

**BUILDING INDUSTRY BARGAINING COUNCIL EAST LONDON**  
**SCHEDULES FOR THE 2023/2024 CONTRIBUTION YEAR**  
*Applicable from 1ST OCTOBER 2023 - 30TH SEPTEMBER 2024*

**Magisterial Districts of:**

**Area F: East London**

**BREAKUP OF WEEKLY CONTRIBUTIONS**

**PLEASE NOTE: MINIMUM WAGE IS R25.42**

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	
25,01	25,50	Employer	101,64	82,74	13,86	<b>198,24</b>	9,96	20,40	<b>228,60</b>			<b>228,60</b>	
		Employee		82,62	13,86	<b>96,48</b>	9,95		<b>106,43</b>		10,71	<b>117,14</b>	
		Total	101,64	165,36	27,72	<b>294,72</b>	19,91	20,40	<b>335,03</b>	<b>OZ05</b>	10,71	<b>345,74</b>	<b>AZ05</b>
25,51	26,00	Employer	103,74	84,42	13,86	<b>202,02</b>	9,96	20,40	<b>232,38</b>			<b>232,38</b>	
		Employee		84,18	13,86	<b>98,04</b>	9,95		<b>107,99</b>		10,92	<b>118,91</b>	
		Total	103,74	168,60	27,72	<b>300,06</b>	19,91	20,40	<b>340,37</b>	<b>OZ06</b>	10,92	<b>351,29</b>	<b>AZ06</b>
26,01	26,50	Employer	105,84	86,10	13,86	<b>205,80</b>	9,96	20,40	<b>236,16</b>			<b>236,16</b>	
		Employee		85,75	13,86	<b>99,61</b>	9,95		<b>109,56</b>		11,13	<b>120,69</b>	
		Total	105,84	171,85	27,72	<b>305,41</b>	19,91	20,40	<b>345,72</b>	<b>OZ07</b>	11,13	<b>356,85</b>	<b>AZ07</b>
26,51	27,00	Employer	107,52	87,36	13,86	<b>208,74</b>	9,96	20,40	<b>239,10</b>			<b>239,10</b>	
		Employee		87,73	13,86	<b>101,59</b>	9,95		<b>111,54</b>		11,34	<b>122,88</b>	
		Total	107,52	175,09	27,72	<b>310,33</b>	19,91	20,40	<b>350,64</b>	<b>OZ08</b>	11,34	<b>361,98</b>	<b>AZ08</b>
27,01	27,50	Employer	109,62	89,04	13,86	<b>212,52</b>	9,96	20,40	<b>242,88</b>			<b>242,88</b>	
		Employee		89,29	13,86	<b>103,15</b>	9,95		<b>113,10</b>		11,55	<b>124,65</b>	
		Total	109,62	178,33	27,72	<b>315,67</b>	19,91	20,40	<b>355,98</b>	<b>OZ09</b>	11,55	<b>367,53</b>	<b>AZ09</b>
27,51	28,00	Employer	111,72	90,72	13,86	<b>216,30</b>	9,96	20,40	<b>246,66</b>			<b>246,66</b>	
		Employee		90,85	13,86	<b>104,71</b>	9,95		<b>114,66</b>		11,76	<b>126,42</b>	
		Total	111,72	181,57	27,72	<b>321,01</b>	19,91	20,40	<b>361,32</b>	<b>OZ10</b>	11,76	<b>373,08</b>	<b>AZ10</b>
28,01	28,50	Employer	113,82	92,40	13,86	<b>220,08</b>	9,96	20,40	<b>250,44</b>			<b>250,44</b>	
		Employee		92,42	13,86	<b>106,28</b>	9,95		<b>116,23</b>		11,97	<b>128,20</b>	
		Total	113,82	184,82	27,72	<b>326,36</b>	19,91	20,40	<b>366,67</b>	<b>OZ11</b>	11,97	<b>378,64</b>	<b>AZ11</b>
28,51	29,00	Employer	115,50	94,08	13,86	<b>223,44</b>	9,96	20,40	<b>253,80</b>			<b>253,80</b>	
		Employee		93,98	13,86	<b>107,84</b>	9,95		<b>117,79</b>		12,18	<b>129,97</b>	
		Total	115,50	188,06	27,72	<b>331,28</b>	19,91	20,40	<b>371,59</b>	<b>OZ12</b>	12,18	<b>383,77</b>	<b>AZ12</b>
29,01	29,50	Employer	117,60	95,76	13,86	<b>227,22</b>	9,96	20,40	<b>257,58</b>			<b>257,58</b>	
		Employee		95,54	13,86	<b>109,40</b>	9,95		<b>119,35</b>		12,39	<b>131,74</b>	
		Total	117,60	191,30	27,72	<b>336,62</b>	19,91	20,40	<b>376,93</b>	<b>OZ13</b>	12,39	<b>389,32</b>	<b>AZ13</b>
29,51	30,00	Employer	119,70	97,44	13,86	<b>231,00</b>	9,96	20,40	<b>261,36</b>			<b>261,36</b>	
		Employee		97,10	13,86	<b>110,96</b>	9,95		<b>120,91</b>		12,60	<b>133,51</b>	
		Total	119,70	194,54	27,72	<b>341,96</b>	19,91	20,40	<b>382,27</b>	<b>OZ14</b>	12,60	<b>394,87</b>	<b>AZ14</b>
30,01	30,50	Employer	121,80	98,70	14,70	<b>235,20</b>	9,96	20,80	<b>265,96</b>			<b>265,96</b>	
		Employee		99,09	14,70	<b>113,79</b>	9,95		<b>123,74</b>		12,81	<b>136,55</b>	
		Total	121,80	197,79	29,40	<b>348,99</b>	19,91	20,80	<b>389,70</b>	<b>OZ15</b>	12,81	<b>402,51</b>	<b>AZ15</b>
30,51	31,00	Employer	123,48	100,38	14,70	<b>238,56</b>	9,96	20,80	<b>269,32</b>			<b>269,32</b>	
		Employee		100,65	14,70	<b>115,35</b>	9,95		<b>125,30</b>		13,02	<b>138,32</b>	
		Total	123,48	201,03	29,40	<b>353,91</b>	19,91	20,80	<b>394,62</b>	<b>OZ16</b>	13,02	<b>407,64</b>	<b>AZ16</b>
31,01	31,50	Employer	125,58	102,06	14,70	<b>242,34</b>	9,96	20,80	<b>273,10</b>			<b>273,10</b>	
		Employee		102,21	14,70	<b>116,91</b>	9,95		<b>126,86</b>		13,23	<b>140,09</b>	
		Total	125,58	204,27	29,40	<b>359,25</b>	19,91	20,80	<b>399,96</b>	<b>OZ17</b>	13,23	<b>413,19</b>	<b>AZ17</b>
31,51	32,00	Employer	127,68	103,74	14,70	<b>246,12</b>	9,96	20,80	<b>276,88</b>			<b>276,88</b>	
		Employee		103,77	14,70	<b>118,47</b>	9,95		<b>128,42</b>		13,44	<b>141,86</b>	
		Total	127,68	207,51	29,40	<b>364,59</b>	19,91	20,80	<b>405,30</b>	<b>OZ18</b>	13,44	<b>418,74</b>	<b>AZ18</b>
32,01	32,50	Employer	129,78	105,42	14,70	<b>249,90</b>	10,19	20,80	<b>280,89</b>			<b>280,89</b>	
		Employee		105,34	14,70	<b>120,04</b>	10,18		<b>130,22</b>		13,65	<b>143,87</b>	
		Total	129,78	210,76	29,40	<b>369,94</b>	20,37	20,80	<b>411,11</b>	<b>OZ19</b>	13,65	<b>424,76</b>	<b>AZ19</b>
32,51	33,00	Employer	131,46	107,10	14,70	<b>253,26</b>	10,19	20,80	<b>284,25</b>			<b>284,25</b>	
		Employee		106,90	14,70	<b>121,60</b>	10,18		<b>131,78</b>		13,86	<b>145,64</b>	
		Total	131,46	214,00	29,40	<b>374,86</b>	20,37	20,80	<b>416,03</b>	<b>OZ20</b>	13,86	<b>429,89</b>	<b>AZ20</b>
33,01	33,50	Employer	133,56	108,78	14,70	<b>257,04</b>	10,57	20,80	<b>288,41</b>			<b>288,41</b>	
		Employee		108,46	14,70	<b>123,16</b>	10,56		<b>133,72</b>		14,07	<b>147,79</b>	
		Total	133,56	217,24	29,40	<b>380,20</b>	21,13	20,80	<b>422,13</b>	<b>OZ21</b>	14,07	<b>436,20</b>	<b>AZ21</b>
33,51	34,00	Employer	135,66	110,04	14,70	<b>260,40</b>	10,57	20,80	<b>291,77</b>			<b>291,77</b>	
		Employee		110,44	14,70	<b>125,14</b>	10,56		<b>135,70</b>		14,28	<b>149,98</b>	
		Total	135,66	220,48	29,40	<b>385,54</b>	21,13	20,80	<b>427,47</b>	<b>OZ22</b>	14,28	<b>441,75</b>	<b>AZ22</b>
34,01	34,50	Employer	137,76	111,72	14,70	<b>264,18</b>	10,57	20,80	<b>295,55</b>			<b>295,55</b>	
		Employee		112,01	14,70	<b>126,71</b>	10,56		<b>137,27</b>		14,49	<b>151,76</b>	
		Total	137,76	223,73	29,40	<b>390,89</b>	21,13	20,80	<b>432,82</b>	<b>OZ23</b>	14,49	<b>447,31</b>	<b>AZ23</b>
34,51	35,00	Employer	139,44	113,40	14,70	<b>267,54</b>	10,57	20,80	<b>298,91</b>			<b>298,91</b>	
		Employee		113,57	14,70	<b>128,27</b>	10,56		<b>138,83</b>		14,70	<b>153,53</b>	
		Total	139,44	226,97	29,40	<b>395,81</b>	21,13	20,80	<b>437,74</b>	<b>OZ24</b>	14,70	<b>452,44</b>	<b>AZ24</b>

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From	To							EXCL SUBS				INCL SUBS			
35,01	35,50	Employer	141,54	115,08	16,80	<b>273,42</b>	10,57	20,80	<b>304,79</b>		14,91	<b>304,79</b>			
		Employee		115,13	16,80	<b>131,93</b>	10,56	<b>142,49</b>						14,91	<b>157,40</b>
		Total	141,54	230,21	33,60	<b>405,35</b>	21,13	<b>447,28</b>						<b>OZ25</b>	14,91
35,51	36,00	Employer	143,64	116,76	16,80	<b>277,20</b>	10,57	20,80	<b>308,57</b>		15,12	<b>308,57</b>			
		Employee		116,69	16,80	<b>133,49</b>	10,56	<b>144,05</b>						15,12	<b>159,17</b>
		Total	143,64	233,45	33,60	<b>410,69</b>	21,13	<b>452,62</b>						<b>OZ26</b>	15,12
36,01	36,50	Employer	145,74	118,44	16,80	<b>280,98</b>	10,57	20,80	<b>312,35</b>		15,33	<b>312,35</b>			
		Employee		118,26	16,80	<b>135,06</b>	10,56	<b>145,62</b>						15,33	<b>160,95</b>
		Total	145,74	236,70	33,60	<b>416,04</b>	21,13	<b>457,97</b>						<b>OZ27</b>	15,33
36,51	37,00	Employer	147,42	120,12	16,80	<b>284,34</b>	10,57	20,80	<b>315,71</b>		15,54	<b>315,71</b>			
		Employee		119,82	16,80	<b>136,62</b>	10,56	<b>147,18</b>						15,54	<b>162,72</b>
		Total	147,42	239,94	33,60	<b>420,96</b>	21,13	<b>462,89</b>						<b>OZ28</b>	15,54
37,01	37,50	Employer	149,52	121,80	16,80	<b>288,12</b>	10,57	20,80	<b>319,49</b>		15,75	<b>319,49</b>			
		Employee		121,38	16,80	<b>138,18</b>	10,56	<b>148,74</b>						15,75	<b>164,49</b>
		Total	149,52	243,18	33,60	<b>426,30</b>	21,13	<b>468,23</b>						<b>OZ29</b>	15,75
37,51	38,00	Employer	151,62	123,06	16,80	<b>291,48</b>	10,57	20,80	<b>322,85</b>		15,96	<b>322,85</b>			
		Employee		123,36	16,80	<b>140,16</b>	10,56	<b>150,72</b>						15,96	<b>166,68</b>
		Total	151,62	246,42	33,60	<b>431,64</b>	21,13	<b>473,57</b>						<b>OZ30</b>	15,96
38,01	38,50	Employer	153,72	124,74	16,80	<b>295,26</b>	10,57	20,80	<b>326,63</b>		16,17	<b>326,63</b>			
		Employee		124,92	16,80	<b>141,72</b>	10,56	<b>152,28</b>						16,17	<b>168,45</b>
		Total	153,72	249,66	33,60	<b>436,98</b>	21,13	<b>478,91</b>						<b>OZ31</b>	16,17
38,51	39,00	Employer	155,40	126,42	16,80	<b>298,62</b>	10,57	20,80	<b>329,99</b>		16,38	<b>329,99</b>			
		Employee		126,49	16,80	<b>143,29</b>	10,56	<b>153,85</b>						16,38	<b>170,23</b>
		Total	155,40	252,91	33,60	<b>441,91</b>	21,13	<b>483,84</b>						<b>OZ32</b>	16,38
39,01	39,50	Employer	157,50	128,10	16,80	<b>302,40</b>	10,57	20,80	<b>333,77</b>		16,59	<b>333,77</b>			
		Employee		128,05	16,80	<b>144,85</b>	10,56	<b>155,41</b>						16,59	<b>172,00</b>
		Total	157,50	256,15	33,60	<b>447,25</b>	21,13	<b>489,18</b>						<b>OZ33</b>	16,59
39,51	40,00	Employer	159,60	129,78	16,80	<b>306,18</b>	10,57	20,80	<b>337,55</b>		16,80	<b>337,55</b>			
		Employee		129,61	16,80	<b>146,41</b>	10,56	<b>156,97</b>						16,80	<b>173,77</b>
		Total	159,60	259,39	33,60	<b>452,59</b>	21,13	<b>494,52</b>						<b>OZ34</b>	16,80
40,01	41,00	Employer	163,38	133,14	17,64	<b>314,16</b>	10,57	21,20	<b>345,93</b>		17,22	<b>345,93</b>			
		Employee		132,74	17,64	<b>150,38</b>	10,56	<b>160,94</b>						17,22	<b>178,16</b>
		Total	163,38	265,88	35,28	<b>464,54</b>	21,13	<b>506,87</b>						<b>OZ35</b>	17,22
41,01	42,00	Employer	167,58	136,08	17,64	<b>321,30</b>	10,57	21,20	<b>353,07</b>		17,64	<b>353,07</b>			
		Employee		136,28	17,64	<b>153,92</b>	10,56	<b>164,48</b>						17,64	<b>182,12</b>
		Total	167,58	272,36	35,28	<b>475,22</b>	21,13	<b>517,55</b>						<b>OZ36</b>	17,64
42,01	43,00	Employer	171,36	139,44	17,64	<b>328,44</b>	10,57	21,20	<b>360,21</b>		18,06	<b>360,21</b>			
		Employee		139,41	17,64	<b>157,05</b>	10,56	<b>167,61</b>						18,06	<b>185,67</b>
		Total	171,36	278,85	35,28	<b>485,49</b>	21,13	<b>527,82</b>						<b>OZ37</b>	18,06
43,01	44,00	Employer	175,56	142,80	17,64	<b>336,00</b>	10,57	21,20	<b>367,77</b>		18,48	<b>367,77</b>			
		Employee		142,53	17,64	<b>160,17</b>	10,56	<b>170,73</b>						18,48	<b>189,21</b>
		Total	175,56	285,33	35,28	<b>496,17</b>	21,13	<b>538,50</b>						<b>OZ38</b>	18,48
44,01	45,00	Employer	179,34	145,74	17,64	<b>342,72</b>	10,57	21,20	<b>374,49</b>		18,90	<b>374,49</b>			
		Employee		146,08	17,64	<b>163,72</b>	10,56	<b>174,28</b>						18,90	<b>193,18</b>
		Total	179,34	291,82	35,28	<b>506,44</b>	21,13	<b>548,77</b>						<b>OZ39</b>	18,90
45,01	46,00	Employer	183,54	149,10	18,90	<b>351,54</b>	10,57	21,20	<b>383,31</b>		19,32	<b>383,31</b>			
		Employee		149,20	18,90	<b>168,10</b>	10,56	<b>178,66</b>						19,32	<b>197,98</b>
		Total	183,54	298,30	37,80	<b>519,64</b>	21,13	<b>561,97</b>						<b>OZ40</b>	19,32
46,01	47,00	Employer	187,32	152,46	18,90	<b>358,68</b>	10,57	21,20	<b>390,45</b>		19,74	<b>390,45</b>			
		Employee		152,33	18,90	<b>171,23</b>	10,56	<b>181,79</b>						19,74	<b>201,53</b>
		Total	187,32	304,79	37,80	<b>529,91</b>	21,13	<b>572,24</b>						<b>OZ41</b>	19,74
47,01	48,00	Employer	191,52	155,82	18,90	<b>366,24</b>	10,57	21,20	<b>398,01</b>		20,16	<b>398,01</b>			
		Employee		155,45	18,90	<b>174,35</b>	10,56	<b>184,91</b>						20,16	<b>205,07</b>
		Total	191,52	311,27	37,80	<b>540,59</b>	21,13	<b>582,92</b>						<b>OZ42</b>	20,16
48,01	49,00	Employer	195,30	158,76	18,90	<b>372,96</b>	10,57	21,20	<b>404,73</b>		20,58	<b>404,73</b>			
		Employee		159,00	18,90	<b>177,90</b>	10,56	<b>188,46</b>						20,58	<b>209,04</b>
		Total	195,30	317,76	37,80	<b>550,86</b>	21,13	<b>593,19</b>						<b>OZ43</b>	20,58
49,01	50,00	Employer	199,50	162,12	18,90	<b>380,52</b>	10,57	21,20	<b>412,29</b>		21,00	<b>412,29</b>			
		Employee		162,12	18,90	<b>181,02</b>	10,56	<b>191,58</b>						21,00	<b>212,58</b>
		Total	199,50	324,24	37,80	<b>561,54</b>	21,13	<b>603,87</b>						<b>OZ44</b>	21,00
50,01	52,00	Employer	207,48	168,42	20,16	<b>396,06</b>	10,57	21,60	<b>428,23</b>		21,84	<b>428,23</b>			
		Employee		168,79	20,16	<b>188,95</b>	10,56	<b>199,51</b>						21,84	<b>221,35</b>
		Total	207,48	337,21	40,32	<b>585,01</b>	21,13	<b>627,74</b>						<b>OZ45</b>	21,84

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**BREAKUP OF WEEKLY CONTRIBUTIONS**

PLEASE NOTE: MINIMUM WAGE IS R25.42

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		
52,01	54,00	Employer	215,46	175,14	20,16	<b>410,76</b>	10,57	21,60	<b>442,93</b>			<b>442,93</b>	
		Employee		175,04	20,16	<b>195,20</b>	10,56		<b>205,76</b>		22,68	<b>228,44</b>	
		Total	215,46	350,18	40,32	<b>605,96</b>	21,13	21,60	<b>648,69</b>	<b>OZ46</b>	22,68	<b>671,37</b>	<b>AZ46</b>
54,01	56,00	Employer	223,44	181,44	20,16	<b>425,04</b>	10,57	21,60	<b>457,21</b>			<b>457,21</b>	
		Employee		181,71	20,16	<b>201,87</b>	10,56		<b>212,43</b>		23,52	<b>235,95</b>	
		Total	223,44	363,15	40,32	<b>626,91</b>	21,13	21,60	<b>669,64</b>	<b>OZ47</b>	23,52	<b>693,16</b>	<b>AZ47</b>
56,01	58,00	Employer	231,42	188,16	20,16	<b>439,74</b>	10,57	21,60	<b>471,91</b>			<b>471,91</b>	
		Employee		187,96	20,16	<b>208,12</b>	10,56		<b>218,68</b>		24,36	<b>243,04</b>	
		Total	231,42	376,12	40,32	<b>647,86</b>	21,13	21,60	<b>690,59</b>	<b>OZ48</b>	24,36	<b>714,95</b>	<b>AZ48</b>
58,01	60,00	Employer	239,40	194,46	20,16	<b>454,02</b>	10,57	21,60	<b>486,19</b>			<b>486,19</b>	
		Employee		194,63	20,16	<b>214,79</b>	10,56		<b>225,35</b>		25,20	<b>250,55</b>	
		Total	239,40	389,09	40,32	<b>668,81</b>	21,13	21,60	<b>711,54</b>	<b>OZ49</b>	25,20	<b>736,74</b>	<b>AZ49</b>
60,01	62,00	Employer	247,38	201,18	22,26	<b>470,82</b>	11,24	22,00	<b>504,06</b>			<b>504,06</b>	
		Employee		200,88	22,26	<b>223,14</b>	11,24		<b>234,38</b>		26,04	<b>260,42</b>	
		Total	247,38	402,06	44,52	<b>693,96</b>	22,48	22,00	<b>738,44</b>	<b>OZ50</b>	26,04	<b>764,48</b>	<b>AZ50</b>
62,01	64,00	Employer	255,36	207,48	22,26	<b>485,10</b>	11,24	22,00	<b>518,34</b>			<b>518,34</b>	
		Employee		207,55	22,26	<b>229,81</b>	11,24		<b>241,05</b>		26,88	<b>267,93</b>	
		Total	255,36	415,03	44,52	<b>714,91</b>	22,48	22,00	<b>759,39</b>	<b>OZ51</b>	26,88	<b>786,27</b>	<b>AZ51</b>
64,01	66,00	Employer	263,34	214,20	22,26	<b>499,80</b>	11,24	22,00	<b>533,04</b>			<b>533,04</b>	
		Employee		213,80	22,26	<b>236,06</b>	11,24		<b>247,30</b>		27,72	<b>275,02</b>	
		Total	263,34	428,00	44,52	<b>735,86</b>	22,48	22,00	<b>780,34</b>	<b>OZ52</b>	27,72	<b>808,06</b>	<b>AZ52</b>
66,01	68,00	Employer	271,32	220,50	22,26	<b>514,08</b>	11,24	22,00	<b>547,32</b>			<b>547,32</b>	
		Employee		220,47	22,26	<b>242,73</b>	11,24		<b>253,97</b>		28,56	<b>282,53</b>	
		Total	271,32	440,97	44,52	<b>756,81</b>	22,48	22,00	<b>801,29</b>	<b>OZ53</b>	28,56	<b>829,85</b>	<b>AZ53</b>
68,01	70,00	Employer	279,30	226,80	22,26	<b>528,36</b>	11,24	22,00	<b>561,60</b>			<b>561,60</b>	
		Employee		227,14	22,26	<b>249,40</b>	11,24		<b>260,64</b>		29,40	<b>290,04</b>	
		Total	279,30	453,94	44,52	<b>777,76</b>	22,48	22,00	<b>822,24</b>	<b>OZ54</b>	29,40	<b>851,64</b>	<b>AZ54</b>
70,01	72,00	Employer	287,28	233,52	22,26	<b>543,06</b>	11,24	22,40	<b>576,70</b>			<b>576,70</b>	
		Employee		233,39	22,26	<b>255,65</b>	11,24		<b>266,89</b>		30,24	<b>297,13</b>	
		Total	287,28	466,91	44,52	<b>798,71</b>	22,48	22,40	<b>843,59</b>	<b>OZ55</b>	30,24	<b>873,83</b>	<b>AZ55</b>
72,01	74,00	Employer	295,26	239,82	22,26	<b>557,34</b>	11,24	22,40	<b>590,98</b>			<b>590,98</b>	
		Employee		240,06	22,26	<b>262,32</b>	11,24		<b>273,56</b>		31,08	<b>304,64</b>	
		Total	295,26	479,88	44,52	<b>819,66</b>	22,48	22,40	<b>864,54</b>	<b>OZ56</b>	31,08	<b>895,62</b>	<b>AZ56</b>
74,01	76,00	Employer	303,24	246,54	22,26	<b>572,04</b>	11,24	22,40	<b>605,68</b>			<b>605,68</b>	
		Employee		246,30	22,26	<b>268,56</b>	11,24		<b>279,80</b>		31,92	<b>311,72</b>	
		Total	303,24	492,84	44,52	<b>840,60</b>	22,48	22,40	<b>885,48</b>	<b>OZ57</b>	31,92	<b>917,40</b>	<b>AZ57</b>
76,01	78,00	Employer	311,22	252,84	22,26	<b>586,32</b>	11,24	22,40	<b>619,96</b>			<b>619,96</b>	
		Employee		252,97	22,26	<b>275,23</b>	11,24		<b>286,47</b>		32,76	<b>319,23</b>	
		Total	311,22	505,81	44,52	<b>861,55</b>	22,48	22,40	<b>906,43</b>	<b>OZ58</b>	32,76	<b>939,19</b>	<b>AZ58</b>
78,01	80,00	Employer	319,20	259,56	22,26	<b>601,02</b>	11,24	22,40	<b>634,66</b>			<b>634,66</b>	
		Employee		259,22	22,26	<b>281,48</b>	11,24		<b>292,72</b>		33,60	<b>326,32</b>	
		Total	319,20	518,78	44,52	<b>882,50</b>	22,48	22,40	<b>927,38</b>	<b>OZ59</b>	33,60	<b>960,98</b>	<b>AZ59</b>
80,01	82,00	Employer	327,18	265,86	22,26	<b>615,30</b>	11,24	22,80	<b>649,34</b>			<b>649,34</b>	
		Employee		265,89	22,26	<b>288,15</b>	11,24		<b>299,39</b>		34,44	<b>333,83</b>	
		Total	327,18	531,75	44,52	<b>903,45</b>	22,48	22,80	<b>948,73</b>	<b>OZ60</b>	34,44	<b>983,17</b>	<b>AZ60</b>
82,01	84,00	Employer	335,16	272,16	22,26	<b>629,58</b>	11,24	22,80	<b>663,62</b>			<b>663,62</b>	
		Employee		272,56	22,26	<b>294,82</b>	11,24		<b>306,06</b>		35,28	<b>341,34</b>	
		Total	335,16	544,72	44,52	<b>924,40</b>	22,48	22,80	<b>969,68</b>	<b>OZ61</b>	35,28	<b>1004,96</b>	<b>AZ61</b>
84,01	86,00	Employer	343,14	278,88	22,26	<b>644,28</b>	11,24	22,80	<b>678,32</b>			<b>678,32</b>	
		Employee		278,81	22,26	<b>301,07</b>	11,24		<b>312,31</b>		36,12	<b>348,43</b>	
		Total	343,14	557,69	44,52	<b>945,35</b>	22,48	22,80	<b>990,63</b>	<b>OZ62</b>	36,12	<b>1026,75</b>	<b>AZ62</b>
86,01	88,00	Employer	351,12	285,18	22,26	<b>658,56</b>	11,24	22,80	<b>692,60</b>			<b>692,60</b>	
		Employee		285,48	22,26	<b>307,74</b>	11,24		<b>318,98</b>		36,96	<b>355,94</b>	
		Total	351,12	570,66	44,52	<b>966,30</b>	22,48	22,80	<b>1011,58</b>	<b>OZ63</b>	36,96	<b>1048,54</b>	<b>AZ63</b>
88,01	90,00	Employer	359,10	291,90	22,26	<b>673,26</b>	11,24	22,80	<b>707,30</b>			<b>707,30</b>	
		Employee		291,73	22,26	<b>313,99</b>	11,24		<b>325,23</b>		37,80	<b>363,03</b>	
		Total	359,10	583,63	44,52	<b>987,25</b>	22,48	22,80	<b>1032,53</b>	<b>OZ64</b>	37,80	<b>1070,33</b>	<b>AZ64</b>
90,01	92,00	Employer	367,08	298,20	22,26	<b>687,54</b>	11,24	23,30	<b>722,08</b>			<b>722,08</b>	
		Employee		298,40	22,26	<b>320,66</b>	11,24		<b>331,90</b>		38,64	<b>370,54</b>	
		Total	367,08	596,60	44,52	<b>1008,20</b>	22,48	23,30	<b>1053,98</b>	<b>OZ65</b>	38,64	<b>1092,62</b>	<b>AZ65</b>

**BUILDING INDUSTRY BARGAINING COUNCIL EAST LONDON**  
**SCHEDULES FOR THE 2023/2024 CONTRIBUTION YEAR**  
*Applicable from 1ST OCTOBER 2023 - 30TH SEPTEMBER 2024*

**Magisterial Districts of:**

**Area F: East London**

**BREAKUP OF WEEKLY CONTRIBUTIONS**

**PLEASE NOTE: MINIMUM WAGE IS R25.42**

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		
92,01	94,00	Employer	375,06	304,92	22,26	702,24	11,24	23,30	736,78			736,78	
		Employee		304,65	22,26	326,91	11,24		338,15		39,48	377,63	
		Total	375,06	609,57	44,52	1029,15	22,48	23,30	1074,93	OZ66	39,48	1114,41	AZ66
94,01	96,00	Employer	383,04	311,22	22,26	716,52	11,24	23,30	751,06			751,06	
		Employee		311,32	22,26	333,58	11,24		344,82		40,32	385,14	
		Total	383,04	622,54	44,52	1050,10	22,48	23,30	1095,88	OZ67	40,32	1136,20	AZ67
96,01	98,00	Employer	391,02	317,94	22,26	731,22	11,24	23,30	765,76			765,76	
		Employee		317,57	22,26	339,83	11,24		351,07		41,16	392,23	
		Total	391,02	635,51	44,52	1071,05	22,48	23,30	1116,83	OZ68	41,16	1157,99	AZ68
98,01	100,00	Employer	399,00	324,24	22,26	745,50	11,24	23,30	780,04			780,04	
		Employee		324,24	22,26	346,50	11,24		357,74		42,00	399,74	
		Total	399,00	648,48	44,52	1092,00	22,48	23,30	1137,78	OZ69	42,00	1179,78	AZ69
100,01	102,00	Employer	406,98	330,54	22,26	759,78	11,24	23,80	794,82			794,82	
		Employee		330,91	22,26	353,17	11,24		364,41		42,84	407,25	
		Total	406,98	661,45	44,52	1112,95	22,48	23,80	1159,23	OZ70	42,84	1202,07	AZ70
102,01	104,00	Employer	414,96	337,26	22,26	774,48	11,24	23,80	809,52			809,52	
		Employee		337,16	22,26	359,42	11,24		370,66		43,68	414,34	
		Total	414,96	674,42	44,52	1133,90	22,48	23,80	1180,18	OZ71	43,68	1223,86	AZ71
104,01	106,00	Employer	422,94	343,56	22,26	788,76	11,24	23,80	823,80			823,80	
		Employee		343,83	22,26	366,09	11,24		377,33		44,52	421,85	
		Total	422,94	687,39	44,52	1154,85	22,48	23,80	1201,13	OZ72	44,52	1245,65	AZ72
106,01	108,00	Employer	430,92	350,28	22,26	803,46	11,24	23,80	838,50			838,50	
		Employee		350,08	22,26	372,34	11,24		383,58		45,36	428,94	
		Total	430,92	700,36	44,52	1175,80	22,48	23,80	1222,08	OZ73	45,36	1267,44	AZ73
108,01	110,00	Employer	438,90	356,58	22,26	817,74	11,24	23,80	852,78			852,78	
		Employee		356,75	22,26	379,01	11,24		390,25		46,20	436,45	
		Total	438,90	713,33	44,52	1196,75	22,48	23,80	1243,03	OZ74	46,20	1289,23	AZ74
110,01	112,00	Employer	446,88	363,30	22,26	832,44	11,24	24,30	867,98			867,98	
		Employee		363,00	22,26	385,26	11,24		396,50		47,04	443,54	
		Total	446,88	726,30	44,52	1217,70	22,48	24,30	1264,48	OZ75	47,04	1311,52	AZ75
112,01	114,00	Employer	454,86	369,60	22,26	846,72	11,24	24,30	882,26			882,26	
		Employee		369,67	22,26	391,93	11,24		403,17		47,88	451,05	
		Total	454,86	739,27	44,52	1238,65	22,48	24,30	1285,43	OZ76	47,88	1333,31	AZ76
114,01	116,00	Employer	462,84	376,32	22,26	861,42	11,24	24,30	896,96			896,96	
		Employee		375,92	22,26	398,18	11,24		409,42		48,72	458,14	
		Total	462,84	752,24	44,52	1259,60	22,48	24,30	1306,38	OZ77	48,72	1355,10	AZ77
116,01	118,00	Employer	470,82	382,62	22,26	875,70	11,24	24,30	911,24			911,24	
		Employee		382,59	22,26	404,85	11,24		416,09		49,56	465,65	
		Total	470,82	765,21	44,52	1280,55	22,48	24,30	1327,33	OZ78	49,56	1376,89	AZ78
118,01	120,00	Employer	478,80	388,92	22,26	889,98	11,24	24,30	925,52			925,52	
		Employee		389,26	22,26	411,52	11,24		422,76		50,40	473,16	
		Total	478,80	778,18	44,52	1301,50	22,48	24,30	1348,28	OZ79	50,40	1398,68	AZ79
120,01	122,00	Employer	486,78	395,64	22,26	904,68	11,24	24,80	940,72			940,72	
		Employee		395,51	22,26	417,77	11,24		429,01		51,24	480,25	
		Total	486,78	791,15	44,52	1322,45	22,48	24,80	1369,73	OZ80	51,24	1420,97	AZ80
122,01	124,00	Employer	494,76	401,94	22,26	918,96	11,24	24,80	955,00			955,00	
		Employee		402,18	22,26	424,44	11,24		435,68		52,08	487,76	
		Total	494,76	804,12	44,52	1343,40	22,48	24,80	1390,68	OZ81	52,08	1442,76	AZ81
124,01	126,00	Employer	502,74	408,66	22,26	933,66	11,24	24,80	969,70			969,70	
		Employee		408,42	22,26	430,68	11,24		441,92		52,92	494,84	
		Total	502,74	817,08	44,52	1364,34	22,48	24,80	1411,62	OZ82	52,92	1464,54	AZ82
126,01	128,00	Employer	510,72	414,96	22,26	947,94	11,24	24,80	983,98			983,98	
		Employee		415,09	22,26	437,35	11,24		448,59		53,76	502,35	
		Total	510,72	830,05	44,52	1385,29	22,48	24,80	1432,57	OZ83	53,76	1486,33	AZ83
128,01	130,00	Employer	518,70	421,68	22,26	962,64	11,24	24,80	998,68			998,68	
		Employee		421,34	22,26	443,60	11,24		454,84		54,60	509,44	
		Total	518,70	843,02	44,52	1406,24	22,48	24,80	1453,52	OZ84	54,60	1508,12	AZ84
130,01	135,00	Employer	538,44	437,64	22,26	998,34	11,24	25,30	1034,88			1034,88	
		Employee		437,81	22,26	460,07	11,24		471,31		56,70	528,01	
		Total	538,44	875,45	44,52	1458,41	22,48	25,30	1506,19	OZ85	56,70	1562,89	AZ85

**BUILDING INDUSTRY BARGAINING COUNCIL EAST LONDON**  
**SCHEDULES FOR THE 2023/2024 CONTRIBUTION YEAR**  
*Applicable from 1ST OCTOBER 2023 - 30TH SEPTEMBER 2024*

Magisterial Districts of:

**Area F: East London**

**BREAKUP OF WEEKLY CONTRIBUTIONS**

PLEASE NOTE: MINIMUM WAGE IS R25.42

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		
135,01	140,00	Employer	558,60	454,02	22,26	<b>1034,88</b>	11,24	25,30	<b>1071,42</b>			<b>1071,42</b>	
		Employee		453,85	22,26	<b>476,11</b>	11,24		<b>487,35</b>		58,80	<b>546,15</b>	
		Total	558,60	907,87	44,52	<b>1510,99</b>	22,48	25,30	<b>1558,77</b>	<b>OZ86</b>	58,80	<b>1617,57</b>	<b>AZ86</b>
140,01	150,00	Employer	598,50	486,36	22,26	<b>1107,12</b>	11,24	25,80	<b>1144,16</b>			<b>1144,16</b>	
		Employee		486,36	22,26	<b>508,62</b>	11,24		<b>519,86</b>		63,00	<b>582,86</b>	
		Total	598,50	972,72	44,52	<b>1615,74</b>	22,48	25,80	<b>1664,02</b>	<b>OZ87</b>	63,00	<b>1727,02</b>	<b>AZ87</b>
150,01	160,00	Employer	638,40	518,70	22,26	<b>1179,36</b>	11,24	25,80	<b>1216,40</b>			<b>1216,40</b>	
		Employee		518,87	22,26	<b>541,13</b>	11,24		<b>552,37</b>		67,20	<b>619,57</b>	
		Total	638,40	1037,57	44,52	<b>1720,49</b>	22,48	25,80	<b>1768,77</b>	<b>OZ88</b>	67,20	<b>1835,97</b>	<b>AZ88</b>
160,01	170,00	Employer	678,30	551,04	22,26	<b>1251,60</b>	11,24	25,80	<b>1288,64</b>			<b>1288,64</b>	
		Employee		551,38	22,26	<b>573,64</b>	11,24		<b>584,88</b>		71,40	<b>656,28</b>	
		Total	678,30	1102,42	44,52	<b>1825,24</b>	22,48	25,80	<b>1873,52</b>	<b>OZ89</b>	71,40	<b>1944,92</b>	<b>AZ89</b>
170,01	180,00	Employer	718,20	583,80	22,26	<b>1324,26</b>	11,24	25,80	<b>1361,30</b>			<b>1361,30</b>	
		Employee		583,46	22,26	<b>605,72</b>	11,24		<b>616,96</b>		75,60	<b>692,56</b>	
		Total	718,20	1167,26	44,52	<b>1929,98</b>	22,48	25,80	<b>1978,26</b>	<b>OZ90</b>	75,60	<b>2053,86</b>	<b>AZ90</b>
180,01	190,00	Employer	758,10	616,14	22,26	<b>1396,50</b>	11,24	25,80	<b>1433,54</b>			<b>1433,54</b>	
		Employee		615,97	22,26	<b>638,23</b>	11,24		<b>649,47</b>		79,80	<b>729,27</b>	
		Total	758,10	1232,11	44,52	<b>2034,73</b>	22,48	25,80	<b>2083,01</b>	<b>OZ91</b>	79,80	<b>2162,81</b>	<b>AZ91</b>
190,01	200,00	Employer	798,00	648,48	22,26	<b>1468,74</b>	11,24	25,80	<b>1505,78</b>			<b>1505,78</b>	
		Employee		648,48	22,26	<b>670,74</b>	11,24		<b>681,98</b>		84,00	<b>765,98</b>	
		Total	798,00	1296,96	44,52	<b>2139,48</b>	22,48	25,80	<b>2187,76</b>	<b>OZ92</b>	84,00	<b>2271,76</b>	<b>AZ92</b>
200,01	210,00	Employer	837,90	680,82	22,26	<b>1540,98</b>	11,24	25,80	<b>1578,02</b>			<b>1578,02</b>	
		Employee		680,99	22,26	<b>703,25</b>	11,24		<b>714,49</b>		88,20	<b>802,69</b>	
		Total	837,90	1361,81	44,52	<b>2244,23</b>	22,48	25,80	<b>2292,51</b>	<b>OZ93</b>	88,20	<b>2380,71</b>	<b>AZ93</b>
210,01	220,00	Employer	877,80	713,16	22,26	<b>1613,22</b>	11,24	25,80	<b>1650,26</b>			<b>1650,26</b>	
		Employee		713,50	22,26	<b>735,76</b>	11,24		<b>747,00</b>		92,40	<b>839,40</b>	
		Total	877,80	1426,66	44,52	<b>2348,98</b>	22,48	25,80	<b>2397,26</b>	<b>OZ94</b>	92,40	<b>2489,66</b>	<b>AZ94</b>
220,01	230,00	Employer	917,70	745,92	22,26	<b>1685,88</b>	11,24	25,80	<b>1722,92</b>			<b>1722,92</b>	
		Employee		745,58	22,26	<b>767,84</b>	11,24		<b>779,08</b>		96,60	<b>875,68</b>	
		Total	917,70	1491,50	44,52	<b>2453,72</b>	22,48	25,80	<b>2502,00</b>	<b>OZ95</b>	96,60	<b>2598,60</b>	<b>AZ95</b>

HOURLY ALLOWANCES

AREA: F

HOURLY ALLOWANCES BY EMPLOYER

42 hours per Week

HOURLY WAGE BAND From	To	Holiday Fund	Pension Fund	Benefit Fund	Total Allowance
25,01	25,50	2,42	1,97	0,33	4,72
25,51	26,00	2,47	2,01	0,33	4,81
26,01	26,50	2,52	2,05	0,33	4,90
26,51	27,00	2,56	2,08	0,33	4,97
27,01	27,50	2,61	2,12	0,33	5,06
27,51	28,00	2,66	2,16	0,33	5,15
28,01	28,50	2,71	2,20	0,33	5,24
28,51	29,00	2,75	2,24	0,33	5,32
29,01	29,50	2,80	2,28	0,33	5,41
29,51	30,00	2,85	2,32	0,33	5,50
30,01	30,50	2,90	2,35	0,35	5,60
30,51	31,00	2,94	2,39	0,35	5,68
31,01	31,50	2,99	2,43	0,35	5,77
31,51	32,00	3,04	2,47	0,35	5,86
32,01	32,50	3,09	2,51	0,35	5,95
32,51	33,00	3,13	2,55	0,35	6,03
33,01	33,50	3,18	2,59	0,35	6,12
33,51	34,00	3,23	2,62	0,35	6,20
34,01	34,50	3,28	2,66	0,35	6,29
34,51	35,00	3,32	2,70	0,35	6,37
35,01	35,50	3,37	2,74	0,40	6,51
35,51	36,00	3,42	2,78	0,40	6,60
36,01	36,50	3,47	2,82	0,40	6,69
36,51	37,00	3,51	2,86	0,40	6,77
37,01	37,50	3,56	2,90	0,40	6,86
37,51	38,00	3,61	2,93	0,40	6,94
38,01	38,50	3,66	2,97	0,40	7,03
38,51	39,00	3,70	3,01	0,40	7,11
39,01	39,50	3,75	3,05	0,40	7,20
39,51	40,00	3,80	3,09	0,40	7,29
40,01	41,00	3,89	3,17	0,42	7,48
41,01	42,00	3,99	3,24	0,42	7,65
42,01	43,00	4,08	3,32	0,42	7,82
43,01	44,00	4,18	3,40	0,42	8,00
44,01	45,00	4,27	3,47	0,42	8,16
45,01	46,00	4,37	3,55	0,45	8,37
46,01	47,00	4,46	3,63	0,45	8,54
47,01	48,00	4,56	3,71	0,45	8,72
48,01	49,00	4,65	3,78	0,45	8,88
49,01	50,00	4,75	3,86	0,45	9,06
50,01	52,00	4,94	4,01	0,48	9,43
52,01	54,00	5,13	4,17	0,48	9,78
54,01	56,00	5,32	4,32	0,48	10,12
56,01	58,00	5,51	4,48	0,48	10,47
58,01	60,00	5,70	4,63	0,48	10,81
60,01	62,00	5,89	4,79	0,53	11,21
62,01	64,00	6,08	4,94	0,53	11,55
64,01	66,00	6,27	5,10	0,53	11,90
66,01	68,00	6,46	5,25	0,53	12,24
68,01	70,00	6,65	5,40	0,53	12,58
70,01	72,00	6,84	5,56	0,53	12,93
72,01	74,00	7,03	5,71	0,53	13,27
74,01	76,00	7,22	5,87	0,53	13,62
76,01	78,00	7,41	6,02	0,53	13,96
78,01	80,00	7,60	6,18	0,53	14,31
80,01	82,00	7,79	6,33	0,53	14,65
82,01	84,00	7,98	6,48	0,53	14,99
84,01	86,00	8,17	6,64	0,53	15,34
86,01	88,00	8,36	6,79	0,53	15,68
88,01	90,00	8,55	6,95	0,53	16,03
90,01	92,00	8,74	7,10	0,53	16,37
92,01	94,00	8,93	7,26	0,53	16,72
94,01	96,00	9,12	7,41	0,53	17,06
96,01	98,00	9,31	7,57	0,53	17,41
98,01	100,00	9,50	7,72	0,53	17,75
100,01	102,00	9,69	7,87	0,53	18,09
102,01	104,00	9,88	8,03	0,53	18,44
104,01	106,00	10,07	8,18	0,53	18,78
106,01	108,00	10,26	8,34	0,53	19,13
108,01	110,00	10,45	8,49	0,53	19,47
110,01	112,00	10,64	8,65	0,53	19,82
112,01	114,00	10,83	8,80	0,53	20,16
114,01	116,00	11,02	8,96	0,53	20,51
116,01	118,00	11,21	9,11	0,53	20,85
118,01	120,00	11,40	9,26	0,53	21,19
120,01	122,00	11,59	9,42	0,53	21,54
122,01	124,00	11,78	9,57	0,53	21,88
124,01	126,00	11,97	9,73	0,53	22,23
126,01	128,00	12,16	9,88	0,53	22,57
128,01	130,00	12,35	10,04	0,53	22,92
130,01	135,00	12,82	10,42	0,53	23,77
135,01	140,00	13,30	10,81	0,53	24,64
140,01	150,00	14,25	11,58	0,53	26,36
150,01	160,00	15,20	12,35	0,53	28,08
160,01	170,00	16,15	13,12	0,53	29,80
170,01	180,00	17,10	13,90	0,53	31,53
180,01	190,00	18,05	14,67	0,53	33,25
190,01	200,00	19,00	15,44	0,53	34,97
200,01	210,00	19,95	16,21	0,53	36,69
210,01	220,00	20,90	16,98	0,53	38,41
220,01	230,00	21,85	17,76	0,53	40,14

**EXAMPLE 1**

**Non Trade Union Member**

Basic Hourly Rate = R31.50

5 days - 42 hours

	Hrs	Rate	Total
Wage	42	31,50	<b>1323,00</b>
<b>Plus: Hourly Allowances</b>			
Holiday Fund	42	2,99	125,58
Holiday Savings	42 -	-	-
Pension Fund	42	2,430	102,06
Benefit Fund	42	0,35	14,70
<b>Total Allowance: R</b>			<b>242,34</b>
<b>Wage plus Allowance: R 1565,34</b>			
<b>Deductions: (See note at bottom)</b>			
Holiday Fund			-125,58
Pension Fund			-204,27
Benefit Fund			-29,40
BIBC Levy (Employee)			-9,95
<b>Total Deductions: R</b>			<b>-369,20</b>
<b>Total due to worker: R</b>			<b>1196,14</b>
<b>Calculation of Contribution:</b>			
Total Deductions:			<b>369,20</b>
BIBC Levy (Employers Portion)			<b>9,96</b>
EOL			<b>20,80</b>
<b>Total contribution: Code 0Z17  </b>			<b>399,96</b>

**EXAMPLE 2**

**Trade Union Member**

Basic Hourly Rate = R31.50

5 days - 42 hours

	Hrs	Rate	TotAM
Wage	42	31,50	<b>1323,00</b>
<b>Plus: Hourly Allowances</b>			
Holiday Fund	42	2,99	125,58
Holiday Savings	42 -	-	-
Pension Fund	42	2,430	102,06
Benefit Fund	42	0,35	14,70
<b>Total Allowance: R</b>			<b>242,34</b>
<b>Wage plus Allowance: R 1565,34</b>			
<b>Deductions: (See note at bottom)</b>			
Holiday Fund			-125,58
Pension Fund			-204,27
Benefit Fund			-29,40
BIBC Levy (Employee)			-9,95
T/U Subscription			-13,23
<b>Total Deductions: R</b>			<b>-382,43</b>
<b>Total due to worker: R</b>			<b>1182,91</b>
<b>Calculation of Contribution:</b>			
Total Deductions:			<b>382,43</b>
BIBC Levy (Employers Portion)			<b>9,96</b>
EOL			<b>20,80</b>
<b>Total contribution: Code AZ17 :</b>			<b>413,19</b>

**NOTE: DEDUCTIONS**

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