

**GOVERNMENT NOTICES
GOEWERMENTSKENNISGEWINGS**

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 9

22 January 2010

LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY:
EXTENSION OF AMENDMENT OF COLLECTIVE AGREEMENT TO NON-
PARTIES**

I, **MEMBATHISI MPHUMZI SHEPHERD MDLADLANA**, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **Bargaining Council for the Building Industry, Kimberley** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Collective Agreement, shall be binding on the other employers and employees in that Industry, with effect from**1 February 2010**..... and for the period ending 31 July 2011.

MINISTER OF LABOUR

SCHEDULE**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY****AMENDMENT OF COLLECTIVE AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1995, made and entered into by and between the

Northern Cape Master Builders' and Allied Trades Association

(hereinafter referred to as the 'employers' or the 'employers' organisation') of the one part, and the

Amalgamated Union of Building Trade Workers of South Africa

(hereinafter referred to as the 'employees' or the 'trade union') on the other part, being parties to the Bargaining Council for the Building Industry, Kimberley to amend the Agreement published under Government Notice No. R.957 of 7 August 1998, as amended, extended and renewed by Government Notices Nos R.745 of 11 June 1999, R.1365 of 15 December 2000, R.1018 of 18 July 2003, R.1049 of 25 July 2003, R. 865 of 23 July 2004, R.906 and R.907 of 29 August 2008.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Building Industry -
- (a) by the employers and employees who are members of the employers' organisation and the trade union, respectively,
 - (b) in an area bounded by and included in a radius of 20 kilometers of the General Post Office, Kimberley, in the Magisterial District of Kimberley; and
 - (c) in the Magisterial District of Gordonia.
- (2) Notwithstanding the provisions of sub-clauses 1(1)(a) and 1A, the terms of this Agreement shall apply to -

CHAIRMAN VN SMAILES

V/CHAIRMAN MS TOFFAR

SECRETARY PR SERFONTEIN

- (a) apprentices only in so far as they are not inconsistent with the provisions of the Skills Development Act, 1998, or any contract entered into or any conditions fixed thereunder;
 - (b) trainees under the Skills Development Act, 1998, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder;
 - (c) labour-only contractors, working partners and working directors, principals and contractors.
- (3) Notwithstanding the provisions of sub-clause (1)(a), the terms of this Agreement shall not apply to-
- (a) clerical employees and administrative staff;
 - (b) university students and graduates in building science, and to construction supervisors, construction surveyors and other persons doing practical work, in the completion of their academic training;
 - (c) non-parties in respect of clauses 1(1)(a), and 1A of the Collective Agreement as extended or amended from time to time.

2 CLAUSE 1 A: PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of Section 32 of the Labour Relations Act, 1995, and shall remain in force until 31 July 2011.

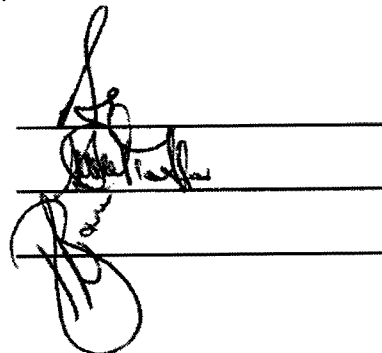
3 CLAUSE 21: MINIMUM WAGES

Substitute the following for sub-clause (1):

CHAIRMAN VN SMAILES

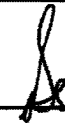
V/CHAIRMAN MS TO FEAR

SECRETARY PR SERFONTEIN



"SCHEDULE			
		WAGE PER HOUR	
		AREA	
		KIMBERLEY	GORDONIA
		With effect from the coming into operation of this Agreement	With effect from the coming into operation of this Agreement
CATEGORY OF EMPLOYEE	R	R	
(a)	<i>General Worker</i>	7.61	7.15
(b)	<i>Trainee Tradesman, Class 3, Tradesman, Class 3</i>	8.91	8.45
(c)	<i>Trainee Tradesman, Class 2, Tradesman, Class 2</i>	9.01	8.55
(d)	<i>Trainee Tradesman, Class 1, Tradesman, Class 1</i>	11.41	10.95
(e)	<i>Artisan</i>	15.90	15.56
(f)	<i>Craftsman</i>	18.70	18.36"


CHAIRMAN VN SMAILES



VICE CHAIRMAN MS TOFFAR



SECRETARY PR SERFONTEIN



4. APPENDIXES:

Substitute the appendixes attached to this Agreement for Appendix A and B (Artisans & Craftsman, Kimberley); Appendix A and B (Non-Artisans & Specified Skilled workers, Kimberley); Appendix A and B (Artisans & Craftsman, Kimberley); Appendix A and B (Non-Artisans & Specified Skilled workers, Kimberley); Appendix A and B (Artisans & Craftsman, Gordonia); Appendix A and B (Non-Artisans & Specified Skilled workers, Gordonia); Appendix A and B (Artisans & Craftsman, Gordonia); Appendix A and B (Non-Artisans & Specified Skilled workers, Gordonia);

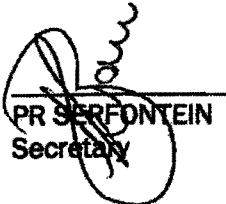
SIGNED AT KIMBERLEY ON BEHALF OF THE PARTIES ON THIS 29TH DAY OF OCTOBER 2009.



VN SMAILES
Chairman



MS TOFFAR
V/Chairman



PR SERFONTEIN
Secretary

NEW WAGEBANDS JANUARY 2010 KIMBERLEY NON ARTISANS															
NON ARTISANS AND SPECIFIED SKILLED			ANNEXURE A						ANNEXURE B						
Wage inter val	Min/Max Tariff per hour	Cash Bonus H	EMPLOYER CONTRIBUTION					EMPLOYEE CONTRIBUTION							
			Holiday Fund A	Pension Fund B	Benefit Fund D	Council Levy E	Employer TOTAL G	Pension Fund B	Benefit Fund D	Council Levy E	Saving F	Employee TOTAL G	Cash Bonus Included	Stamp	
1	0.00	7.61	1.08	30.33	27.37	8.67	2.72	69.09	27.37	8.67	2.72	4.00	42.76	348.29	111.85
2	7.62	7.71	1.10	30.75	27.75	8.67	2.72	69.89	27.75	8.67	2.72	4.00	43.14	353.31	113.03
3	7.72	7.81	1.11	31.13	28.10	8.67	2.72	70.62	28.10	8.67	2.72	4.00	43.49	357.91	114.11
4	7.82	7.91	1.13	31.55	28.48	8.67	2.72	71.42	28.48	8.67	2.72	4.00	43.87	362.93	115.29
5	7.92	8.01	1.14	31.93	28.82	8.67	2.72	72.14	28.82	8.67	2.72	4.00	44.21	367.54	116.35
6	8.02	8.11	1.15	32.32	29.17	8.67	2.72	72.88	29.17	8.67	2.72	4.00	44.56	372.14	117.44
7	8.12	8.21	1.17	32.73	29.55	8.67	2.72	73.67	29.55	8.67	2.72	4.00	44.94	377.16	118.61
8	8.22	8.31	1.18	33.12	29.89	8.67	2.72	74.40	29.89	8.67	2.72	4.00	45.28	381.77	119.68
9	8.32	8.41	1.20	33.54	30.27	8.67	2.72	75.20	30.27	8.67	2.72	4.00	45.66	386.79	120.86
10	8.42	8.51	1.21	33.92	30.62	8.67	2.72	75.93	30.62	8.67	2.72	4.00	46.01	391.39	121.94
11	8.52	8.61	1.23	34.34	31.00	8.67	2.72	76.73	31.00	8.67	2.72	4.00	46.39	396.41	123.12
12	8.62	8.71	1.24	34.72	31.34	8.67	2.72	77.45	31.34	8.67	2.72	4.00	46.73	401.02	124.18
13	8.72	8.81	1.25	35.11	31.69	8.67	2.72	78.19	31.69	8.67	2.72	4.00	47.08	405.62	125.27
Class 3	8.82	8.91	1.27	35.53	32.07	8.67	2.72	78.99	32.07	8.67	2.72	4.00	47.46	410.64	126.45
Class 2	8.92	9.01	1.28	35.91	32.41	8.67	2.72	79.71	32.41	8.67	2.72	4.00	47.80	415.25	127.51
16	9.02	9.11	1.30	36.33	32.79	8.67	2.72	80.51	32.79	8.67	2.72	4.00	48.18	420.27	128.69
17	9.12	9.21	1.31	36.71	33.14	8.67	2.72	81.24	33.14	8.67	2.72	4.00	48.53	424.87	129.77
18	9.22	9.31	1.33	37.13	33.52	8.67	2.72	82.04	33.52	8.67	2.72	4.00	48.91	429.89	130.95
19	9.32	9.41	1.34	37.52	33.86	8.67	2.72	82.77	33.86	8.67	2.72	4.00	49.25	434.50	132.02
20	9.42	9.51	1.35	37.90	34.21	8.67	2.72	83.50	34.21	8.67	2.72	4.00	49.60	439.10	133.10
21	9.52	9.61	1.37	38.32	34.59	8.67	2.72	84.30	34.59	8.67	2.72	4.00	49.98	444.12	134.28
22	9.62	9.71	1.38	38.70	34.93	8.67	2.72	85.02	34.93	8.67	2.72	4.00	50.32	448.73	135.34
23	9.72	9.81	1.40	39.12	35.31	8.67	2.72	85.82	35.31	8.67	2.72	4.00	50.70	453.75	136.52
24	9.82	9.91	1.41	39.50	35.66	8.67	2.72	86.55	35.66	8.67	2.72	4.00	51.05	458.35	137.60
25	9.92	10.01	1.43	39.92	36.04	8.67	2.72	87.35	36.04	8.67	2.72	4.00	51.43	463.37	138.78
26	10.02	10.11	1.44	40.31	36.38	8.67	2.72	88.08	36.38	8.67	2.72	4.00	51.77	467.98	139.85
27	10.12	10.21	1.45	40.69	36.73	8.67	2.72	88.81	36.73	8.67	2.72	4.00	52.12	472.58	140.93
28	10.22	10.31	1.47	41.11	37.11	8.67	2.72	89.61	37.11	8.67	2.72	4.00	52.50	477.60	142.11
29	10.32	10.41	1.48	41.49	37.45	8.67	2.72	90.33	37.45	8.67	2.72	4.00	52.84	482.21	143.17
30	10.42	10.51	1.50	41.91	37.83	8.67	2.72	91.13	37.83	8.67	2.72	4.00	53.22	487.23	144.35
31	10.52	10.61	1.51	42.30	38.18	8.67	2.72	91.87	38.18	8.67	2.72	4.00	53.57	491.63	145.44
32	10.62	10.71	1.53	42.72	38.56	8.67	2.72	92.67	38.56	8.67	2.72	4.00	53.95	496.85	146.62
33	10.72	10.81	1.54	43.10	38.90	8.67	2.72	93.39	38.90	8.67	2.72	4.00	54.29	501.46	147.68
34	10.82	10.91	1.55	43.48	39.25	8.67	2.72	94.12	39.25	8.67	2.72	4.00	54.64	506.06	148.76
35	10.92	11.01	1.57	43.90	39.63	8.67	2.72	94.92	39.63	8.67	2.72	4.00	55.02	511.08	149.94
36	11.02	11.11	1.58	44.29	39.97	8.67	2.72	95.65	39.97	8.67	2.72	4.00	55.36	515.69	151.01
37	11.12	11.21	1.60	44.70	40.35	8.67	2.72	96.44	40.35	8.67	2.72	4.00	55.74	520.71	152.18
38	11.22	11.31	1.61	45.09	40.70	8.67	2.72	97.18	40.70	8.67	2.72	4.00	56.09	525.31	153.27
Class 1	11.32	11.41	1.62	45.47	41.04	8.67	2.72	97.90	41.04	8.67	2.72	4.00	56.43	529.92	154.33
40	11.42	11.51	1.64	45.89	41.42	8.67	2.72	98.70	41.42	8.67	2.72	4.00	56.81	534.94	155.51
41	11.52	11.61	1.65	46.27	41.77	8.67	2.72	99.43	41.77	8.67	2.72	4.00	57.16	539.54	156.59
42	11.62	11.71	1.67	46.69	42.15	8.67	2.72	100.23	42.15	8.67	2.72	4.00	57.54	544.56	157.77
43	11.72	11.81	1.68	47.08	42.49	8.67	2.72	100.96	42.49	8.67	2.72	4.00	57.88	549.17	158.84
44	11.82	11.91	1.70	47.50	42.87	8.67	2.72	101.76	42.87	8.67	2.72	4.00	58.26	554.19	160.02
45	11.92	12.01	1.71	47.88	43.22	8.67	2.72	102.49	43.22	8.67	2.72	4.00	58.61	558.79	161.10
46	12.02	12.11	1.72	48.26	43.56	8.67	2.72	103.21	43.56	8.67	2.72	4.00	58.95	563.40	162.16
47	12.12	12.21	1.74	48.68	43.94	8.67	2.72	104.01	43.94	8.67	2.72	4.00	59.33	568.42	163.34
48	12.22	12.31	1.75	49.07	44.29	8.67	2.72	104.75	44.29	8.67	2.72	4.00	59.68	573.02	164.43
49	12.32	12.41	1.77	49.49	44.67	8.67	2.72	105.55	44.67	8.67	2.72	4.00	60.06	578.04	165.61
50	12.42	12.51	1.78	49.87	45.01	8.67	2.72	106.27	45.01	8.67	2.72	4.00	60.40	582.65	166.67

NEW WAGEBANDS JANUARY 2010 KIMBERLEY ARTISANS AND CRAFTSMEN

ARTISANS & CRAFTSMEN			ANNEXURE A EMPLOYER CONTRIBUTION						ANNEXURE B EMPLOYEE CONTRIBUTION						
Wage inter val	Min/Max Tariff per hour	Cash Bonus H	Holiday Fund A	Pension Fund B	Benefit Fund D	Council Levy E	Employer TOTAL G	Pension Fund B	Benefit Fund D	Council Levy E	Saving F	Employee TOTAL G	Cash Bonus Included	Stamp	
ART 1	0.00	15.90	2.39	63.83	57.61	24.73	2.72	148.89	57.61	24.73	2.72	4.00	89.06	733.99	237.95
2	15.91	16.00	2.40	64.21	57.96	24.73	2.72	149.82	57.96	24.73	2.72	4.00	89.41	738.59	239.03
3	16.01	16.10	2.42	64.63	58.34	24.73	2.72	150.42	58.34	24.73	2.72	4.00	89.79	743.61	240.21
4	16.11	16.20	2.43	65.01	58.68	24.73	2.72	151.14	58.68	24.73	2.72	4.00	90.13	748.22	241.27
5	16.21	16.30	2.45	65.43	59.06	24.73	2.72	151.94	59.06	24.73	2.72	4.00	90.51	753.24	242.45
6	16.31	16.40	2.46	65.82	59.41	24.73	2.72	152.68	59.41	24.73	2.72	4.00	90.86	757.84	243.54
7	16.41	16.50	2.48	66.24	59.79	24.73	2.72	153.48	59.79	24.73	2.72	4.00	91.24	762.86	244.72
8	16.51	16.60	2.49	66.62	60.13	24.73	2.72	154.20	60.13	24.73	2.72	4.00	91.58	767.47	245.78
9	16.61	16.70	2.51	67.04	60.51	24.73	2.72	155.00	60.51	24.73	2.72	4.00	91.96	772.49	246.96
10	16.71	16.80	2.52	67.42	60.86	24.73	2.72	155.73	60.86	24.73	2.72	4.00	92.31	777.09	248.04
11	16.81	16.90	2.54	67.84	61.24	24.73	2.72	156.53	61.24	24.73	2.72	4.00	92.69	782.11	249.22
12	16.91	17.00	2.55	68.23	61.58	24.73	2.72	157.26	61.58	24.73	2.72	4.00	93.03	786.72	250.29
13	17.01	17.10	2.57	68.64	61.96	24.73	2.72	158.05	61.96	24.73	2.72	4.00	93.41	791.74	251.46
14	17.11	17.20	2.58	69.03	62.31	24.73	2.72	158.79	62.31	24.73	2.72	4.00	93.76	796.34	252.55
15	17.21	17.30	2.60	69.45	62.69	24.73	2.72	159.58	62.69	24.73	2.72	4.00	94.14	801.36	253.73
16	17.31	17.40	2.61	69.83	63.03	24.73	2.72	160.31	63.03	24.73	2.72	4.00	94.48	805.97	254.79
17	17.41	17.50	2.63	70.25	63.41	24.73	2.72	161.11	63.41	24.73	2.72	4.00	94.86	810.99	255.97
18	17.51	17.60	2.64	70.63	63.76	24.73	2.72	161.84	63.76	24.73	2.72	4.00	95.21	815.59	257.05
19	17.61	17.70	2.66	71.05	64.13	24.73	2.72	162.63	64.13	24.73	2.72	4.00	95.58	820.62	258.21
20	17.71	17.80	2.67	71.44	64.48	24.73	2.72	163.37	64.48	24.73	2.72	4.00	95.93	825.22	259.30
21	17.81	17.90	2.69	71.85	64.86	24.73	2.72	164.16	64.86	24.73	2.72	4.00	96.31	830.24	260.47
22	17.91	18.00	2.70	72.24	65.21	24.73	2.72	164.90	65.21	24.73	2.72	4.00	96.66	834.84	261.56
23	18.01	18.10	2.72	72.66	65.58	24.73	2.72	165.69	65.58	24.73	2.72	4.00	97.03	839.87	262.72
24	18.11	18.20	2.73	73.04	65.93	24.73	2.72	166.42	65.93	24.73	2.72	4.00	97.38	844.47	263.80
25	18.21	18.30	2.75	73.46	66.31	24.73	2.72	167.22	66.31	24.73	2.72	4.00	97.76	849.49	264.98
26	18.31	18.40	2.76	73.84	66.65	24.73	2.72	167.94	66.65	24.73	2.72	4.00	98.10	854.10	266.04
27	18.41	18.50	2.78	74.26	67.03	24.73	2.72	168.74	67.03	24.73	2.72	4.00	98.48	859.12	267.22
28	18.51	18.60	2.79	74.65	67.38	24.73	2.72	169.48	67.38	24.73	2.72	4.00	98.83	863.72	268.31
CRAFT 29	18.61	18.70	2.81	75.07	67.76	24.73	2.72	170.28	67.76	24.73	2.72	4.00	99.21	868.74	269.49
30	18.71	18.80	2.82	75.45	68.10	24.73	2.72	171.00	68.10	24.73	2.72	4.00	99.55	873.35	270.55
31	18.81	18.90	2.84	75.87	68.48	24.73	2.72	171.80	68.48	24.73	2.72	4.00	99.93	878.37	271.73
32	18.91	19.00	2.86	76.29	68.86	24.73	2.72	172.60	68.86	24.73	2.72	4.00	100.31	883.39	272.91
33	19.01	19.10	2.87	76.67	69.21	24.73	2.72	173.33	69.21	24.73	2.72	4.00	100.66	887.99	273.99
34	19.11	19.20	2.89	77.09	69.58	24.73	2.72	174.12	69.58	24.73	2.72	4.00	101.03	893.02	275.15
35	19.21	19.30	2.90	77.47	69.93	24.73	2.72	174.85	69.93	24.73	2.72	4.00	101.38	897.62	276.23
36	19.31	19.40	2.92	77.89	70.31	24.73	2.72	175.65	70.31	24.73	2.72	4.00	101.76	902.64	277.41
37	19.41	19.50	2.93	78.28	70.65	24.73	2.72	176.38	70.65	24.73	2.72	4.00	102.10	907.25	278.48
38	19.51	19.60	2.95	78.69	71.03	24.73	2.72	177.17	71.03	24.73	2.72	4.00	102.48	912.27	279.55
39	19.61	19.70	2.96	79.08	71.38	24.73	2.72	177.91	71.38	24.73	2.72	4.00	102.83	916.87	280.74
40	19.71	19.80	2.98	79.50	71.76	24.73	2.72	178.71	71.76	24.73	2.72	4.00	103.21	921.89	281.92
41	19.81	19.90	2.99	79.88	72.10	24.73	2.72	179.43	72.10	24.73	2.72	4.00	103.55	926.50	282.98
42	19.91	20.00	3.01	80.30	72.48	24.73	2.72	180.23	72.48	24.73	2.72	4.00	103.93	931.52	284.16
43	20.01	20.10	3.02	80.68	72.83	24.73	2.72	180.96	72.83	24.73	2.72	4.00	104.28	936.12	285.24
44	20.11	20.20	3.04	81.10	73.21	24.73	2.72	181.76	73.21	24.73	2.72	4.00	104.66	941.14	286.42
45	20.21	20.30	3.05	81.49	73.55	24.73	2.72	182.49	73.55	24.73	2.72	4.00	105.00	945.75	287.49
46	20.31	20.40	3.07	81.91	73.93	24.73	2.72	183.29	73.93	24.73	2.72	4.00	105.38	950.77	288.67
47	20.41	20.50	3.08	82.29	74.28	24.73	2.72	184.02	74.28	24.73	2.72	4.00	105.73	955.37	289.75
48	20.51	20.60	3.10	82.71	74.66	24.73	2.72	184.82	74.66	24.73	2.72	4.00	106.11	960.39	290.93
49	20.61	20.70	3.11	83.09	75.00	24.73	2.72	185.54	75.00	24.73	2.72	4.00	106.45	965.00	291.99
50	20.71	20.80	3.13	83.51	75.38	24.73	2.72	186.34	75.38	24.73	2.72	4.00	106.83	970.02	293.17
KIMBERLEY OPTIONAL STAMPS															
OPT 1	20.81	24.96	3.75	100.19	90.44	49.46	2.72	242.81	90.44	49.46	2.72	4.00	146.62	1145.33	389.43
2	24.97	29.95	4.50	120.22	108.52	49.46	2.72	280.92	108.52	49.46	2.72	4.00	164.70	1385.55	445.62
3	29.96	35.94	5.40	144.27	130.22	49.46	2.72	326.67	130.22	49.46	2.72	4.00	186.40	1673.90	513.07
4	35.95	43.13	6.48	173.13	155.27	49.46	2.72	381.58	155.27	49.46	2.72	4.00	212.45	2020.00	594.03
5	43.14	51.76	7.78	207.78	187.55	49.46	2.72	447.51	187.55	49.46	2.72	4.00	243.73	2435.57	691.24
6	51.77	62.11	9.33	249.31	225.04	49.46	2.72	526.53	225.04	49.46	2.72	4.00	281.22	2933.58	807.75
7	62.12	74.53	11.20	299.18	270.05	49.46	2.72	621.41	270.05	49.46	2.72	4.00	326.23	3531.62	947.64
8	74.54	89.44	13.44	359.03	324.07	49.46	2.72	735.26	324.07	49.46	2.72	4.00	380.25	4249.35	1115.53
9	89.45	107.33	16.13	430.85	388.90	49.46	2.72	871.93	388.90	49.46	2.72	4.00	445.08	5110.62	1317.01
10	107.34	128.80	19.35	517.01	466.67	49.46	2.72	1035.86	466.67	49.46	2.72	4.00	522.85	6143.90	1558.71
11	128.81	154.56	23.22	620.42	560.01	49.46	2.72	1232.61	560.01	49.46	2.72	4.00	616.19	7383.91	1848.80

NEW WAGEBANDS JANUARY 2010 GORDONIA NON ARTISANS																
NON ARTISANS AND SPECIFIED SKILLED				ANNEXURE A					ANNEXURE B							
Wage interval	Min/Max Tariff per hour		Cash Bonus H	EMPLOYER CONTRIBUTION				EMPLOYEE CONTRIBUTION								
				Holiday Fund A	Pension Fund B	Benefit Fund D	Council Levy E	Employer TOTAL G	Pension Fund B	Benefit Fund D	Council Levy E	Saving F	Employee TOTAL G	Cash Bonus included	Stamp	
1	0.00	7.15	1.02	28.51	25.74	8.15	6.30	68.70	25.74	8.15	6.30	4.00	44.19	323.46	112.89	
2	7.16	7.25	1.03	28.90	26.08	8.15	6.30	69.43	26.08	8.15	6.30	4.00	44.53	328.07	113.96	
3	7.26	7.35	1.05	29.31	26.46	8.15	6.30	70.22	26.46	8.15	6.30	4.00	44.91	333.09	115.13	
4	7.36	7.45	1.06	29.70	26.81	8.15	6.30	70.96	26.81	8.15	6.30	4.00	45.26	337.69	116.22	
5	7.46	7.55	1.08	30.12	27.18	8.15	6.30	71.75	27.18	8.15	6.30	4.00	45.63	342.72	117.38	
6	7.56	7.65	1.09	30.50	27.53	8.15	6.30	72.48	27.53	8.15	6.30	4.00	45.98	347.32	118.46	
7	7.66	7.75	1.10	30.88	27.88	8.15	6.30	73.21	27.88	8.15	6.30	4.00	46.33	351.92	119.54	
8	7.76	7.85	1.12	31.30	28.26	8.15	6.30	74.01	28.26	8.15	6.30	4.00	46.71	356.94	120.72	
9	7.86	7.95	1.13	31.69	28.60	8.15	6.30	74.74	28.60	8.15	6.30	4.00	47.05	361.55	121.79	
10	7.96	8.05	1.15	32.11	28.98	8.15	6.30	75.54	28.98	8.15	6.30	4.00	47.43	366.57	122.97	
11	8.06	8.15	1.16	32.49	29.33	8.15	6.30	76.27	29.33	8.15	6.30	4.00	47.78	371.17	124.05	
12	8.16	8.25	1.17	32.87	29.67	8.15	6.30	76.99	29.67	8.15	6.30	4.00	48.12	375.78	125.11	
13	8.26	8.35	1.19	33.29	30.05	8.15	6.30	77.79	30.05	8.15	6.30	4.00	48.50	380.80	126.29	
Class 3	14	8.36	8.45	1.20	33.68	30.40	8.15	6.30	78.53	30.40	8.15	6.30	4.00	48.85	385.40	127.38
Class 2	15	8.46	8.55	1.22	34.10	30.78	8.15	6.30	79.33	30.78	8.15	6.30	4.00	49.23	390.42	128.56
16	8.56	8.65	1.23	34.48	31.12	8.15	6.30	80.05	31.12	8.15	6.30	4.00	49.57	395.03	129.62	
17	8.66	8.75	1.25	34.90	31.50	8.15	6.30	80.85	31.50	8.15	6.30	4.00	49.95	400.05	130.80	
18	8.76	8.85	1.26	35.28	31.85	8.15	6.30	81.58	31.85	8.15	6.30	4.00	50.30	404.65	131.88	
19	8.86	8.95	1.27	35.67	32.19	8.15	6.30	82.31	32.19	8.15	6.30	4.00	50.64	409.26	132.95	
20	8.96	9.05	1.29	36.08	32.57	8.15	6.30	83.10	32.57	8.15	6.30	4.00	51.02	414.28	134.12	
21	9.06	9.15	1.30	36.47	32.92	8.15	6.30	83.84	32.92	8.15	6.30	4.00	51.37	418.88	135.21	
22	9.16	9.25	1.32	36.89	33.30	8.15	6.30	84.64	33.30	8.15	6.30	4.00	51.75	423.90	136.39	
23	9.26	9.35	1.33	37.27	33.64	8.15	6.30	85.36	33.64	8.15	6.30	4.00	52.09	428.51	137.45	
24	9.36	9.45	1.35	37.69	34.02	8.15	6.30	86.16	34.02	8.15	6.30	4.00	52.47	433.53	138.63	
25	9.46	9.55	1.36	38.07	34.37	8.15	6.30	86.89	34.37	8.15	6.30	4.00	52.82	438.13	139.71	
26	9.56	9.65	1.37	38.46	34.71	8.15	6.30	87.62	34.71	8.15	6.30	4.00	53.16	442.74	140.78	
27	9.66	9.75	1.39	38.88	35.09	8.15	6.30	88.42	35.09	8.15	6.30	4.00	53.54	447.76	141.96	
28	9.76	9.85	1.40	39.26	35.44	8.15	6.30	89.15	35.44	8.15	6.30	4.00	53.89	452.36	143.04	
29	9.86	9.95	1.42	39.68	35.82	8.15	6.30	89.95	35.82	8.15	6.30	4.00	54.27	457.38	144.22	
30	9.96	10.05	1.43	40.06	36.16	8.15	6.30	90.67	36.16	8.15	6.30	4.00	54.61	461.99	145.28	
31	10.06	10.15	1.45	40.48	36.54	8.15	6.30	91.47	36.54	8.15	6.30	4.00	54.99	467.01	146.46	
32	10.16	10.25	1.46	40.87	36.89	8.15	6.30	92.21	36.89	8.15	6.30	4.00	55.34	471.61	147.55	
33	10.26	10.35	1.47	41.25	37.23	8.15	6.30	92.93	37.23	8.15	6.30	4.00	55.68	476.22	148.61	
34	10.36	10.45	1.49	41.67	37.61	8.15	6.30	93.73	37.61	8.15	6.30	4.00	56.06	481.24	149.79	
35	10.46	10.55	1.50	42.05	37.96	8.15	6.30	94.46	37.96	8.15	6.30	4.00	56.41	485.84	150.87	
36	10.56	10.65	1.52	42.47	38.34	8.15	6.30	95.26	38.34	8.15	6.30	4.00	56.79	490.86	152.05	
37	10.66	10.75	1.53	42.85	38.68	8.15	6.30	95.98	38.68	8.15	6.30	4.00	57.13	495.47	153.11	
38	10.76	10.85	1.55	43.27	39.06	8.15	6.30	96.78	39.06	8.15	6.30	4.00	57.51	500.49	154.29	
Class 1	39	10.86	10.95	1.56	43.66	39.41	8.15	6.30	97.52	39.41	8.15	6.30	4.00	57.86	505.09	155.38
40	10.96	11.05	1.57	44.04	39.75	8.15	6.30	98.24	39.75	8.15	6.30	4.00	58.20	509.70	156.44	
41	11.06	11.15	1.59	44.46	40.13	8.15	6.30	99.04	40.13	8.15	6.30	4.00	58.58	514.72	157.62	
42	11.16	11.25	1.60	44.84	40.48	8.15	6.30	99.77	40.48	8.15	6.30	4.00	58.93	519.32	158.70	
43	11.26	11.35	1.62	45.26	40.86	8.15	6.30	100.57	40.86	8.15	6.30	4.00	59.31	524.34	159.88	
44	11.36	11.45	1.63	45.65	41.20	8.15	6.30	101.30	41.20	8.15	6.30	4.00	59.65	528.95	160.95	
45	11.46	11.55	1.64	46.03	41.55	8.15	6.30	102.03	41.55	8.15	6.30	4.00	60.00	533.55	162.03	
46	11.56	11.65	1.66	46.45	41.93	8.15	6.30	102.83	41.93	8.15	6.30	4.00	60.36	538.57	163.21	
47	11.66	11.75	1.67	46.83	42.27	8.15	6.30	103.55	42.27	8.15	6.30	4.00	60.72	543.18	164.27	
48	11.76	11.85	1.69	47.25	42.65	8.15	6.30	104.35	42.65	8.15	6.30	4.00	61.10	548.20	165.45	
49	11.86	11.95	1.70	47.64	43.00	8.15	6.30	105.09	43.00	8.15	6.30	4.00	61.45	552.80	166.54	
50	11.96	12.05	1.72	48.05	43.38	8.15	6.30	105.88	43.38	8.15	6.30	4.00	61.83	557.82	167.71	

NEW WAGEBANDS JANUARY 2010 GORDONIA ARTISANS AND CRAFTSMEN															
ARTISANS & CRAFTSMEN			ANNEXURE A EMPLOYER CONTRIBUTION						ANNEXURE B EMPLOYEE CONTRIBUTION						
Wage inter val	Min/Max Tariff per hour	Cash Bonus H	Holiday Fund A	Pension Fund B	Benefit Fund D	Council Levy E	Employer TOTAL G	Pension Fund B	Benefit Fund D	Council Levy E	Saving F	Employee TOTAL G	Cash Bonus Included	Stamp	
ART 1	0.00	15.56	2.23	62.08	56.04	25.06	6.30	149.48	56.04	25.06	6.30	4.00	91.40	709.15	240.88
2	15.57	15.66	2.24	62.47	56.39	25.06	6.30	150.22	56.39	25.06	6.30	4.00	91.75	713.75	241.97
3	15.67	15.76	2.26	62.89	56.76	25.06	6.30	151.01	56.76	25.06	6.30	4.00	92.12	718.78	243.13
4	15.77	15.86	2.27	63.27	57.11	25.06	6.30	151.74	57.11	25.06	6.30	4.00	92.47	723.38	244.21
5	15.87	15.96	2.28	63.65	57.46	25.06	6.30	152.47	57.46	25.06	6.30	4.00	92.82	727.98	245.29
6	15.97	16.06	2.30	64.07	57.83	25.06	6.30	153.26	57.83	25.06	6.30	4.00	93.19	733.01	246.45
7	16.07	16.16	2.31	64.46	58.18	25.06	6.30	154.00	58.18	25.06	6.30	4.00	93.54	737.61	247.54
8	16.17	16.26	2.33	64.88	58.56	25.06	6.30	154.80	58.56	25.06	6.30	4.00	93.92	742.63	248.72
9	16.27	16.36	2.34	65.26	58.91	25.06	6.30	155.53	58.91	25.06	6.30	4.00	94.27	747.23	249.80
10	16.37	16.46	2.36	65.68	59.28	25.06	6.30	156.32	59.28	25.06	6.30	4.00	94.64	752.26	250.96
11	16.47	16.56	2.37	66.06	59.63	25.06	6.30	157.05	59.63	25.06	6.30	4.00	94.99	756.86	252.04
12	16.57	16.66	2.38	66.45	59.98	25.06	6.30	157.79	59.98	25.06	6.30	4.00	95.34	761.46	253.13
13	16.67	16.76	2.40	66.86	60.35	25.06	6.30	158.57	60.35	25.06	6.30	4.00	95.71	766.49	254.28
14	16.77	16.86	2.41	67.25	60.70	25.06	6.30	159.31	60.70	25.06	6.30	4.00	96.06	771.09	255.37
15	16.87	16.96	2.43	67.67	61.08	25.06	6.30	160.11	61.08	25.06	6.30	4.00	96.44	776.11	256.55
16	16.97	17.06	2.44	68.05	61.43	25.06	6.30	160.84	61.43	25.06	6.30	4.00	96.79	780.71	257.63
17	17.07	17.16	2.46	68.47	61.80	25.06	6.30	161.63	61.80	25.06	6.30	4.00	97.16	785.74	258.79
18	17.17	17.26	2.47	68.85	62.15	25.06	6.30	162.36	62.15	25.06	6.30	4.00	97.51	790.34	259.87
19	17.27	17.36	2.48	69.24	62.50	25.06	6.30	163.10	62.50	25.06	6.30	4.00	97.86	794.94	260.96
20	17.37	17.46	2.50	69.66	62.87	25.06	6.30	163.89	62.87	25.06	6.30	4.00	98.23	799.97	262.12
21	17.47	17.56	2.51	70.04	63.22	25.06	6.30	164.62	63.22	25.06	6.30	4.00	98.58	804.57	263.20
22	17.57	17.65	2.53	70.46	63.60	25.06	6.30	165.42	63.60	25.06	6.30	4.00	98.96	809.59	264.38
23	17.67	17.76	2.54	70.84	63.95	25.06	6.30	166.15	63.95	25.06	6.30	4.00	99.31	814.19	265.46
24	17.77	17.86	2.56	71.26	64.32	25.06	6.30	166.94	64.32	25.06	6.30	4.00	99.68	818.22	266.62
25	17.87	17.96	2.57	71.65	64.67	25.06	6.30	167.68	64.67	25.06	6.30	4.00	100.03	823.82	267.71
26	17.97	18.06	2.58	72.03	65.02	25.06	6.30	168.41	65.02	25.06	6.30	4.00	100.38	828.42	268.79
27	18.07	18.16	2.60	72.45	65.39	25.06	6.30	169.20	65.39	25.06	6.30	4.00	100.75	833.45	269.95
28	18.17	18.26	2.61	72.83	65.74	25.06	6.30	169.93	65.74	25.06	6.30	4.00	101.10	838.05	271.03
CRAFT 29	18.27	18.36	2.63	73.25	66.12	25.06	6.30	170.73	66.12	25.06	6.30	4.00	101.48	843.07	272.21
30	18.37	18.46	2.64	73.63	66.47	25.06	6.30	171.46	66.47	25.06	6.30	4.00	101.83	847.67	273.29
31	18.47	18.56	2.66	74.05	66.84	25.06	6.30	172.25	66.84	25.06	6.30	4.00	102.20	852.70	274.45
32	18.57	18.66	2.67	74.44	67.19	25.06	6.30	172.99	67.19	25.06	6.30	4.00	102.55	857.30	275.54
33	18.67	18.76	2.68	74.82	67.54	25.06	6.30	173.72	67.54	25.06	6.30	4.00	102.90	861.90	276.62
34	18.77	18.86	2.70	75.24	67.91	25.06	6.30	174.51	67.91	25.06	6.30	4.00	103.27	866.93	277.78
35	18.87	18.96	2.71	75.62	68.26	25.06	6.30	175.24	68.26	25.06	6.30	4.00	103.62	871.53	278.86
36	18.97	19.06	2.73	76.04	68.64	25.06	6.30	176.04	68.64	25.06	6.30	4.00	104.00	876.55	280.04
37	19.07	19.16	2.74	76.43	68.99	25.06	6.30	176.78	68.99	25.06	6.30	4.00	104.35	881.15	281.13
38	19.17	19.26	2.76	76.85	69.36	25.06	6.30	177.57	69.36	25.06	6.30	4.00	104.72	886.18	282.29
39	19.27	19.36	2.77	77.23	69.71	25.06	6.30	178.30	69.71	25.06	6.30	4.00	105.07	890.78	283.37
40	19.37	19.46	2.78	77.61	70.06	25.06	6.30	179.03	70.06	25.06	6.30	4.00	105.42	895.38	284.45
41	19.47	19.56	2.80	78.03	70.43	25.06	6.30	179.82	70.43	25.06	6.30	4.00	105.79	900.41	285.61
42	19.57	19.66	2.81	78.42	70.78	25.06	6.30	180.56	70.78	25.06	6.30	4.00	106.14	905.01	286.70
43	19.67	19.76	2.83	78.83	71.16	25.06	6.30	181.35	71.16	25.06	6.30	4.00	106.52	910.03	287.87
44	19.77	19.86	2.84	79.22	71.51	25.06	6.30	182.09	71.51	25.06	6.30	4.00	106.87	914.53	288.96
45	19.87	19.96	2.86	79.64	71.88	25.06	6.30	182.88	71.88	25.06	6.30	4.00	107.24	919.66	290.12
46	19.97	20.06	2.87	80.02	72.23	25.06	6.30	183.61	72.23	25.06	6.30	4.00	107.59	924.26	291.20
47	20.07	20.16	2.88	80.40	72.58	25.06	6.30	184.34	72.58	25.06	6.30	4.00	107.94	928.86	292.28
48	20.17	20.26	2.90	80.82	72.95	25.06	6.30	185.13	72.95	25.06	6.30	4.00	108.31	933.89	293.44
49	20.27	20.36	2.91	81.21	73.30	25.06	6.30	185.87	73.30	25.06	6.30	4.00	108.66	938.49	294.53
50	20.37	20.46	2.93	81.63	73.68	25.06	6.30	186.67	73.68	25.06	6.30	4.00	109.04	943.51	295.71
GORDONIA OPTIONAL STAMPS															
OPT 1	20.47	24.55	3.51	97.92	88.39	50.12	6.30	242.73	88.39	50.12	6.30	4.00	148.81	1113.89	391.54
2	24.56	29.46	4.22	117.54	106.09	50.12	6.30	280.05	106.09	50.12	6.30	4.00	166.51	1349.09	446.56
3	29.47	35.35	5.06	141.02	127.29	50.12	6.30	324.73	127.29	50.12	6.30	4.00	187.71	1630.74	512.44
4	35.36	42.42	6.07	169.22	152.74	50.12	6.30	378.38	152.74	50.12	6.30	4.00	213.16	1968.89	591.54
5	42.43	50.90	7.28	203.04	183.27	50.12	6.30	442.73	183.27	50.12	6.30	4.00	243.69	2374.41	686.42
6	50.91	61.08	8.74	243.66	219.93	50.12	6.30	520.01	219.93	50.12	6.30	4.00	280.35	2861.55	800.36
7	61.09	73.30	10.49	292.41	263.94	50.12	6.30	612.77	263.94	50.12	6.30	4.00	324.36	3446.19	937.13
8	73.31	87.96	12.59	350.90	316.73	50.12	6.30	724.05	316.73	50.12	6.30	4.00	377.15	4147.60	1101.20
9	87.97	105.55	15.10	421.04	380.05	50.12	6.30	857.51	380.05	50.12	6.30	4.00	440.47	4988.78	1297.98
10	105.56	126.66	18.12	505.25	456.06	50.12	6.30	1017.73	456.06	50.12	6.30	4.00	516.48	5998.62	1534.21
11	126.67	151.99	21.75	606.32	547.28	50.12	6.30	1210.02	547.28	50.12	6.30	4.00	607.70	7210.60	1817.72