



WAGE SCHEDULE Effective 01 November 2022

WS1

Labour Category	Area	Employer Organisation	Trade Union	Contribution Code	BASIC WAGE PER HOUR	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																						
						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	DDI	R34.70	R21.34	R2.66	R3.63	R27.63	R22.77	R3.56	R22.08	R16.45	R2.66	R1.23	R1.64	R70.39	R98.02	R38.53									
		No	No	DCI				R24.00	R24.00						R1.23	R1.64	R70.39	R94.39										
	Boland, Malmesbury & Overstrand	Yes	Yes	HDI				R3.63	R27.63																	R67.52	R95.15	
		No	No	HCI				R24.00	R24.00																	R67.52	R91.52	
		Yes	Yes	FDI				R3.63	R27.63																R1.23		R68.75	R96.38
		No	No	FCI				R24.00	R24.00																R1.23		R68.75	R92.75
General Worker	Peninsula	Yes	Yes	DFI	R45.11	R27.75	R2.66	R3.63	R34.04	R29.59	R4.63	R28.68	R21.40	R2.66	R1.23	R2.14	R90.33	R124.37	R50.08									
		No	No	DEI				R30.41	R30.41						R1.23	R2.14	R90.33	R120.74										
	Boland, Malmesbury & Overstrand	Yes	Yes	HFI				R3.63	R34.04																	R86.96	R121.00	
		No	No	HEI				R30.41	R30.41																	R86.96	R117.37	
		Yes	Yes	FFI				R3.63	R34.04																R1.23		R88.19	R122.23
		No	No	FEI				R30.41	R30.41																R1.23		R88.19	R118.60
Tradesman Class 4	Peninsula	Yes	Yes	DHI	R49.11	R29.46	R2.65	R3.63	R35.74	R31.44	R4.91	R30.47	R24.05	R2.65	R1.23	R2.26	R97.01	R132.75	R54.52									
		No	No	DGI				R32.11	R32.11						R1.23	R2.26	R97.01	R129.12										
	Boland, Malmesbury & Overstrand	Yes	Yes	HHI				R3.63	R35.74																	R93.52	R129.26	
		No	No	HGI				R32.11	R32.11																	R93.52	R125.63	
		Yes	Yes	FHI				R3.63	R35.74																R1.23		R94.75	R130.49
		No	No	FGI				R32.11	R32.11																R1.23		R94.75	R126.86
Tradesman Class 3	Peninsula	Yes	Yes	DJI	R54.17	R32.50	R2.65	R3.63	R38.78	R34.67	R5.43	R33.60	R26.53	R2.65	R1.23	R2.50	R106.61	R145.39	R60.13									
		No	No	DII				R35.15	R35.15						R1.23	R2.50	R106.61	R141.76										
	Boland, Malmesbury & Overstrand	Yes	Yes	HJI				R3.63	R38.78																	R102.88	R141.66	
		No	No	HII				R35.15	R35.15																	R102.88	R138.03	
		Yes	Yes	FJI				R3.63	R38.78																R1.23		R104.11	R142.89
		No	No	FII				R35.15	R35.15																R1.23		R104.11	R139.26
Tradesman Class 2	Peninsula	Yes	Yes	DLI	R73.84	R44.31	R2.65	R3.63	R50.59	R47.25	R7.40	R45.81	R36.17	R2.65	R1.23	R3.40	R143.91	R194.50	R81.98									
		No	No	DKI				R46.96	R46.96						R1.23	R3.40	R143.91	R190.87										
	Boland, Malmesbury & Overstrand	Yes	Yes	HLI				R3.63	R50.59																	R139.28	R189.87	
		No	No	HKI				R46.96	R46.96																	R139.28	R186.24	
		Yes	Yes	FLI				R3.63	R50.59																R1.23		R140.51	R191.10
		No	No	FKI				R46.96	R46.96																R1.23		R140.51	R187.47
Apprentice (1st year)	Peninsula	Yes	Yes	D-I	R34.62	R20.78	R2.65	R3.63	R27.06	R22.16	R3.48	R21.48	R16.96	R2.65	R1.23	R1.60	R69.56	R96.62	R38.44									
		No	No	D+I				R23.43	R23.43						R1.23	R1.60	R69.56	R92.99										
	Boland, Malmesbury & Overstrand	Yes	Yes	H-I				R3.63	R27.06																	R66.73	R93.79	
		No	No	H+I				R23.43	R23.43																	R66.73	R90.16	
		Yes	Yes	F-I				R3.63	R27.06																R1.23		R67.96	R95.02
		No	No	F+I				R23.43	R23.43																R1.23		R67.96	R91.39
Boland, Malmesbury & Overstrand	Yes	Yes	I-I	R3.63	R27.06												R66.73	R93.79										
	No	No	I+I	R23.43	R23.43												R66.73	R90.16										

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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 No	D&I D%I	R49.46	R29.68	R2.65	R3.63	R35.96 R32.33	R31.65	R4.71	R30.68	R24.87	R2.65	R1.23	R2.27	R98.06	R134.02	R55.55										
		No	Yes No	H&I H%I				R3.63	R35.96 R32.33						R1.23	R2.27	R94.56 R94.56	R130.52 R126.89											
	Boland, Malmesbury & Overstrand	Yes	Yes No	F&I F%I				R3.63	R35.96 R32.33						R1.23		R95.79	R131.75											
		No	Yes No	I&I I%I				R3.63	R35.96 R32.33						R1.23		R95.79 R94.56	R128.12 R130.52 R126.89											
		Peninsula	Yes	Yes No				D>I D<I	R74.19						R44.52	R2.65	R3.63	R50.80 R47.17		R47.48	R7.43	R43.60	R38.76	R2.65	R1.23	R3.41	R144.56	R195.36	
			No	Yes No				H>I H<I									R3.63	R50.80 R47.17							R1.23	R3.41	R144.56 R139.92	R191.73 R190.72	
Boland, Malmesbury & Overstrand	Yes	Yes No	F>I F<I	R3.63	R50.80 R47.17	R1.23		R141.15		R191.95																			
	No	Yes No	I>I I<I	R3.63	R50.80 R47.17	R1.23		R141.15 R139.92		R188.32 R190.72 R187.09																			
Artisan	Peninsula	Yes	Yes No	DRI DQI	R98.90	R59.33	R38.30	R2.65		R3.63	R103.91 R100.28	R63.30	R13.85	R38.30			R61.37	R48.43	R2.65						R1.23	R4.55	R233.68	R337.59	
		No	Yes No	HRI HQI						R3.63	R103.91 R100.28														R1.23	R4.55	R233.68 R227.90	R333.96 R331.81	
	Boland, Malmesbury & Overstrand	Yes	Yes No	FRI FQI					R3.63	R103.91 R100.28	R1.23					R229.13				R333.04									
		No	Yes No	IRI IQI					R3.63	R103.91 R100.28	R1.23					R229.13 R227.90				R329.41 R331.81 R328.18									
		Peninsula	Yes	Yes No					DNI DMI	R61.64	R38.83				R2.65	R3.63				R45.11 R41.48	R41.43	R6.47	R40.15	R28.28	R2.65	R1.23	R2.99	R123.20	R168.31
			No	Yes No					HNI HMI							R3.63				R45.11 R41.48						R1.23	R2.99	R123.20 R118.98	R164.68 R164.09
Boland, Malmesbury & Overstrand	Yes	Yes No	FNI FMI	R3.63	R45.11 R41.48	R1.23		R120.21	R165.32																				
	No	Yes No	INI IMI	R3.63	R45.11 R41.48	R1.23		R120.21 R118.98	R161.69 R164.09 R160.46																				
	Peninsula	Yes	Yes No	DPI DOI	R46.41	R29.25	R2.65	R3.63	R35.53 R31.90			R31.19	R4.88	R30.22		R21.30	R2.65	R1.23	R2.24	R93.71						R129.24			
		No	Yes No	HPI HOI				R3.63	R35.53 R31.90									R1.23	R2.24	R93.71 R90.24						R125.61 R125.77			
Boland, Malmesbury & Overstrand	Yes	Yes No	FPI FOI	R3.63				R35.53 R31.90	R1.23		R91.47				R127.00														
	No	Yes No	IPI IOI	R3.63				R35.53 R31.90	R1.23		R91.47 R90.24				R123.37 R125.77 R122.14														
	Peninsula	Yes	Yes No	DTI DSI				R415.90	R31.20	R2.65	R3.63				R37.48 R33.85			R33.27	R5.20	R32.25	R25.47	R2.65	R1.23	R2.40	R102.47	R139.95			
		No	Yes No	HTI HIS							R3.63				R37.48 R33.85								R1.23	R2.40	R102.47 R98.84	R136.32 R132.69			
Boland, Malmesbury & Overstrand	Yes	Yes No	FTI FSI	R3.63	R37.48 R33.85	R1.23					R100.07	R137.55																	
	No	Yes No	ITI ISI	R3.63	R37.48 R33.85	R1.23					R100.07 R98.84	R133.92 R136.32 R132.69																	
	CONTACT US		TELEPHONE NUMBER		021 950 7400		FAX NUMBER				021 950 7405		EMAIL		bibc@bibc.co.za		WEBSITE						www.bibc.co.za						
			POSTAL ADDRESS		Private Bag X29, Bellville, 7535		PHYSICAL ADDRESS				81 Voortrekker Road, Bellville, 7530		SMS CONTACT NO.		45115		WHATSAPP NO.						0219507400						