

MINIMUM RATES PAYABLE FOR ORDINARY TIME WORKED, OVERTIME PAYABLE AT 1 1/2 THE BASIC RATE MONDAY TO SATURDAY
& 2X BASIC RATE FOR SUNDAY

THE CONTRIBUTIONS BY EMPLOYER AND EMPLOYEE ARE PER DAY.

CONTRIBUTIONS TO BENEFIT FUNDS ARE PAYABLE IN TERMS OF CLAUSE 31 OF THE COLLECTIVE AGREEMENT

BOLAND (AREA B)

AND MALMESBURY (AREA C)
**Non Master Builders' Association
Members**

Labour Category	BASIC WAGE PER HOUR	CONTRIBUTIONS DEDUCTED FROM EMPLOYEE'S WAGES - VAT INCLUDED IN ITEMS MARKED *					CONTRIBUTIONS BY EMPLOYER VAT INCLUDED IN ITEMS MARKED *										Contribution Codes			
		Pension Fund	Medical Aid Fund	*BIBC Levy	Trade Union / T/U Sick Fund/Collective Bargaining Levy	Total Deduction From Employee	Pension Fund	BIBC Sick Pay Fund	Medical Aid Fund	Holiday Fund	Bonus Fund	*BIBC Levy	*MBA Levy	Collective Bargaining Levy	Total Employer Contribution	Total payable to BIBC	Payout Amount	Non Trade Union	Trade Union	
(i) Labourer	R 32.51 R 32.51	R 19.99 R 19.99		R 2.49 R 2.49	R 3.41 R 3.41	R 22.48 R 25.89	R 21.33 R 21.33	R 3.33 R 3.33		R 20.68 R 20.68	R 16.32 R 16.32	R 2.49 R 2.49			R 64.15 R 64.15	R 86.63 R 90.04	R 37.00 R 37.00	FCH	FDH	
(ii) General Workers and Alternative Building System Installer 1	R 42.26 R 42.26	R 25.99 R 25.99		R 2.49 R 2.49	R 3.41 R 3.41	R 28.48 R 31.89	R 27.72 R 27.72	R 4.33 R 4.33		R 26.87 R 26.87	R 21.22 R 21.22	R 2.49 R 2.49			R 82.63 R 82.63	R 111.11 R 114.52	R 48.09 R 48.09	FEH	FFH	
(iii) Tradesman Class 4, manufacturing worker, waterproofing worker, scaffold erector, Alternative Building System Installer 2 and Banksman	R 46.11 R 46.11	R 27.66 R 27.66		R 2.49 R 2.49	R 6.82 R 6.82	R 30.15 R 36.97	R 29.52 R 29.52	R 4.61 R 4.61		R 28.61 R 28.61	R 22.59 R 22.59	R 2.49 R 2.49			R 87.82 R 87.82	R 117.97 R 124.79	R 51.20 R 51.20	FGH	FHH	
(iv) Tradesman Class 3, clerical worker, joinery assembler, Aluminium Manufacturing Worker and Alternative Building System Installer 3	R 50.86 R 50.86	R 30.51 R 30.51		R 2.49 R 2.49	R 6.82 R 6.82	R 33.00 R 39.82	R 32.55 R 32.55	R 5.09 R 5.09		R 31.55 R 31.55	R 24.91 R 24.91	R 2.49 R 2.49			R 96.59 R 96.59	R 129.59 R 136.41	R 56.46 R 56.46	FIH	FJH	
(v) Tradesman Class 2, Tradesman Class 2, machine operator, glazier, assistant floor layer, carpet fitter, block layer, Driver Code EC1 and above; Tower Crane Operator	R 69.33 R 69.33	R 41.60 R 41.60		R 2.49 R 2.49	R 6.82 R 6.82	R 44.09 R 50.91	R 44.37 R 44.37	R 6.94 R 6.94		R 43.01 R 43.01	R 33.96 R 33.96	R 2.49 R 2.49			R 130.77 R 130.77	R 174.86 R 181.68	R 76.97 R 76.97	FKH	FLH	
(vi) Drivers/Plant operators of motor vehicles that require a code C1 licence (PER DAY)	R 520.88 R 520.88	R 36.46 R 36.46		R 2.49 R 2.49	R 3.41 R 3.41	R 38.95 R 42.36	R 38.90 R 38.90	R 6.07 R 6.07		R 37.70 R 37.70	R 29.76 R 29.76	R 2.49 R 2.49			R 114.92 R 114.92	R 153.87 R 157.28	R 67.46 R 67.46	FMH	FNH	
(vii) Drivers of all other vehicles who require a code A, A1 or B licence(PER DAY)	R 392.18 R 392.18	R 27.46 R 27.46		R 2.49 R 2.49	R 3.41 R 3.41	R 29.95 R 33.36	R 29.29 R 29.29	R 4.58 R 4.58		R 28.38 R 28.38	R 22.41 R 22.41	R 2.49 R 2.49			R 87.15 R 87.15	R 117.10 R 120.51	R 50.79 R 50.79	FOH	FPH	
(viii) Artisan (including a Bricklayer, Stonemason, Carpenter, Joiner, Tiler, Plasterer, Designated Glazier, Plumber, Painter, Aluminium installer/fixer, Leading hand and Junior Foreman)	R 92.86 R 92.86	R 55.71 R 55.71	R 35.96 R 35.96	R 2.49 R 2.49	R 6.82 R 6.82	R 94.16 R 100.98	R 59.44 R 59.44	R 13.00 R 13.00	R 35.96 R 35.96	R 57.62 R 57.62	R 45.48 R 45.48	R 2.49 R 2.49			R 213.99 R 213.99	R 308.15 R 314.97	R 103.10 R 103.10	FQH	FRH	
(ix) Security Guard (Employees engaged in patrolling and guarding property) - (PER DAY)	R 390.52 R 390.52	R 29.29 R 29.29		R 2.49 R 2.49	R 3.41 R 3.41	R 31.78 R 35.19	R 31.24 R 31.24	R 4.88 R 4.88		R 30.28 R 30.28	R 23.91 R 23.91	R 2.49 R 2.49			R 92.80 R 92.80	R 124.58 R 127.99	R 54.19 R 54.19	FSH	FTH	
(x) Apprentice (1st year)	R 32.51 R 32.51	R 19.51 R 19.51		R 2.49 R 2.49	R 3.41 R 3.41	R 22.00 R 25.41	R 20.81 R 20.81	R 3.26 R 3.26		R 20.17 R 20.17	R 15.92 R 15.92	R 2.49 R 2.49			R 62.65 R 62.65	R 84.65 R 88.06	R 36.09 R 36.09	F+H	F-H	
(xi) Apprentice (2nd year)	R 46.44 R 46.44	R 27.86 R 27.86		R 2.49 R 2.49	R 3.41 R 3.41	R 30.35 R 33.76	R 29.72 R 29.72	R 4.42 R 4.42		R 28.81 R 28.81	R 22.74 R 22.74	R 2.49 R 2.49			R 88.18 R 88.18	R 118.53 R 121.94	R 51.55 R 51.55	F%H	F&H	
(xii) Apprentice (3rd year)	R 69.66 R 69.66	R 41.80 R 41.80		R 2.49 R 2.49	R 3.41 R 3.41	R 44.29 R 47.70	R 44.58 R 44.58	R 6.97 R 6.97		R 40.94 R 40.94	R 34.12 R 34.12	R 2.49 R 2.49			R 129.10 R 129.10	R 173.39 R 176.80	R 75.07 R 75.07	F<H	F>H	

FAX NUMBERS:

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