

UNDERSTANDING BIBC BENEFIT CODES

There are 3 letters or a combination of letters and symbols in each benefit code.

COMPONENT ONE: BENEFIT CODE STARTING LETTER

The starting letter refers to the (1) area in which the employer is registered and (2) affiliation to an employer organisation.

STARTING LETTER	AREA (CAPE PENINSULA OR BOLAND) MEMBERSHIP OF EMPLOYER ORGANISATION (BOLAND MBA/CEO/MBA WC/)
D	CAPE PENINSULA + MBA WESTERN CAPE
H	CAPE PENINSULA + NON-MBA WESTERN CAPE
F	BOLAND + MBA BOLAND (INCLUDES OVERSTRAND)
I	BOLAND + NON-MBA BOLAND (INCLUDES OVERSTRAND)
H/I	EITHER CAPE PENINSULA OR BOLAND + CEO

COMPONENT TWO: BENEFIT CODE MIDDLE LETTER OR SYMBOL

The middle letter of the code is either a letter of the alphabet or a text symbol. This refers to (1) the employment category of the employee and (2) whether the employee belongs to a trade union or not.

MIDDLE LETTER /SYMBOL	EMPLOYMENT CATEGORY	EMPLOYEE AFFILIATION
C	LABOURER	NON-TRADE UNION
D	LABOURER	TRADE UNION
E	GENERAL WORKER	NON-TRADE UNION
F	GENERAL WORKER	TRADE UNION
G	TRADESMAN 4	NON-TRADE UNION
H	TRADESMAN 4	TRADE UNION
I	TRADESMAN 3	NON-TRADE UNION
J	TRADESMAN 3	TRADE UNION
K	TRADESMAN 2	NON-TRADE UNION
L	TRADESMAN 2	TRADE UNION
M	DRIVER C1	NON-TRADE UNION
N	DRIVER C1	TRADE UNION
O	DRIVER A	NON-TRADE UNION
P	DRIVER A	TRADE UNION
Q	ARTISAN	NON-TRADE UNION
R	ARTISAN	TRADE UNION
S	SECURITY GUARD	NON-TRADE UNION
T	SECURITY GUARD	TRADE UNION
+	APPRENTICE 1 ST YEAR	NON-TRADE UNION
-	APPRENTICE 1 ST YEAR	TRADE UNION
%	APPRENTICE 2 ND YEAR	NON-TRADE UNION
&	APPRENTICE 2 ND YEAR	TRADE UNION
<	APPRENTICE 3 RD YEAR	NON-TRADE UNION
>	APPRENTICE 3 RD YEAR	TRADE UNION

COMPONENT THREE: BENEFIT CODE LAST LETTER

The last letter of the code refers to the benefit year.

END LETTER	BENEFIT YEAR START DATE
I	01 NOVEMBER 2022
J	01 NOVEMBER 2023
K	01 NOVEMBER 2024