



WAGE SCHEDULE Effective 01 November 2024

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			
Labourer	Peninsula	Yes	Yes	DDK	R38.99	R23.98		R2.99	R4.08	R31.05	R25.59	R4.00		R24.81	R19.09	R2.99	R1.38	R1.84	R79.70	R110.75	R43.90	
		No	No	DCK						R26.97							R1.38	R1.84	R79.70	R106.67		
	Boland, Malmesbury & Overstrand	Yes	Yes	HDK					R4.08	R31.05									R76.48	R107.53		
		No	No	HCK						R26.97									R76.48	R103.45		
		Yes	Yes	FDK					R4.08	R31.05							R1.38		R77.86	R108.91		
		No	No	FCK						R26.97							R1.38		R77.86	R104.83		
General Worker	Peninsula	Yes	Yes	DFK	R50.69	R31.18	R2.99	R4.08	R38.25	R33.24	R5.21		R32.23	R24.83	R2.99	R1.38	R2.41	R102.29	R140.54	R57.06		
		No	No	DEK				R4.08	R34.17							R1.38	R2.41	R102.29	R136.46			
	Boland, Malmesbury & Overstrand	Yes	Yes	HFK					R38.25									R98.50	R136.75			
		No	No	HEK					R34.17									R98.50	R132.67			
		Yes	Yes	FFK				R4.08	R38.25							R1.38		R99.88	R138.13			
		No	No	FEK					R34.17							R1.38		R99.88	R134.05			
Tradesman Class 4	Peninsula	Yes	Yes	DHK	R55.18	R33.11	R2.98	R4.08	R40.17	R35.32	R5.51		R34.24	R27.02	R2.98	R1.38	R2.53	R108.98	R149.15	R61.26		
		No	No	DGK					R36.09							R1.38	R2.53	R108.98	R145.07			
	Boland, Malmesbury & Overstrand	Yes	Yes	HHK				R4.08	R40.17									R105.07	R145.24			
		No	No	HGK					R36.09									R105.07	R141.16			
		Yes	Yes	FHK				R4.08	R40.17							R1.38		R106.45	R146.62			
		No	No	FGK					R36.09							R1.38		R106.45	R142.54			
Tradesman Class 3	Peninsula	Yes	Yes	IHK	R60.87	R36.52	R2.98	R4.08	R40.17	R38.96	R6.10		R37.75	R29.81	R2.98			R105.07	R145.24	R67.56		
		No	No	IGK					R36.09									R105.07	R141.16			
	Boland, Malmesbury & Overstrand	Yes	Yes	DJK				R4.08	R43.58									R115.60	R155.10			
		No	No	DIK					R39.50							R1.38	R2.81	R119.79	R159.18			
		Yes	Yes	HJK				R4.08	R43.58									R115.60	R155.10			
		No	No	HIK					R39.50									R115.60	R155.10			
Tradesman Class 2	Peninsula	Yes	Yes	FJK	R82.97	R49.79	R2.98	R4.08	R43.58	R53.09	R8.31		R51.47	R40.82	R2.98	R1.38	R3.82	R161.87	R218.72	R92.29		
		No	No	FIK					R39.50							R1.38	R3.82	R161.87	R214.64			
	Boland, Malmesbury & Overstrand	Yes	Yes	IJK				R4.08	R43.58									R156.67	R213.52			
		No	No	IIK					R39.50									R156.67	R209.44			
		Yes	Yes	FLK				R4.08	R56.85							R1.38		R158.05	R214.90			
		No	No	FKK					R52.77							R1.38		R158.05	R210.82			
Apprentice (1st year)	Peninsula	Yes	Yes	ILK	R38.99	R23.98	R2.99	R4.08	R56.85	R25.59	R4.00		R24.81	R19.09	R2.99			R156.67	R213.52	R43.90		
		No	No	IKK					R52.77									R156.67	R209.44			
	Boland, Malmesbury & Overstrand	Yes	Yes	D-K				R4.08	R31.05							R1.38	R1.84	R79.70	R110.75			
		No	No	D+K					R26.97							R1.38	R1.84	R79.70	R106.67			
		Yes	Yes	H-K				R4.08	R31.05									R76.48	R107.53			
		No	No	H+K					R26.97									R76.48	R103.45			

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 *										Total payable to BIBC	Payout Amount										
						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 No	D&K D%K	R55.58	R33.35	R2.98	R4.08	R40.41 R36.33	R35.57	R5.29	R34.47	R27.22	R2.98	R1.38 R1.38	R2.56 R2.56	R109.47 R109.47	R149.88 R145.80	R61.69													
		No	Yes No	H&K H%K				R4.08	R40.41 R36.33								R105.53 R105.53	R145.94 R141.86														
	Boland, Malmesbury & Overstrand	Yes	Yes No	F&K F%K				R4.08	R40.41 R36.33						R1.38 R1.38		R106.91 R106.91	R147.32 R143.24														
		No	Yes No	I&K I%K				R4.08	R40.41 R36.33								R105.53 R105.53	R145.94 R141.86														
		Apprentice (3rd year)	Peninsula	Yes				Yes No	D>K D<K						R83.36	R50.02	R2.98	R4.08		R57.08 R53.00	R53.35	R8.35	R48.99	R40.93	R2.98	R1.38 R1.38	R3.83 R3.83	R159.81 R159.81	R216.89 R212.81	R89.92		
				No				Yes No	H>K H<K									R4.08		R57.08 R53.00								R154.60 R154.60	R211.68 R207.60			
Boland, Malmesbury & Overstrand	Yes		Yes No	F>K F<K	R4.08	R57.08 R53.00	R1.38 R1.38		R155.98 R155.98	R213.06 R208.98																						
	Yes		Yes No	I>K I<K	R4.08	R57.08 R53.00			R154.60 R154.60	R211.68 R207.60																						
			No	Yes No																												
Artisan	Peninsula	Yes	Yes No	DRK DQK	R111.12	R66.67	R43.03	R2.98	R4.08	R116.76 R112.68	R71.12	R15.57	R43.03	R68.96	R54.43	R2.98	R1.38 R1.38	R5.11 R5.11	R262.58 R262.58	R379.34 R375.26	R123.39											
		No	Yes No	HRK HQB					R4.08	R116.76 R112.68									R256.09 R256.09	R372.85 R368.77												
	Boland, Malmesbury & Overstrand	Yes	Yes No	FRK FQK					R4.08	R116.76 R112.68							R1.38 R1.38		R257.47 R257.47	R374.23 R370.15												
		No	Yes No	IRK IQK					R4.08	R116.76 R112.68									R256.09 R256.09	R372.85 R368.77												
		Driver - C1 / Plant operator	Peninsula	Yes					Yes No	DNK DMK							R69.25	R43.63	R2.98	R4.08		R50.69 R46.61	R46.55	R7.27	R45.11	R33.92	R2.98	R1.38 R1.38	R3.36 R3.36	R140.57 R140.57	R191.26 R187.18	R79.03
				No					Yes No	HNK HMK										R4.08		R50.69 R46.61								R135.83 R135.83	R186.52 R182.44	
Boland, Malmesbury & Overstrand	Yes		Yes No	FNK FMK	R4.08	R50.69 R46.61	R1.38 R1.38		R137.21 R137.21	R187.90 R183.82																						
	No		Yes No	INK IMK	R4.08	R50.69 R46.61			R135.83 R135.83	R186.52 R182.44																						
	Driver - A, A1 or B license		Peninsula	Yes	Yes No	DPK DOK	R52.15	R32.86	R2.98	R4.08	R39.92 R35.84	R35.05	R5.48	R33.95	R25.54	R2.98				R1.38 R1.38	R2.51 R2.51	R106.89 R106.89						R146.81 R142.73	R59.49			
				No	Yes No	HPK HOK				R4.08	R39.92 R35.84											R103.00 R103.00						R142.92 R138.84				
Boland, Malmesbury & Overstrand		Yes	Yes No	FPK FOK	R4.08	R39.92 R35.84				R1.38 R1.38							R104.38 R104.38	R144.30 R140.22														
		No	Yes No	IPK IOK	R4.08	R39.92 R35.84											R103.00 R103.00	R142.92 R138.84														
		Security Guard - (PER DAY)	Peninsula	Yes	Yes No	DTK DSK				R467.30	R35.06						R2.98	R4.08	R42.12 R38.04	R37.38	R5.84	R36.23	R28.61	R2.98	R1.38 R1.38	R2.69 R2.69	R115.11 R115.11	R157.23 R153.15		R64.84		
				No	Yes No	HTK HSK												R4.08	R42.12 R38.04								R111.04 R111.04	R153.16 R149.08				
Boland, Malmesbury & Overstrand	Yes		Yes No	FTK FSK	R4.08	R42.12 R38.04	R1.38 R1.38		R112.42 R112.42			R154.54 R150.46																				
	No		Yes No	ITK ISK	R4.08	R42.12 R38.04			R111.04 R111.04			R153.16 R149.08																				

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