



WAGE SCHEDULE Effective 01 November 2025

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	DDL	R41,33	R25,42			R4,32	R33,07	R27,13	R4,24			R26,30	R20,24	R3,33	R1,46	R1,95	R84,65	R117,72	R46,54
		No	No	DCL						R28,75								R1,46	R1,95	R84,65	R113,40	
	No	Yes	HDL	R4,32					R33,07										R81,24	R114,31		
	Boland, Malmesbury & Overstrand	Yes	Yes	FDL					R4,32	R33,07								R1,46		R82,70	R115,77	
		No	No	FCL						R28,75								R1,46		R82,70	R111,45	
			Yes	IDL				R4,32	R33,07										R81,24	R114,31		
			No	ICL					R28,75										R81,24	R109,99		
General Worker	Peninsula	Yes	Yes	DFL	R53,73	R33,05			R4,32	R40,70	R35,23	R5,52		R34,16	R26,32	R3,33	R1,46	R2,55	R108,57	R149,27	R60,48	
		No	No	DEL						R36,38							R1,46	R2,55	R108,57	R144,95		
	No	Yes	HFL	R4,32					R40,70									R104,56	R145,26			
	Boland, Malmesbury & Overstrand	Yes	Yes	FFL					R4,32	R40,70							R1,46		R106,02	R146,72		
		No	No	FEL						R36,38							R1,46		R106,02	R142,40		
			Yes	IFL				R4,32	R40,70										R104,56	R145,26		
			No	IEL					R36,38										R104,56	R140,94		
Tradesman Class 4	Peninsula	Yes	Yes	DHL	R58,49	R35,10			R4,32	R42,75	R37,44	R5,84		R36,29	R28,65	R3,33	R1,46	R2,68	R115,69	R158,44	R64,94	
		No	No	DGL						R38,43							R1,46	R2,68	R115,69	R154,12		
	No	Yes	HHL	R4,32					R42,75									R111,55	R154,30			
	Boland, Malmesbury & Overstrand	Yes	Yes	HGL						R38,43									R111,55	R149,98		
		No	No	FHL					R4,32	R42,75							R1,46		R113,01	R155,76		
			Yes	FGL				R4,32	R38,43										R113,01	R151,44		
			No	IHL					R42,75										R111,55	R154,30		
			No	IGL					R38,43										R111,55	R149,98		
Tradesman Class 3	Peninsula	Yes	Yes	DJL	R64,52	R38,71			R4,32	R46,36	R41,30	R6,47		R40,02	R31,60	R3,33	R1,46	R2,98	R127,16	R173,52	R71,62	
		No	No	DIL						R42,04							R1,46	R2,98	R127,16	R169,20		
	No	Yes	HJL	R4,32					R46,36									R122,72	R169,08			
	Boland, Malmesbury & Overstrand	Yes	Yes	HIL						R42,04									R122,72	R164,76		
		No	No	FJL					R4,32	R46,36							R1,46		R124,18	R170,54		
			Yes	FIL				R4,32	R42,04										R124,18	R166,22		
			No	IJL					R46,36										R122,72	R169,08		
			No	IIL					R42,04										R122,72	R164,76		
Tradesman Class 2	Peninsula	Yes	Yes	DLL	R87,95	R52,78			R4,32	R60,43	R56,28	R8,81		R54,56	R43,08	R3,33	R1,46	R4,05	R171,57	R232,00	R97,64	
		No	No	DKL						R56,11							R1,46	R4,05	R171,57	R227,68		
	No	Yes	HLL	R4,32					R60,43									R166,06	R226,49			
	Boland, Malmesbury & Overstrand	Yes	Yes	HKL						R56,11									R166,06	R222,17		
		No	No	FLL					R4,32	R60,43							R1,46		R167,52	R227,95		
			Yes	FKL				R4,32	R56,11										R167,52	R223,63		
			No	ILL					R60,43										R166,06	R226,49		
			No	IKL					R56,11										R166,06	R222,17		
Apprentice (1st year)	Peninsula	Yes	Yes	D-L	R41,33	R25,42			R4,32	R33,07	R27,13	R4,24		R26,30	R20,24	R3,33	R1,46	R1,95	R84,65	R117,72	R46,54	
		No	No	D+L						R28,75							R1,46	R1,95	R84,65	R113,40		
	No	Yes	H-L	R4,32					R33,07									R81,24	R114,31			
	Boland, Malmesbury & Overstrand	Yes	Yes	H+L						R28,75									R81,24	R109,99		
		No	No	F-L					R4,32	R33,07							R1,46		R82,70	R115,77		
			Yes	F+L				R4,32	R28,75										R82,70	R111,45		
			No	I-L					R33,07										R81,24	R114,31		
			No	I+L					R28,75										R81,24	R109,99		

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	D&L	R58,91	R35,35		R3,33	R4,32	R43,00	R37,70	R5,61		R36,54	R28,85	R3,33	R1,46	R2,71	R116,20	R159,20	R65,39	
		No	No	D%L						R38,68							R1,46	R2,71	R116,20	R154,88		
	Boland, Malmesbury & Overstrand	Yes	Yes	H&L					R4,32	R43,00									R112,03	R155,03		
		No	No	H%L						R38,68									R112,03	R150,71		
		Yes	Yes	F&L					R4,32	R43,00							R1,46		R113,49	R156,49		
		No	No	F%L						R38,68							R1,46		R113,49	R152,17		
Apprentice (3rd year)	Peninsula	Yes	Yes	D>L	R88,36	R53,02		R3,33	R4,32	R60,67	R56,55	R8,85		R51,93	R43,28	R3,33	R1,46	R4,06	R169,46	R230,13	R95,21	
		No	No	D<L						R56,35							R1,46	R4,06	R169,46	R225,81		
	Boland, Malmesbury & Overstrand	Yes	Yes	H>L					R4,32	R60,67									R163,94	R224,61		
		No	No	H<L						R56,35									R163,94	R220,29		
		Yes	Yes	F>L					R4,32	R60,67							R1,46		R165,40	R226,07		
		No	No	F<L						R56,35							R1,46		R165,40	R221,75		
Artisan	Peninsula	Yes	Yes	DRL	R117,23	R70,34	R45,40	R3,33	R4,30	R123,37	R75,03	R16,43	R45,40	R72,75	R57,42	R3,33	R1,46	R5,39	R277,21	R400,58	R130,17	
		No	No	DQL						R119,07							R1,46	R5,39	R277,21	R396,28		
	Boland, Malmesbury & Overstrand	Yes	Yes	HRL					R4,30	R123,37									R270,36	R393,73		
		No	No	HQL						R119,07									R270,36	R389,43		
		Yes	Yes	FRL					R4,30	R123,37							R1,46		R271,82	R395,19		
		No	No	FQL						R119,07							R1,46		R271,82	R390,89		
Driver - C1 / Plant operator	Peninsula	Yes	Yes	DRL	R73,41	R46,25		R3,33	R4,32	R53,90	R49,34	R7,71		R47,82	R35,96	R3,33	R1,46	R3,56	R149,18	R203,08	R83,78	
		No	No	DML						R49,58							R1,46	R3,56	R149,18	R198,76		
	Boland, Malmesbury & Overstrand	Yes	Yes	HNL					R4,32	R53,90									R144,16	R198,06		
		No	No	HML						R49,58									R144,16	R193,74		
		Yes	Yes	FNL					R4,32	R53,90							R1,46		R145,62	R199,52		
		No	No	FML						R49,58							R1,46		R145,62	R195,20		
Driver - A, A1 or B license	Peninsula	Yes	Yes	DNL	R55,28	R34,83		R3,33	R4,32	R53,90	R37,15	R5,81		R35,99	R27,08	R3,33	R1,46	R3,56	R149,18	R203,08	R63,07	
		No	No	DML						R49,58							R1,46	R3,56	R149,18	R198,76		
	Boland, Malmesbury & Overstrand	Yes	Yes	HNL					R4,32	R53,90									R144,16	R198,06		
		No	No	HML						R49,58									R144,16	R193,74		
		Yes	Yes	FNL					R4,32	R53,90							R1,46		R145,62	R199,52		
		No	No	FML						R49,58							R1,46		R145,62	R195,20		
Security Guard - (PER DAY)	Peninsula	Yes	Yes	DPL	R495,34	R37,16		R3,33	R4,32	R42,48	R39,62	R6,19		R38,40	R30,33	R3,33	R1,46	R2,66	R113,48	R155,96	R68,73	
		No	No	DOL						R38,16							R1,46	R2,66	R113,48	R151,64		
	Boland, Malmesbury & Overstrand	Yes	Yes	HPL					R4,32	R42,48									R109,36	R151,84		
		No	No	HOL						R38,16									R109,36	R147,52		
		Yes	Yes	FPL					R4,32	R42,48							R1,46		R110,82	R153,30		
		No	No	FOL						R38,16							R1,46		R110,82	R148,98		
Lay-Off	Peninsula	Yes	Yes	DTL	R495,34	R37,16		R3,33	R4,32	R44,81	R39,62	R6,19		R38,40	R30,33	R3,33	R1,46	R2,85	R122,18	R166,99	R68,73	
		No	No	DSL						R40,49							R1,46	R2,85	R122,18	R162,67		
	Boland, Malmesbury & Overstrand	Yes	Yes	HTL					R4,32	R44,81									R117,87	R162,68		
		No	No	HSL						R40,49									R117,87	R158,36		
		Yes	Yes	FTL					R4,32	R44,81							R1,46		R119,33	R164,14		
		No	No	FSL						R40,49							R1,46		R119,33	R159,82		
CONTACT US																						
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Private Bag X29, Bellville, 7535				PHYSICAL ADDRESS				81 Voortrekker Road, Bellville, 7530				SMS CONTACT NO.		45115		WHATSAPP NO.			0219507400			