00	13,30	10,81	0,60	24,71
140,01	150,00	14,25	11,58	0,60	26,43
150,01	160,00	15,20	12,35	0,60	28,15
160,01	170,00	16,15	13,12	0,60	29,87
170,01	180,00	17,10	13,90	0,60	31,60
180,01	190,00	18,05	14,67	0,60	33,32
190,01	200,00	19,00	15,44	0,60	35,04
200,01	210,00	19,95	16,21	0,60	36,76
210,01	220,00	20,90	16,98	0,60	38,48
220,01	230,00	21,85	17,76	0,60	40,21

NOTE: DEDUCTIONS

Deductions only applicable if employee works 25.2 hours or more per week.