



**WAGE SCHEDULE Effective 01 November 2023**

WS1

					MINIMUM RATES PAYABLE FOR ORDINARY TIME WORKED, OVERTIME PAYABLE AT 1 1/2 THE BASIC RATE MONDAY TO SATURDAY & 2X BASIC RATE FOR SUNDAY													ALL AREAS															
					THE CONTRIBUTIONS BY EMPLOYER AND EMPLOYEE ARE PER DAY. CONTRIBUTIONS TO BENEFIT FUNDS ARE PAYABLE IN TERMS OF CLAUSE 29 OF THE COLLECTIVE AGREEMENT																												
Labour Category	Area	Employer Organisation	Trade Union	Contribution Code	BASIC WAGE PER HOUR	CONTRIBUTIONS DEDUCTED FROM EMPLOYEE'S WAGES - VAT INCLUDED IN ITEMS MARKED *					CONTRIBUTIONS BY EMPLOYER - VAT INCLUDED IN ITEMS MARKED *																						
						Pension Fund	Medical Aid Fund	*BIBC Levy	Trade Union Levy	Total Deduction From Employee	Pension Fund	BIBC Sick Pay Fund	Medical Aid Fund	Holiday Fund	Bonus Fund	*BIBC Levy	*Employer Org. Levy	*Employer Org. Training Levy	Total Employer Contribution	Total payable to BIBC	Payout Amount												
Labourer	Peninsula	Yes	Yes	DDJ	R36.92	R22.71			R3.86	R29.40	R24.23	R3.79		R23.49	R18.08	R2.83	R1.31	R1.74	R75.47	R104.87	R41.57												
			No	DCJ						R25.54							R1.31	R1.74	R75.47	R101.01													
		No	Yes	HDJ					R3.86	R29.40									R72.42	R101.82													
			No	HCJ						R25.54									R72.42	R97.96													
	Boland, Malmesbury & Overstrand	Yes	Yes	FDJ					R3.86	R29.40									R73.73	R103.13													
			No	FCJ						R25.54									R73.73	R99.27													
		No	Yes	IDJ					R3.86	R29.40									R72.42	R101.82													
			No	ICJ						R25.54									R72.42	R97.96													
	General Worker	Peninsula	Yes	Yes					DFJ	R48.00							R29.53			R3.86		R36.22	R31.48	R4.93		R30.52	R23.51	R2.83	R1.31	R2.28	R96.86	R133.08	R54.03
				No					DEJ													R32.36							R1.31	R2.28	R96.86	R129.22	
No			Yes	HFJ	R3.86	R36.22			R93.27		R129.49																						
			No	HEJ		R32.36			R93.27		R125.63																						
Boland, Malmesbury & Overstrand		Yes	Yes	FFJ	R3.86	R36.22			R94.58		R130.80																						
			No	FEJ		R32.36			R94.58		R126.94																						
		No	Yes	IFJ	R3.86	R36.22			R93.27		R129.49																						
			No	IEJ		R32.36			R93.27		R125.63																						
Tradesman Class 4		Peninsula	Yes	Yes	DHJ	R52.25	R31.35				R3.86	R38.03	R33.45	R5.22		R32.42				R25.59	R2.82	R1.31							R2.40	R103.21	R141.24	R58.01	
				No	DGJ							R34.17										R1.31							R2.40	R103.21	R137.38		
	No		Yes	HHJ	R3.86					R38.03							R99.50	R137.53															
			No	HGJ						R34.17							R99.50	R133.67															
	Boland, Malmesbury & Overstrand	Yes	Yes	FHJ	R3.86					R38.03							R100.81	R138.84															
			No	FGJ						R34.17							R100.81	R134.98															
		No	Yes	IHJ	R3.86					R38.03							R99.50	R137.53															
			No	IGJ						R34.17							R99.50	R133.67															
	Tradesman Class 3	Peninsula	Yes	Yes	DJJ					R57.64	R34.58							R3.86	R41.26			R36.89	R5.78		R35.75	R28.23	R2.82	R1.31	R2.66	R113.44	R154.70		R63.98
				No	DIJ														R37.40									R1.31	R2.66	R113.44	R150.84		
No			Yes	HJJ	R3.86	R41.26			R109.47				R150.73																				
			No	HIJ		R37.40			R109.47				R146.87																				
Boland, Malmesbury & Overstrand		Yes	Yes	FJJ	R3.86	R41.26			R110.78				R152.04																				
			No	FIJ		R37.40			R110.78				R148.18																				
		No	Yes	IJJ	R3.86	R41.26			R109.47				R150.73																				
			No	IJJ		R37.40			R109.47				R146.87																				
Tradesman Class 2		Peninsula	Yes	Yes	DLJ	R78.57	R47.15						R3.86	R53.83	R50.27	R7.87			R48.74	R38.66	R2.82							R1.31	R3.62	R153.29	R207.12	R87.40	
				No	DKJ									R49.97														R1.31	R3.62	R153.29	R203.26		
	No		Yes	HLJ	R3.86					R53.83			R148.36	R202.19																			
			No	HKJ						R49.97			R148.36	R198.33																			
	Boland, Malmesbury & Overstrand	Yes	Yes	FLJ	R3.86					R53.83			R149.67	R203.50																			
			No	FKJ						R49.97			R149.67	R199.64																			
		No	Yes	ILJ	R3.86					R53.83			R148.36	R202.19																			
			No	IKJ						R49.97			R148.36	R198.33																			
	Apprentice (1st year)	Peninsula	Yes	Yes	D-J					R36.84	R22.11			R3.86			R28.79					R23.58	R3.70		R22.85	R18.04	R2.82	R1.31	R1.70	R74.00	R102.79		R40.89
				No	D+J												R24.93											R1.31	R1.70	R74.00	R98.93		
No			Yes	H-J	R3.86	R28.79			R70.99					R99.78																			
			No	H+J		R24.93			R70.99					R95.92																			
Boland, Malmesbury & Overstrand		Yes	Yes	F-J	R3.86	R28.79			R72.30					R101.09																			
			No	F+J		R24.93			R72.30					R97.23																			
		No	Yes	I-J	R3.86	R28.79			R70.99					R99.78																			
			No	I+J		R24.93			R70.99					R95.92																			

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						Pension Fund	Medical Aid Fund	*BIBC Levy	Trade Union Levy	Total Deduction From Employee	Pension Fund	BIBC Sick Pay Fund	Medical Aid Fund	Holiday Fund	Bonus Fund	*BIBC Levy	*Employer Org. Levy	*Employer Org. Training Levy	Total Employer Contribution			
Apprentice (2nd year)	Peninsula	Yes	Yes	D&J	R52.63	R31.58	R2.82	R3.86	R38.26	R33.68	R5.01	R32.64	R25.78	R2.82	R1.31	R2.42	R103.66	R141.92	R58.42			
			No	D%J											R34.40	R1.31	R2.42	R103.66		R138.06		
		No	Yes	H&J				R3.86	R38.26								R99.93	R138.19				
			No	H%J											R34.40			R99.93		R134.33		
	Boland, Malmesbury & Overstrand	Yes	Yes	F&J				R3.86	R38.26						R1.31		R101.24	R139.50				
			No	F%J											R34.40	R1.31		R101.24		R135.64		
		No	Yes	I&J				R3.86	R38.26								R99.93	R138.19				
			No	I%J											R34.40			R99.93		R134.33		
Apprentice (3rd year)	Peninsula	Yes	Yes	D>J	R78.94	R47.37	R2.82	R3.86	R54.05	R50.52	R7.91	R46.39	R38.76	R2.82	R1.31	R3.63	R151.34	R205.39	R85.15			
			No	D<J											R50.19	R1.31	R3.63	R151.34		R201.53		
		No	Yes	H>J				R3.86	R54.05								R146.40	R200.45				
			No	H<J											R50.19			R146.40		R196.59		
	Boland, Malmesbury & Overstrand	Yes	Yes	F>J				R3.86	R54.05						R1.31		R147.71	R201.76				
			No	F<J											R50.19	R1.31		R147.71		R197.90		
		No	Yes	I>J				R3.86	R54.05								R146.40	R200.45				
			No	I<J											R50.19			R146.40		R196.59		
Artisan	Peninsula	Yes	Yes	DRJ	R105.23	R63.13	R40.75	R2.82	R3.86	R110.56	R67.35	R14.74	R40.75	R65.30	R51.54	R2.82	R1.31	R4.84	R248.65	R359.21	R116.84	
			No	DQJ													R106.70	R1.31	R4.84	R248.65		R355.35
		No	Yes	HRJ					R3.86	R110.56									R242.50	R353.06		
			No	HQJ													R106.70			R242.50		R349.20
	Boland, Malmesbury & Overstrand	Yes	Yes	FRJ					R3.86	R110.56							R1.31		R243.81	R354.37		
			No	FQJ													R106.70	R1.31		R243.81		R350.51
		No	Yes	IRJ					R3.86	R110.56									R242.50	R353.06		
			No	IQJ													R106.70			R242.50		R349.20
Driver - C1 / Plant operator	Peninsula	Yes	Yes	DNJ	R65.58	R41.32	R2.82	R3.86	R48.00	R44.08	R6.88	R42.72	R32.12	R2.82	R1.31	R3.18	R133.11	R181.11	R74.84			
			No	DMJ											R44.14	R1.31	R3.18	R133.11		R177.25		
		No	Yes	HNJ				R3.86	R48.00								R128.62	R176.62				
			No	HMJ											R44.14			R128.62		R172.76		
	Boland, Malmesbury & Overstrand	Yes	Yes	FNJ				R3.86	R48.00						R1.31		R129.93	R177.93				
			No	FMJ											R44.14	R1.31		R129.93		R174.07		
		No	Yes	INJ				R3.86	R48.00								R128.62	R176.62				
			No	IMJ											R44.14			R128.62		R172.76		
Driver - A, A1 or B license	Peninsula	Yes	Yes	DPJ	R49.38	R31.12	R2.82	R3.86	R37.80	R33.19	R5.19	R32.15	R24.19	R2.82	R1.31	R2.38	R101.23	R139.03	R56.34			
			No	DOJ											R33.94	R1.31	R2.38	R101.23		R135.17		
		No	Yes	HPJ				R3.86	R37.80								R97.54	R135.34				
			No	HOJ											R33.94			R97.54		R131.48		
	Boland, Malmesbury & Overstrand	Yes	Yes	FPJ				R3.86	R37.80						R1.31		R98.85	R136.65				
			No	FOJ											R33.94	R1.31		R98.85		R132.79		
		No	Yes	IPJ				R3.86	R37.80								R97.54	R135.34				
			No	IOJ											R33.94			R97.54		R131.48		
Security Guard - (PER DAY)	Peninsula	Yes	Yes	DTJ	R442.52	R33.20	R2.82	R3.86	R39.88	R35.40	R5.53	R34.31	R27.09	R2.82	R1.31	R2.55	R109.01	R148.89	R61.40			
			No	DSJ											R36.02	R1.31	R2.55	R109.01		R145.03		
		No	Yes	HTJ				R3.86	R39.88								R105.15	R145.03				
			No	HSJ											R36.02			R105.15		R141.17		
	Boland, Malmesbury & Overstrand	Yes	Yes	FTJ				R3.86	R39.88						R1.31		R106.46	R146.34				
			No	FSJ											R36.02	R1.31		R106.46		R142.48		
		No	Yes	ITJ				R3.86	R39.88								R105.15	R145.03				
			No	ISJ											R36.02			R105.15		R141.17		

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