
GOVERNMENT NOTICES
GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID

No. 906

29 August 2008

“A”

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 ...9 September 2008..... and for the period ending 31 July 2011.

MMS MDLADLANA
MINISTER OF LABOUR

SCHEDULE

BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY

COLLECTIVE AMENDING 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 "trade union"), on the other part, being the parties to the Bargaining Council for the Building Industry, Kimberley, to amend the Collective Agreement published under Government Notice No. R. 957 of 7 August 1998, as amended and extended 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 and R. 865 of 23 July 2004.

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 kilometres of the General Post Office, Kimberley, in the Magisterial District of Kimberley;
 - (c) in the Magisterial District of Gordonia.
- (2) Notwithstanding the provisions of subclauses (1)(a) and 1A, the terms of this Agreement shall apply to -

- (a) apprentices only in so far as these provisions 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 these provisions 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 subclause (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.

CLAUSE 1A: 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.

2. CLAUSE 21: MINIMUM WAGES



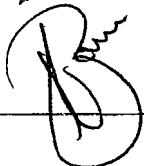
Substitute the following for subclause (1):

SCHEDULE					
		WAGE PER HOUR			
		AREA			
		KIMBERLEY		GORDONIA	
		With effect from the coming into operation of this Agreement	With effect from 1 January 2009	With effect from the coming into operation of this Agreement	With effect from 1 January 2009
	CATEGORY OF EMPLOYEE	R	R	R	R
(a)	General Worker	6.68	7.35	6.28	6.91
(b)	Trainee Tradesman, Class 3, Tradesman, Class 3	7.98	8.65	7.58	8.21
(c)	Trainee Tradesman, Class 2, Tradesman, Class 2	8.08	8.75	7.68	8.31
(d)	Trainee Tradesman, Class 1, Tradesman, Class 1	10.48	11.15	10.08	10.71
(e)	Artisan	14.10	15.51	13.80	15.18
(f)	Craftsman	16.90	18.31	16.60	17.98

CHAIRMAN VN SMAILES

VICE CHAIRMAN MS TOFFAR

SECRETARY PR SERFONTEIN

3. APPENDIXES

Substitute the appendixes attached to this Agreement for Appendix A and B (Craftsmen & Artisans, Kimberley); Appendix A and B (Non-Artisans & Specified Skilled Workers, Kimberley); Appendix A and B (Craftsmen & Artisans, Kimberley, 2005); Appendix A and B (Non-Artisans & Specified Skilled Workers, Kimberley, 2005); Appendix A and B (Craftsmen & Artisans, Gordonia); Appendix A and B (Non-Artisans & Specified Skilled Workers, Gordonia); Appendix A and B (Craftsmen & Artisans, Gordonia, 2005); Appendix A and B (Non-Artisans & Specified Skilled Workers, Gordonia, 2005).

4. CLAUSE 30: BENEFIT FUND FOR ARTISANS

Substitute the following for subclause (4)(c):

- "(c) **Medical benefits:** If a member and his or her accepted dependants incur medical expenses, he or she may claim benefits which shall not in any one calendar year exceed R2 000,00 per member, subject to the discretion of the Management Committee: Provided that benefits shall not be payable in respect of the following:
- (i) Claims arising through the member's own misconduct or negligence;
 - (ii) claims arising that are compensable in terms of the Compensation for Occupational Injuries and Diseases Act, 1993, or from any other source;
 - (iii) claims arising from any disease, abnormality or infirmity from which the member or his or her dependant was suffering at the date of commencement of membership;
 - (iv) holidays for recuperating purposes;

- (v) claims not medically essential, including non-essential plastic surgery or for cosmetic or similar reasons;
- (vi) supply of false teeth, artificial limbs or appliances;
- (vii) unprescribed or patent medicines;
- (viii) cost of specialist services not referred by a general practitioner;
- (ix) claims arising through riot, strike, civil commotion or war;
- (x) travelling expenses; and
- (xi) 20 per cent of the cost of all medicines dispensed by chemists or doctors."

**SIGNED AT KIMBERLEY ON BEHALF OF THE PARTIES THIS 8TH DAY OF JULY
2008**

VN SMAILES
Chairperson

MS TOFFAR
Vice Chairperson

PR SERFONTEIN
Secretary

GORDONIA - 2008																
NON-ARTISANS AND SPECIFIED SKILLED WORKERS				EMPLOYER'S CONTRIBUTION					EMPLOYEE'S CONTRIBUTION							
				APPENDIX A					APPENDIX B							
Wage Band	Min/Max Tariff per hour		G Cash Bonus	A Holid y Fund	B Pens. Fund	C Ben. Fund	D ICBI Levy	F EMPLOY TOTAL	B Pens. Fund	C Ben. Fund	D ICBI Levy	E Sav.	F WORKERS TOTAL	Cash Bonus Included	Stamp	
G/W 1		6,28	0,63	24,11	21,77	7,16	4,43	57,47	21,77	7,16	4,43	4,00	37,36	273,59	94,83	
2	6,29	6,38	0,64	24,50	22,11	7,16	4,43	58,20	22,11	7,16	4,43	4,00	37,70	278,20	95,90	
3	6,39	6,48	0,65	24,88	22,46	7,16	4,43	58,93	22,46	7,16	4,43	4,00	38,05	282,80	96,98	
4	6,49	6,58	0,66	25,27	22,81	7,16	4,43	59,67	22,81	7,16	4,43	4,00	38,40	287,40	98,07	
5	6,59	6,68	0,67	25,65	23,15	7,16	4,43	60,39	23,15	7,16	4,43	4,00	38,74	292,01	99,13	
6	6,69	6,78	0,68	26,03	23,50	7,16	4,43	61,12	23,50	7,16	4,43	4,00	39,09	296,61	100,21	
7	6,79	6,88	0,69	26,42	23,85	7,16	4,43	61,86	23,85	7,16	4,43	4,00	39,44	301,21	101,30	
8	6,89	6,98	0,70	26,80	24,19	7,16	4,43	62,58	24,19	7,16	4,43	4,00	39,78	305,82	102,36	
9	6,99	7,08	0,71	27,19	24,54	7,16	4,43	63,32	24,54	7,16	4,43	4,00	40,13	310,42	103,45	
10	7,09	7,18	0,72	27,57	24,89	7,16	4,43	64,05	24,89	7,16	4,43	4,00	40,48	315,02	104,53	
11	7,19	7,28	0,73	27,95	25,23	7,16	4,43	64,77	25,23	7,16	4,43	4,00	40,82	319,63	105,59	
12	7,29	7,38	0,74	28,34	25,58	7,16	4,43	65,51	25,58	7,16	4,43	4,00	41,17	324,23	106,68	

Class 3	13	7,39	7,48	0,75	28,72	25,92	7,16	4,43	66,23	25,92	7,16	4,43	4,00	41,51	328,84	107,74
Class 2	14	7,49	7,58	0,75	29,07	26,24	7,16	4,43	66,90	26,24	7,16	4,43	4,00	41,83	333,02	108,73
	15	7,59	7,68	0,76	29,45	26,59	7,16	4,43	67,63	26,59	7,16	4,43	4,00	42,18	337,62	109,81
	16	7,69	7,78	0,77	29,84	26,93	7,16	4,43	68,36	26,93	7,16	4,43	4,00	42,52	342,23	110,88
	17	7,79	7,88	0,78	30,22	27,28	7,16	4,43	69,09	27,28	7,16	4,43	4,00	42,87	346,83	111,96
	18	7,89	7,98	0,79	30,61	27,63	7,16	4,43	69,83	27,63	7,16	4,43	4,00	43,22	351,43	113,05
	19	7,99	8,08	0,80	30,99	27,97	7,16	4,43	70,55	27,97	7,16	4,43	4,00	43,56	356,04	114,11
	20	8,09	8,18	0,81	31,37	28,32	7,16	4,43	71,28	28,32	7,16	4,43	4,00	43,91	360,64	115,19
	21	8,19	8,28	0,82	31,76	28,67	7,16	4,43	72,02	28,67	7,16	4,43	4,00	44,26	365,24	116,28
	22	8,29	8,38	0,83	32,14	29,01	7,16	4,43	72,74	29,01	7,16	4,43	4,00	44,60	369,85	117,34
	23	8,39	8,48	0,84	32,52	29,36	7,16	4,43	73,47	29,36	7,16	4,43	4,00	44,95	374,45	118,42
	24	8,49	8,58	0,85	32,91	29,70	7,16	4,43	74,20	29,70	7,16	4,43	4,00	45,29	379,06	119,49
	25	8,59	8,68	0,86	33,29	30,05	7,16	4,43	74,93	30,05	7,16	4,43	4,00	45,64	383,66	120,57
	26	8,69	8,78	0,87	33,68	30,40	7,16	4,43	75,67	30,40	7,16	4,43	4,00	45,99	388,26	121,66
	27	8,79	8,88	0,88	34,06	30,74	7,16	4,43	76,39	30,74	7,16	4,43	4,00	46,33	392,87	122,72
	28	8,89	8,98	0,89	34,44	31,09	7,16	4,43	77,12	31,09	7,16	4,43	4,00	46,68	397,47	123,80
	29	8,99	9,08	0,90	34,83	31,44	7,16	4,43	77,86	31,44	7,16	4,43	4,00	47,03	402,07	124,89
	30	9,09	9,18	0,91	35,21	31,78	7,16	4,43	78,58	31,78	7,16	4,43	4,00	47,37	406,68	125,95
	31	9,19	9,28	0,92	35,60	32,13	7,16	4,43	79,32	32,13	7,16	4,43	4,00	47,72	411,28	127,04

32	9,29	9,38	0,93	35,98	32,48	7,16	4,43	80,05	32,48	7,16	4,43	4,00	48,07	415,88	128,12
33	9,39	9,48	0,94	36,36	32,82	7,16	4,43	80,77	32,82	7,16	4,43	4,00	48,41	420,49	129,18
34	9,49	9,58	0,95	36,75	33,17	7,16	4,43	81,51	33,17	7,16	4,43	4,00	48,76	425,09	130,27
35	9,59	9,68	0,96	37,13	33,52	7,16	4,43	82,24	33,52	7,16	4,43	4,00	49,11	429,69	131,35
Class 1 36	9,69	9,78	0,97	37,52	33,86	7,16	4,43	82,97	33,86	7,16	4,43	4,00	49,45	434,30	132,42
37	9,79	9,88	0,98	37,90	34,21	7,16	4,43	83,70	34,21	7,16	4,43	4,00	49,80	438,90	133,50
38	9,89	9,98	0,99	38,28	34,56	7,16	4,43	84,43	34,56	7,16	4,43	4,00	50,15	443,50	134,58
39	9,99	10,08	1,00	38,67	34,90	7,16	4,43	85,16	34,90	7,16	4,43	4,00	50,49	448,11	135,65
40	10,09	10,18	1,01	39,05	35,25	7,16	4,43	85,89	35,25	7,16	4,43	4,00	50,84	452,71	136,73
41	10,19	10,28	1,02	39,43	35,60	7,16	4,43	86,62	35,60	7,16	4,43	4,00	51,19	457,31	137,81
42	10,29	10,38	1,03	39,82	35,94	7,16	4,43	87,35	35,94	7,16	4,43	4,00	51,53	461,92	138,88
43	10,39	10,48	1,04	40,20	36,29	7,16	4,43	88,08	36,29	7,16	4,43	4,00	51,88	466,52	139,96
44	10,49	10,58	1,05	40,59	36,63	7,16	4,43	88,81	36,63	7,16	4,43	4,00	52,22	471,13	141,03
45	10,59	10,68	1,06	40,97	36,98	7,16	4,43	89,54	36,98	7,16	4,43	4,00	52,57	475,73	142,11
46	10,69	10,78	1,07	41,35	37,33	7,16	4,43	90,27	37,33	7,16	4,43	4,00	52,92	480,33	143,19
47	10,79	10,88	1,08	41,74	37,67	7,16	4,43	91,00	37,67	7,16	4,43	4,00	53,26	484,94	144,26
48	10,89	10,98	1,09	42,12	38,02	7,16	4,43	91,73	38,02	7,16	4,43	4,00	53,61	489,54	145,34
49	10,99	11,08	1,10	42,51	38,37	7,16	4,43	92,47	38,37	7,16	4,43	4,00	53,96	494,14	146,43
50	11,09	11,18	1,11	42,89	38,71	7,16	4,43	93,19	38,71	7,16	4,43	4,00	54,30	498,75	147,49

Chairperson

VN SMAILES

V/Chairperson

MS TOFFAR

Secretary

PR SERFONTEIN

KIMBERLEY - 2008															
NON-ARTISANS AND SPECIFIED SKILLED WORKERS				EMPLOYER'S CONTRIBUTION					EMPLOYEE'S CONTRIBUTION						
				APPENDIX A					APPENDIX B						
Wage Band	Min/Max Tariff per hour		G Cash Bonus	A Holiday Fund	B Pens. Fund	C Ben. Fund	D ICBI Levy	F EMPLOY TOTAL	B Pens. Fund	C Ben. Fund	D ICBI Levy	E Sav.	F WORKERS TOTAL	Cash Bonus Included	Stamp
G/W 1		6,68	0,68	25,68	23,18	7,61	2,02	58,49	23,18	7,61	2,02	4,00	36,81	294,39	95,30
2	6,69	6,78	0,69	26,07	23,53	7,61	2,02	59,23	23,53	7,61	2,02	4,00	37,16	298,99	96,39
3	6,79	6,88	0,70	26,45	23,88	7,61	2,02	59,96	23,88	7,61	2,02	4,00	37,51	303,59	97,47
4	6,89	6,98	0,71	26,84	24,22	7,61	2,02	60,69	24,22	7,61	2,02	4,00	37,85	308,20	98,54

5	6,99	7,08	0,72	27,22	24,57	7,61	2,02	61,42	24,57	7,61	2,02	4,00	38,20	312,80	99,62	
6	7,09	7,18	0,73	27,60	24,92	7,61	2,02	62,15	24,92	7,61	2,02	4,00	38,55	317,40	100,70	
7	7,19	7,28	0,74	27,99	25,26	7,61	2,02	62,88	25,26	7,61	2,02	4,00	38,89	322,01	101,77	
8	7,29	7,38	0,75	28,37	25,61	7,61	2,02	63,61	25,61	7,61	2,02	4,00	39,24	326,61	102,85	
9	7,39	7,48	0,76	28,76	25,96	7,61	2,02	64,35	25,96	7,61	2,02	4,00	39,59	331,21	103,94	
10	7,49	7,58	0,77	29,14	26,30	7,61	2,02	65,07	26,30	7,61	2,02	4,00	39,93	335,82	105,00	
11	7,59	7,68	0,78	29,52	26,65	7,61	2,02	65,80	26,65	7,61	2,02	4,00	40,28	340,42	106,08	
12	7,69	7,78	0,79	29,91	27,00	7,61	2,02	66,54	27,00	7,61	2,02	4,00	40,63	345,02	107,17	
Class 3	13	7,79	7,88	0,80	30,29	27,34	7,61	2,02	67,26	27,34	7,61	2,02	4,00	40,97	349,63	108,23
Class 2	14	7,89	7,98	0,81	30,68	27,69	7,61	2,02	68,00	27,69	7,61	2,02	4,00	41,32	354,23	109,32
15	7,99	8,08	0,82	31,06	28,04	7,61	2,02	68,73	28,04	7,61	2,02	4,00	41,67	358,83	110,40	
16	8,09	8,18	0,83	31,44	28,38	7,61	2,02	69,45	28,38	7,61	2,02	4,00	42,01	363,44	111,46	
17	8,19	8,28	0,84	31,83	28,73	7,61	2,02	70,19	28,73	7,61	2,02	4,00	42,36	368,04	112,55	
18	8,29	8,38	0,85	32,21	29,07	7,61	2,02	70,91	29,07	7,61	2,02	4,00	42,70	372,65	113,61	
19	8,39	8,48	0,86	32,59	29,42	7,61	2,02	71,64	29,42	7,61	2,02	4,00	43,05	377,25	114,69	
20	8,49	8,58	0,87	32,98	29,77	7,61	2,02	72,38	29,77	7,61	2,02	4,00	43,40	381,85	115,78	
21	8,59	8,68	0,88	33,36	30,11	7,61	2,02	73,10	30,11	7,61	2,02	4,00	43,74	386,46	116,84	
22	8,69	8,78	0,89	33,75	30,46	7,61	2,02	73,84	30,46	7,61	2,02	4,00	44,09	391,06	117,93	
23	8,79	8,88	0,90	34,13	30,81	7,61	2,02	74,57	30,81	7,61	2,02	4,00	44,44	395,66	119,01	

24	8,89	8,98	0,92	34,55	31,19	7,61	2,02	75,37	31,19	7,61	2,02	4,00	44,82	400,68	120,19
25	8,99	9,08	0,93	34,93	31,53	7,61	2,02	76,09	31,53	7,61	2,02	4,00	45,16	405,29	121,25
26	9,09	9,18	0,94	35,32	31,88	7,61	2,02	76,83	31,88	7,61	2,02	4,00	45,51	409,89	122,34
27	9,19	9,28	0,95	35,70	32,22	7,61	2,02	77,55	32,22	7,61	2,02	4,00	45,85	414,50	123,40
28	9,29	9,38	0,96	36,08	32,57	7,61	2,02	78,28	32,57	7,61	2,02	4,00	46,20	419,10	124,48
29	9,39	9,48	0,97	36,47	32,92	7,61	2,02	79,02	32,92	7,61	2,02	4,00	46,55	423,70	125,57
30	9,49	9,58	0,98	36,85	33,26	7,61	2,02	79,74	33,26	7,61	2,02	4,00	46,89	428,31	126,63
31	9,59	9,68	0,99	37,24	33,61	7,61	2,02	80,48	33,61	7,61	2,02	4,00	47,24	432,91	127,72
32	9,69	9,78	1,00	37,62	33,96	7,61	2,02	81,21	33,96	7,61	2,02	4,00	47,59	437,51	128,80
33	9,79	9,88	1,01	38,00	34,30	7,61	2,02	81,93	34,30	7,61	2,02	4,00	47,93	442,12	129,86
34	9,89	9,98	1,02	38,39	34,65	7,61	2,02	82,67	34,65	7,61	2,02	4,00	48,28	446,72	130,95
35	9,99	10,08	1,03	38,77	35,00	7,61	2,02	83,40	35,00	7,61	2,02	4,00	48,63	451,32	132,03
Class 1	36	10,09	10,18	1,04	39,16	35,34	7,61	84,13	35,34	7,61	2,02	4,00	48,97	455,93	133,10
37	10,19	10,28	1,05	39,54	35,69	7,61	2,02	84,86	35,69	7,61	2,02	4,00	49,32	460,53	134,18
38	10,29	10,38	1,06	39,92	36,04	7,61	2,02	85,59	36,04	7,61	2,02	4,00	49,67	465,13	135,26
39	10,39	10,48	1,07	40,31	36,38	7,61	2,02	86,32	36,38	7,61	2,02	4,00	50,01	469,74	136,33
40	10,49	10,58	1,08	40,69	36,73	7,61	2,02	87,05	36,73	7,61	2,02	4,00	50,36	474,34	137,41
41	10,59	10,68	1,09	41,07	37,08	7,61	2,02	87,78	37,08	7,61	2,02	4,00	50,71	478,94	138,49
42	10,69	10,78	1,10	41,46	37,42	7,61	2,02	88,51	37,42	7,61	2,02	4,00	51,05	483,55	139,56

43	10,79	10,88	1,11	41,84	37,77	7,61	2,02	89,24	37,77	7,61	2,02	4,00	51,40	488,15	140,64
44	10,89	10,98	1,12	42,23	38,12	7,61	2,02	89,98	38,12	7,61	2,02	4,00	51,75	492,75	141,73
45	10,99	11,08	1,13	42,61	38,46	7,61	2,02	90,70	38,46	7,61	2,02	4,00	52,09	497,36	142,79
46	11,09	11,18	1,14	42,99	38,81	7,61	2,02	91,43	38,81	7,61	2,02	4,00	52,44	501,96	143,87
47	11,19	11,28	1,15	43,38	39,15	7,61	2,02	92,16	39,15	7,61	2,02	4,00	52,78	506,57	144,94
48	11,29	11,38	1,16	43,76	39,50	7,61	2,02	92,89	39,50	7,61	2,02	4,00	53,13	511,17	146,02
49	11,39	11,48	1,17	44,15	39,85	7,61	2,02	93,63	39,85	7,61	2,02	4,00	53,48	515,77	147,11
50	11,49	11,58	1,18	44,53	40,19	7,61	2,02	94,35	40,19	7,61	2,02	4,00	53,82	520,38	148,17

Chairperson

VN SMAILES

V/Chairperson

MS TOFFAR

Secretary

PR SERFONTEIN

KIMBERLEY - 2008															
CRAFTSMEN & ARTISANS				APPENDIX A					APPENDIX B						
				EMPLOYERS CONTRIBUTION					EMPLOYEES CONTRIBUTION						
Wage Band	Min/Max tariff per hour		Cash Bonus G	Holiday Fund A	Pens. Fund B	Ben. Fund C	Council Levy D	EMPLOY TOTAL F	Pens. Fund B	Ben. Fund C	Council Levy D	Saving E	WORKER TOTAL F	Cash Bonus Include	Stamp
ART 1		14,10	1,49	54,41	49,11	21,08	2,32	126,92	49,11	21,08	2,32	4,00	76,51	625,04	203,43
2	14,11	14,20	1,50	54,79	49,46	21,08	2,32	127,65	49,46	21,08	2,32	4,00	76,86	629,64	204,51
3	14,21	14,30	1,51	55,17	49,80	21,08	2,32	128,37	49,80	21,08	2,32	4,00	77,20	634,25	205,57
4	14,31	14,40	1,52	55,56	50,15	21,08	2,32	129,11	50,15	21,08	2,32	4,00	77,55	638,85	206,66
5	14,41	14,50	1,53	55,94	50,49	21,08	2,32	129,83	50,49	21,08	2,32	4,00	77,89	643,46	207,72
6	14,51	14,60	1,54	56,33	50,84	21,08	2,32	130,57	50,84	21,08	2,32	4,00	78,24	648,06	208,81
7	14,61	14,70	1,55	56,71	51,19	21,08	2,32	131,30	51,19	21,08	2,32	4,00	78,59	652,66	209,89
8	14,71	14,80	1,56	57,09	51,53	21,08	2,32	132,02	51,53	21,08	2,32	4,00	78,93	657,27	210,95
9	14,81	14,90	1,57	57,48	51,88	21,08	2,32	132,76	51,88	21,08	2,32	4,00	79,28	661,87	212,04
10	14,91	15,00	1,58	57,86	52,23	21,08	2,32	133,49	52,23	21,08	2,32	4,00	79,63	666,47	213,12
11	15,01	15,10	1,59	58,24	52,57	21,08	2,32	134,21	52,57	21,08	2,32	4,00	79,97	671,08	214,18
12	15,11	15,20	1,61	58,66	52,95	21,08	2,32	135,01	52,95	21,08	2,32	4,00	80,35	676,10	215,36
13	15,21	15,30	1,62	59,05	53,30	21,08	2,32	135,75	53,30	21,08	2,32	4,00	80,70	680,70	216,45
14	15,31	15,40	1,63	59,43	53,64	21,08	2,32	136,47	53,64	21,08	2,32	4,00	81,04	685,31	217,51

15	15,41	15,50	1,64	59,82	53,99	21,08	2,32	137,21	53,99	21,08	2,32	4,00	81,39	689,91	218,60
16	15,51	15,60	1,65	60,20	54,34	21,08	2,32	137,94	54,34	21,08	2,32	4,00	81,74	694,51	219,68
17	15,61	15,70	1,66	60,58	54,68	21,08	2,32	138,66	54,68	21,08	2,32	4,00	82,08	699,12	220,74
18	15,71	15,80	1,67	60,97	55,03	21,08	2,32	139,40	55,03	21,08	2,32	4,00	82,43	703,72	221,83
19	15,81	15,90	1,68	61,35	55,38	21,08	2,32	140,13	55,38	21,08	2,32	4,00	82,78	708,32	222,91
20	15,91	16,00	1,69	61,73	55,72	21,08	2,32	140,85	55,72	21,08	2,32	4,00	83,12	712,93	223,97
21	16,01	16,10	1,70	62,12	56,07	21,08	2,32	141,59	56,07	21,08	2,32	4,00	83,47	717,53	225,06
22	16,11	16,20	1,71	62,50	56,42	21,08	2,32	142,32	56,42	21,08	2,32	4,00	83,82	722,13	226,14
23	16,21	16,30	1,72	62,89	56,76	21,08	2,32	143,05	56,76	21,08	2,32	4,00	84,16	726,74	227,21
24	16,31	16,40	1,73	63,27	57,11	21,08	2,32	143,78	57,11	21,08	2,32	4,00	84,51	731,34	228,29
25	16,41	16,50	1,74	63,65	57,46	21,08	2,32	144,51	57,46	21,08	2,32	4,00	84,86	735,94	229,37
CRF 26	16,51	16,60	1,75	64,04	57,80	21,08	2,32	145,24	57,80	21,08	2,32	4,00	85,20	740,55	230,44
27	16,61	16,70	1,76	64,42	58,15	21,08	2,32	145,97	58,15	21,08	2,32	4,00	85,55	745,15	231,52
28	16,71	16,80	1,77	64,81	58,50	21,08	2,32	146,71	58,50	21,08	2,32	4,00	85,90	749,75	232,61
29	16,81	16,90	1,78	65,19	58,84	21,08	2,32	147,43	58,84	21,08	2,32	4,00	86,24	754,36	233,67
30	16,91	17,00	1,80	65,61	59,22	21,08	2,32	148,23	59,22	21,08	2,32	4,00	86,62	759,38	234,85
31	17,01	17,10	1,81	65,99	59,57	21,08	2,32	148,96	59,57	21,08	2,32	4,00	86,97	763,98	235,93
32	17,11	17,20	1,82	66,38	59,91	21,08	2,32	149,69	59,91	21,08	2,32	4,00	87,31	768,59	237,00
33	17,21	17,30	1,83	66,76	60,26	21,08	2,32	150,42	60,26	21,08	2,32	4,00	87,66	773,19	238,08

34	17,31	17,40	1,84	67,14	60,61	21,08	2,32	151,15	60,61	21,08	2,32	4,00	88,01	777,79	239,16
35	17,41	17,50	1,85	67,53	60,95	21,08	2,32	151,88	60,95	21,08	2,32	4,00	88,35	782,40	240,23
36	17,51	17,60	1,86	67,91	61,30	21,08	2,32	152,61	61,30	21,08	2,32	4,00	88,70	787,00	241,31
37	17,61	17,70	1,87	68,30	61,65	21,08	2,32	153,35	61,65	21,08	2,32	4,00	89,05	791,60	242,40
38	17,71	17,80	1,88	68,68	61,99	21,08	2,32	154,07	61,99	21,08	2,32	4,00	89,39	796,21	243,46
39	17,81	17,90	1,89	69,06	62,34	21,08	2,32	154,80	62,34	21,08	2,32	4,00	89,74	800,81	244,54
40	17,91	18,00	1,90	69,45	62,69	21,08	2,32	155,54	62,69	21,08	2,32	4,00	90,09	805,41	245,63
41	18,01	18,10	1,91	69,83	63,03	21,08	2,32	156,26	63,03	21,08	2,32	4,00	90,43	810,02	246,69
42	18,11	18,20	1,92	70,21	63,38	21,08	2,32	156,99	63,38	21,08	2,32	4,00	90,78	814,62	247,77
43	18,21	18,30	1,93	70,60	63,72	21,08	2,32	157,72	63,72	21,08	2,32	4,00	91,12	819,23	248,84
44	18,31	18,40	1,94	70,98	64,07	21,08	2,32	158,45	64,07	21,08	2,32	4,00	91,47	823,83	249,92
45	18,41	18,50	1,95	71,37	64,42	21,08	2,32	159,19	64,42	21,08	2,32	4,00	91,82	828,43	251,01
46	18,51	18,60	1,96	71,75	64,76	21,08	2,32	159,91	64,76	21,08	2,32	4,00	92,16	833,04	252,07
47	18,61	18,70	1,97	72,13	65,11	21,08	2,32	160,64	65,11	21,08	2,32	4,00	92,51	837,64	253,15
48	18,71	18,80	1,99	72,55	65,49	21,08	2,32	161,44	65,49	21,08	2,32	4,00	92,89	842,66	254,33
49	18,81	18,90	2,00	72,94	65,84	21,08	2,32	162,18	65,84	21,08	2,32	4,00	93,24	847,26	255,42
50	18,91	19,00	2,01	73,32	66,18	21,08	2,32	162,90	66,18	21,08	2,32	4,00	93,58	851,87	256,48
OPT 1	19,01	22,80	2,41	87,98	79,41	42,16	2,32	211,87	79,41	42,16	2,32	4,00	127,89	1 006,56	339,76
2	22,81	27,36	2,89	105,57	95,29	42,16	2,32	245,34	95,29	42,16	2,32	4,00	143,77	1 217,48	389,11

3	27,37	32,83	3,47	126,68	114,35	42,16	2,32	285,51	114,35	42,16	2,32	4,00	162,83	1 470,67	448,34
4	32,84	39,40	4,16	152,02	137,21	42,16	2,32	333,71	137,21	42,16	2,32	4,00	185,69	1 774,51	519,40
5	39,41	47,28	4,99	182,41	164,65	42,16	2,32	391,54	164,65	42,16	2,32	4,00	213,13	2 139,02	604,67
6	47,29	56,74	5,99	218,91	197,60	42,16	2,32	460,99	197,60	42,16	2,32	4,00	246,08	2 576,77	707,07
7	56,75	68,09	7,19	262,71	237,13	42,16	2,32	544,32	237,13	42,16	2,32	4,00	285,61	3 101,99	829,93
8	68,10	81,71	8,63	315,27	284,57	42,16	2,32	644,32	284,57	42,16	2,32	4,00	333,05	3 732,25	977,37
9	81,72	98,05	10,35	378,29	341,46	42,16	2,32	764,23	341,46	42,16	2,32	4,00	389,94	4 488,06	1 154,17
10	98,06	117,66	12,42	453,95	409,75	42,16	2,32	908,18	409,75	42,16	2,32	4,00	458,23	5 395,37	1 366,41
11	117,67	141,19	14,92	544,76	491,72	42,16	2,32	1 080,96	491,72	42,16	2,32	4,00	540,20	6 484,75	1 621,16

Chairperson **VN SMAILES**

V/Chairperson **MS TOFFAR**

Secretary **PR SERFONTEIN**

GORDONIA - 2008															
CRAFTSMEN & ARTISANS				APPENDIX A					APPENDIX B						
				EMPLOYERS CONTRIBUTION					EMPLOYEES CONTRIBUTION						
Wage Band	Min/Max tariff per hour		Cash Bonus G	Holiday Fund A	Pens. Fund B	Ben. Fund C	ICBI Levy D	EMPLOY TOTAL F	Pens. Fund B	Ben. Fund C	ICBI Levy D	Saving E	WORKER TOTAL F	Cash Bonus Include	Stamp
ART 1		13,80	1,43	53,15	47,97	21,45	5,40	127,97	47,97	21,45	5,40	4,00	78,82	606,53	206,79
2	13,81	13,90	1,44	53,53	48,32	21,45	5,40	128,70	48,32	21,45	5,40	4,00	79,17	611,13	207,87
3	13,91	14,00	1,45	53,92	48,67	21,45	5,40	129,44	48,67	21,45	5,40	4,00	79,52	615,73	208,96
4	14,01	14,10	1,46	54,30	49,01	21,45	5,40	130,16	49,01	21,45	5,40	4,00	79,86	620,34	210,02
5	14,11	14,20	1,47	54,69	49,36	21,45	5,40	130,90	49,36	21,45	5,40	4,00	80,21	624,94	211,11
6	14,21	14,30	1,48	55,07	49,71	21,45	5,40	131,63	49,71	21,45	5,40	4,00	80,56	629,54	212,19
7	14,31	14,40	1,49	55,45	50,05	21,45	5,40	132,35	50,05	21,45	5,40	4,00	80,90	634,15	213,25
8	14,41	14,50	1,50	55,84	50,40	21,45	5,40	133,09	50,40	21,45	5,40	4,00	81,25	638,75	214,34
9	14,51	14,60	1,51	56,22	50,75	21,45	5,40	133,82	50,75	21,45	5,40	4,00	81,60	643,35	215,42
10	14,61	14,70	1,52	56,60	51,09	21,45	5,40	134,54	51,09	21,45	5,40	4,00	81,94	647,96	216,48
11	14,71	14,80	1,53	56,99	51,44	21,45	5,40	135,28	51,44	21,45	5,40	4,00	82,29	652,56	217,57
12	14,81	14,90	1,54	57,37	51,79	21,45	5,40	136,01	51,79	21,45	5,40	4,00	82,64	657,16	218,65
13	14,91	15,00	1,55	57,76	52,13	21,45	5,40	136,74	52,13	21,45	5,40	4,00	82,98	661,77	219,72

14	15,01	15,10	1,56	58,14	52,48	21,45	5,40	137,47	52,48	21,45	5,40	4,00	83,33	666,37	220,80
15	15,11	15,20	1,57	58,52	52,83	21,45	5,40	138,20	52,83	21,45	5,40	4,00	83,68	670,97	221,88
16	15,21	15,30	1,59	58,94	53,20	21,45	5,40	138,99	53,20	21,45	5,40	4,00	84,05	676,00	223,04
17	15,31	15,40	1,60	59,33	53,55	21,45	5,40	139,73	53,55	21,45	5,40	4,00	84,40	680,60	224,13
18	15,41	15,50	1,61	59,71	53,90	21,45	5,40	140,46	53,90	21,45	5,40	4,00	84,75	685,20	225,21
19	15,51	15,60	1,62	60,09	54,24	21,45	5,40	141,18	54,24	21,45	5,40	4,00	85,09	689,81	226,27
20	15,61	15,70	1,63	60,48	54,59	21,45	5,40	141,92	54,59	21,45	5,40	4,00	85,44	694,41	227,36
21	15,71	15,80	1,64	60,86	54,94	21,45	5,40	142,65	54,94	21,45	5,40	4,00	85,79	699,01	228,44
22	15,81	15,90	1,65	61,25	55,28	21,45	5,40	143,38	55,28	21,45	5,40	4,00	86,13	703,62	229,51
23	15,91	16,00	1,66	61,63	55,63	21,45	5,40	144,11	55,63	21,45	5,40	4,00	86,48	708,22	230,59
24	16,01	16,10	1,67	62,01	55,98	21,45	5,40	144,84	55,98	21,45	5,40	4,00	86,83	712,82	231,67
25	16,11	16,20	1,68	62,40	56,32	21,45	5,40	145,57	56,32	21,45	5,40	4,00	87,17	717,43	232,74
26	16,21	16,30	1,69	62,78	56,67	21,45	5,40	146,30	56,67	21,45	5,40	4,00	87,52	722,03	233,82
CRF 27	16,31	16,40	1,70	63,17	57,02	21,45	5,40	147,04	57,02	21,45	5,40	4,00	87,87	726,63	234,91
28	16,41	16,50	1,71	63,55	57,36	21,45	5,40	147,76	57,36	21,45	5,40	4,00	88,21	731,24	235,97
29	16,51	16,60	1,72	63,93	57,71	21,45	5,40	148,49	57,71	21,45	5,40	4,00	88,56	735,84	237,05
30	16,61	16,70	1,73	64,32	58,05	21,45	5,40	149,22	58,05	21,45	5,40	4,00	88,90	740,45	238,12
31	16,71	16,80	1,74	64,70	58,40	21,45	5,40	149,95	58,40	21,45	5,40	4,00	89,25	745,05	239,20

32	16,81	16,90	1,75	65,08	58,75	21,45	5,40	150,68	58,75	21,45	5,40	4,00	89,60	749,65	240,28
33	16,91	17,00	1,76	65,47	59,09	21,45	5,40	151,41	59,09	21,45	5,40	4,00	89,94	754,26	241,35
34	17,01	17,10	1,77	65,85	59,44	21,45	5,40	152,14	59,44	21,45	5,40	4,00	90,29	758,86	242,43
35	17,11	17,20	1,78	66,24	59,79	21,45	5,40	152,88	59,79	21,45	5,40	4,00	90,64	763,46	243,52
36	17,21	17,30	1,79	66,62	60,13	21,45	5,40	153,60	60,13	21,45	5,40	4,00	90,98	768,07	244,58
37	17,31	17,40	1,80	67,00	60,48	21,45	5,40	154,33	60,48	21,45	5,40	4,00	91,33	772,67	245,66
38	17,41	17,50	1,81	67,39	60,83	21,45	5,40	155,07	60,83	21,45	5,40	4,00	91,68	777,27	246,75
39	17,51	17,60	1,82	67,77	61,17	21,45	5,40	155,79	61,17	21,45	5,40	4,00	92,02	781,88	247,81
40	17,61	17,70	1,83	68,16	61,52	21,45	5,40	156,53	61,52	21,45	5,40	4,00	92,37	786,48	248,90
41	17,71	17,80	1,84	68,54	61,87	21,45	5,40	157,26	61,87	21,45	5,40	4,00	92,72	791,08	249,98
42	17,81	17,90	1,85	68,92	62,21	21,45	5,40	157,98	62,21	21,45	5,40	4,00	93,06	795,69	251,04
43	17,91	18,00	1,86	69,31	62,56	21,45	5,40	158,72	62,56	21,45	5,40	4,00	93,41	800,29	252,13
44	18,01	18,10	1,88	69,73	62,94	21,45	5,40	159,52	62,94	21,45	5,40	4,00	93,79	805,31	253,31
45	18,11	18,20	1,89	70,11	63,28	21,45	5,40	160,24	63,28	21,45	5,40	4,00	94,13	809,92	254,37
46	18,21	18,30	1,90	70,49	63,63	21,45	5,40	160,97	63,63	21,45	5,40	4,00	94,48	814,52	255,45
47	18,31	18,40	1,91	70,88	63,98	21,45	5,40	161,71	63,98	21,45	5,40	4,00	94,83	819,12	256,54
48	18,41	18,50	1,92	71,26	64,32	21,45	5,40	162,43	64,32	21,45	5,40	4,00	95,17	823,73	257,60
49	18,51	18,60	1,93	71,65	64,67	21,45	5,40	163,17	64,67	21,45	5,40	4,00	95,52	828,33	258,69

50	18,61	18,70	1,94	72,03	65,02	21,45	5,40	163,90	65,02	21,45	5,40	4,00	95,87	832,93	259,77
OPT 1	18,71	22,44	2,32	86,41	77,99	42,90	5,40	212,70	77,99	42,90	5,40	4,00	130,29	983,91	342,99
2	22,45	26,93	2,79	103,72	93,62	42,90	5,40	245,64	93,62	42,90	5,40	4,00	145,92	1 191,48	391,56
3	26,94	32,32	3,35	124,48	112,36	42,90	5,40	285,14	112,36	42,90	5,40	4,00	164,66	1 440,49	449,80
4	32,33	38,78	4,02	149,36	134,82	42,90	5,40	332,48	134,82	42,90	5,40	4,00	187,12	1 738,88	519,60
5	38,79	46,54	4,82	179,24	161,78	42,90	5,40	389,32	161,78	42,90	5,40	4,00	214,08	2 097,12	603,40
6	46,55	55,85	5,79	215,11	194,17	42,90	5,40	457,58	194,17	42,90	5,40	4,00	246,47	2 527,33	704,05
7	55,86	67,02	6,94	258,11	232,97	42,90	5,40	539,38	232,97	42,90	5,40	4,00	285,27	3 042,93	824,65
8	67,03	80,42	8,33	309,72	279,56	42,90	5,40	637,58	279,56	42,90	5,40	4,00	331,86	3 661,89	969,44
9	80,43	96,50	10,00	371,66	335,48	42,90	5,40	755,44	335,48	42,90	5,40	4,00	387,78	4 404,72	1 143,22
10	96,51	115,80	12,00	446,00	402,57	42,90	5,40	896,87	402,57	42,90	5,40	4,00	454,87	5 296,13	1 351,74
11	115,81	138,96	14,40	535,20	483,08	42,90	5,40	1 066,58	483,08	42,90	5,40	4,00	535,38	6 365,82	1 601,96

Chairperson **VN SMAILES**

V/Chairperson **MS TOFFAR**

Secretary **PR SERFONTEIN**

KIMBERLEY - As from 2009-01-01															
CRAFTSMEN & ARTISANS			APPENDIX A						APPENDIX B						
			EMPLOYERS CONTRIBUTION						EMPLOYEES CONTRIBUTION						
Wage Band	Min/Max tariff per hour		Cash Bonus G	Holiday Fund A	Pens. Fund B	Ben. Fund C	Council Levy D	EMPLOY TOTAL F	Pens. Fund B	Ben. Fund C	Council Levy D	Saving E	WORKER TOTAL F	Cash Bonus Include	Stamp
ART 1		15,51	2,27	62,05	56,01	24,04	2,64	144,74	56,01	24,04	2,64	4,00	86,69	713,41	231,43
2	15,52	15,61	2,29	62,47	56,39	24,04	2,64	145,54	56,39	24,04	2,64	4,00	87,07	718,43	232,61
3	15,62	15,71	2,30	62,85	56,73	24,04	2,64	146,26	56,73	24,04	2,64	4,00	87,41	723,04	233,67
4	15,72	15,81	2,32	63,27	57,11	24,04	2,64	147,06	57,11	24,04	2,64	4,00	87,79	728,06	234,85
5	15,82	15,91	2,33	63,65	57,46	24,04	2,64	147,79	57,46	24,04	2,64	4,00	88,14	732,66	235,93
6	15,92	16,01	2,35	64,07	57,83	24,04	2,64	148,58	57,83	24,04	2,64	4,00	88,51	737,69	237,09
7	16,02	16,11	2,36	64,46	58,18	24,04	2,64	149,32	58,18	24,04	2,64	4,00	88,86	742,29	238,18
8	16,12	16,21	2,38	64,88	58,56	24,04	2,64	150,12	58,56	24,04	2,64	4,00	89,24	747,31	239,36
9	16,22	16,31	2,39	65,26	58,91	24,04	2,64	150,85	58,91	24,04	2,64	4,00	89,59	751,91	240,44
10	16,32	16,41	2,41	65,68	59,28	24,04	2,64	151,64	59,28	24,04	2,64	4,00	89,96	756,94	241,60
11	16,42	16,51	2,42	66,06	59,63	24,04	2,64	152,37	59,63	24,04	2,64	4,00	90,31	761,54	242,68
12	16,52	16,61	2,44	66,48	60,01	24,04	2,64	153,17	60,01	24,04	2,64	4,00	90,69	766,56	243,86
13	16,62	16,71	2,45	66,86	60,35	24,04	2,64	153,89	60,35	24,04	2,64	4,00	91,03	771,17	244,92
14	16,72	16,81	2,46	67,25	60,70	24,04	2,64	154,63	60,70	24,04	2,64	4,00	91,38	775,77	246,01

15	16,82	16,91	2,48	67,67	61,08	24,04	2,64	155,43	61,08	24,04	2,64	4,00	91,76	780,79	247,19
16	16,92	17,01	2,49	68,05	61,43	24,04	2,64	156,16	61,43	24,04	2,64	4,00	92,11	785,39	248,27
17	17,02	17,11	2,51	68,47	61,80	24,04	2,64	156,95	61,80	24,04	2,64	4,00	92,48	790,42	249,43
18	17,12	17,21	2,52	68,85	62,15	24,04	2,64	157,68	62,15	24,04	2,64	4,00	92,83	795,02	250,51
19	17,22	17,31	2,54	69,27	62,53	24,04	2,64	158,48	62,53	24,04	2,64	4,00	93,21	800,04	251,69
20	17,32	17,41	2,55	69,66	62,87	24,04	2,64	159,21	62,87	24,04	2,64	4,00	93,55	804,65	252,76
21	17,42	17,51	2,57	70,08	63,25	24,04	2,64	160,01	63,25	24,04	2,64	4,00	93,93	809,67	253,94
22	17,52	17,61	2,58	70,46	63,60	24,04	2,64	160,74	63,60	24,04	2,64	4,00	94,28	814,27	255,02
23	17,62	17,71	2,60	70,88	63,98	24,04	2,64	161,54	63,98	24,04	2,64	4,00	94,66	819,29	256,20
24	17,72	17,81	2,61	71,26	64,32	24,04	2,64	162,26	64,32	24,04	2,64	4,00	95,00	823,90	257,26
25	17,82	17,91	2,63	71,68	64,70	24,04	2,64	163,06	64,70	24,04	2,64	4,00	95,38	828,92	258,44
CRF 26	17,92	18,01	2,64	72,06	65,05	24,04	2,64	163,79	65,05	24,04	2,64	4,00	95,73	833,52	259,52
27	18,02	18,11	2,65	72,45	65,39	24,04	2,64	164,52	65,39	24,04	2,64	4,00	96,07	838,13	260,59
28	18,12	18,21	2,67	72,87	65,77	24,04	2,64	165,32	65,77	24,04	2,64	4,00	96,45	843,15	261,77
29	18,22	18,31	2,68	73,25	66,12	24,04	2,64	166,05	66,12	24,04	2,64	4,00	96,80	847,75	262,85
30	18,32	18,41	2,70	73,67	66,50	24,04	2,64	166,85	66,50	24,04	2,64	4,00	97,18	852,77	264,03
31	18,42	18,51	2,71	74,05	66,84	24,04	2,64	167,57	66,84	24,04	2,64	4,00	97,52	857,38	265,09
32	18,52	18,61	2,73	74,47	67,22	24,04	2,64	168,37	67,22	24,04	2,64	4,00	97,90	862,40	266,27
33	18,62	18,71	2,74	74,86	67,57	24,04	2,64	169,11	67,57	24,04	2,64	4,00	98,25	867,00	267,36

	34	18,72	18,81	2,76	75,27	67,95	24,04	2,64	169,90	67,95	24,04	2,64	4,00	98,63	872,02	268,53
	35	18,82	18,91	2,77	75,66	68,29	24,04	2,64	170,63	68,29	24,04	2,64	4,00	98,97	876,63	269,60
	36	18,92	19,01	2,79	76,08	68,67	24,04	2,64	171,43	68,67	24,04	2,64	4,00	99,35	881,65	270,78
	37	19,02	19,11	2,80	76,46	69,02	24,04	2,64	172,16	69,02	24,04	2,64	4,00	99,70	886,25	271,86
	38	19,12	19,21	2,82	76,88	69,39	24,04	2,64	172,95	69,39	24,04	2,64	4,00	100,07	891,28	273,02
	39	19,22	19,31	2,83	77,26	69,74	24,04	2,64	173,68	69,74	24,04	2,64	4,00	100,42	895,88	274,10
	40	19,32	19,41	2,85	77,68	70,12	24,04	2,64	174,48	70,12	24,04	2,64	4,00	100,80	900,90	275,28
	41	19,42	19,51	2,86	78,07	70,47	24,04	2,64	175,22	70,47	24,04	2,64	4,00	101,15	905,50	276,37
	42	19,52	19,61	2,87	78,45	70,81	24,04	2,64	175,94	70,81	24,04	2,64	4,00	101,49	910,11	277,43
	43	19,62	19,71	2,89	78,87	71,19	24,04	2,64	176,74	71,19	24,04	2,64	4,00	101,87	915,13	278,61
	44	19,72	19,81	2,90	79,25	71,54	24,04	2,64	177,47	71,54	24,04	2,64	4,00	102,22	919,73	279,69
	45	19,82	19,91	2,92	79,67	71,91	24,04	2,64	178,26	71,91	24,04	2,64	4,00	102,59	924,76	280,85
	46	19,92	20,01	2,93	80,06	72,26	24,04	2,64	179,00	72,26	24,04	2,64	4,00	102,94	929,36	281,94
	47	20,02	20,11	2,95	80,47	72,64	24,04	2,64	179,79	72,64	24,04	2,64	4,00	103,32	934,38	283,11
	48	20,12	20,21	2,96	80,86	72,99	24,04	2,64	180,53	72,99	24,04	2,64	4,00	103,67	938,98	284,20
	49	20,22	20,31	2,98	81,28	73,36	24,04	2,64	181,32	73,36	24,04	2,64	4,00	104,04	944,01	285,36
	50	20,32	20,41	2,99	81,66	73,71	24,04	2,64	182,05	73,71	24,04	2,64	4,00	104,39	948,61	286,44
OPT	1	20,42	24,49	3,59	97,99	88,45	48,08	2,64	237,16	88,45	48,08	2,64	4,00	143,17	1 120,43	380,33
	2	24,50	29,39	4,31	117,61	106,16	48,08	2,64	274,49	106,16	48,08	2,64	4,00	160,88	1 355,62	435,37

3	29,40	35,27	5,17	141,13	127,39	48,08	2,64	319,24	127,39	48,08	2,64	4,00	182,11	1 637,69	501,35
4	35,28	42,32	6,20	169,32	152,84	48,08	2,64	372,88	152,84	48,08	2,64	4,00	207,56	1 975,84	580,44
5	42,33	50,78	7,44	203,18	183,39	48,08	2,64	437,29	183,39	48,08	2,64	4,00	238,11	2 381,79	675,40
6	50,79	60,94	8,93	243,83	220,09	48,08	2,64	514,64	220,09	48,08	2,64	4,00	274,81	2 869,34	789,45
7	60,95	73,13	10,72	292,62	264,13	48,08	2,64	607,47	264,13	48,08	2,64	4,00	318,85	3 454,40	926,32
8	73,14	87,76	12,87	351,18	316,98	48,08	2,64	718,88	316,98	48,08	2,64	4,00	371,70	4 156,65	1 090,58
9	87,77	105,31	15,44	421,39	380,36	48,08	2,64	852,47	380,36	48,08	2,64	4,00	435,08	4 998,67	1 287,55
10	105,32	126,37	18,53	505,67	456,44	48,08	2,64	1 012,83	456,44	48,08	2,64	4,00	511,16	6 009,34	1 523,99
11	126,38	151,64	22,23	606,77	547,69	48,08	2,64	1 205,18	547,69	48,08	2,64	4,00	602,41	7 221,74	1 807,59

Chairperson **VN SMAILES**

V/Chairperson **MS TOFFAR**

Secretary **PR SERFONTEIN**

KIMBERLEY - As from 2009-01-01																
NON-ARTISANS AND SPECIFIED SKILLED WORKERS				EMPLOYER'S CONTRIBUTION					EMPLOYEE'S CONTRIBUTION							
				APPENDIX A					APPENDIX B							
Wage Band	Min/Max Tariff per hour		G Cash Bonus	A Holiday Fund	B Pens. Fund	C Ben. Fund	D ICBI Levy	F EMPLOY TOTAL	B Pens. Fund	C Ben. Fund	D ICBI Levy	E Sav.	F WORKERS TOTAL	Cash Bonus Included	Stamp	
G/W	1		7,35	1,01	29,17	26,33	8,38	2,27	66,15	26,33	8,38	2,27	4,00	40,98	335,22	107,13
	2	7,36	7,45	1,03	29,59	26,71	8,38	2,27	66,95	26,71	8,38	2,27	4,00	41,36	340,24	108,31
	3	7,46	7,55	1,04	29,98	27,06	8,38	2,27	67,69	27,06	8,38	2,27	4,00	41,71	344,84	109,40
	4	7,56	7,65	1,05	30,36	27,41	8,38	2,27	68,42	27,41	8,38	2,27	4,00	42,06	349,44	110,48
	5	7,66	7,75	1,07	30,78	27,78	8,38	2,27	69,21	27,78	8,38	2,27	4,00	42,43	354,47	111,64
	6	7,76	7,85	1,08	31,16	28,13	8,38	2,27	69,94	28,13	8,38	2,27	4,00	42,78	359,07	112,72
	7	7,86	7,95	1,10	31,58	28,51	8,38	2,27	70,74	28,51	8,38	2,27	4,00	43,16	364,09	113,90
	8	7,96	8,05	1,11	31,97	28,85	8,38	2,27	71,47	28,85	8,38	2,27	4,00	43,50	368,70	114,97
	9	8,06	8,15	1,12	32,35	29,20	8,38	2,27	72,20	29,20	8,38	2,27	4,00	43,85	373,30	116,05
	10	8,16	8,25	1,14	32,77	29,58	8,38	2,27	73,00	29,58	8,38	2,27	4,00	44,23	378,32	117,23
	11	8,26	8,35	1,15	33,15	29,93	8,38	2,27	73,73	29,93	8,38	2,27	4,00	44,58	382,92	118,31
	12	8,36	8,45	1,17	33,57	30,30	8,38	2,27	74,52	30,30	8,38	2,27	4,00	44,95	387,95	119,47
Class 3	13	8,46	8,55	1,18	33,96	30,65	8,38	2,27	75,26	30,65	8,38	2,27	4,00	45,30	392,55	120,56
Class 2	14	8,56	8,65	1,19	34,34	31,00	8,38	2,27	75,99	31,00	8,38	2,27	4,00	45,65	397,15	121,64

15	8,66	8,75	1,21	34,76	31,37	8,38	2,27	76,78	31,37	8,38	2,27	4,00	46,02	402,18	122,80
16	8,76	8,85	1,22	35,14	31,72	8,38	2,27	77,51	31,72	8,38	2,27	4,00	46,37	406,78	123,88
17	8,86	8,95	1,23	35,53	32,07	8,38	2,27	78,25	32,07	8,38	2,27	4,00	46,72	411,38	124,97
18	8,96	9,05	1,25	35,94	32,45	8,38	2,27	79,04	32,45	8,38	2,27	4,00	47,10	416,40	126,14
19	9,06	9,15	1,26	36,33	32,79	8,38	2,27	79,77	32,79	8,38	2,27	4,00	47,44	421,01	127,21
20	9,16	9,25	1,28	36,75	33,17	8,38	2,27	80,57	33,17	8,38	2,27	4,00	47,82	426,03	128,39
21	9,26	9,35	1,29	37,13	33,52	8,38	2,27	81,30	33,52	8,38	2,27	4,00	48,17	430,63	129,47
22	9,36	9,45	1,30	37,52	33,86	8,38	2,27	82,03	33,86	8,38	2,27	4,00	48,51	435,24	130,54
23	9,46	9,55	1,32	37,93	34,24	8,38	2,27	82,82	34,24	8,38	2,27	4,00	48,89	440,26	131,71
24	9,56	9,65	1,33	38,32	34,59	8,38	2,27	83,56	34,59	8,38	2,27	4,00	49,24	444,86	132,80
25	9,66	9,75	1,34	38,70	34,93	8,38	2,27	84,28	34,93	8,38	2,27	4,00	49,58	449,47	133,86
26	9,76	9,85	1,36	39,12	35,31	8,38	2,27	85,08	35,31	8,38	2,27	4,00	49,96	454,49	135,04
27	9,86	9,95	1,37	39,50	35,66	8,38	2,27	85,81	35,66	8,38	2,27	4,00	50,31	459,09	136,12
28	9,96	10,05	1,39	39,92	36,04	8,38	2,27	86,61	36,04	8,38	2,27	4,00	50,69	464,11	137,30
29	10,06	10,15	1,40	40,31	36,38	8,38	2,27	87,34	36,38	8,38	2,27	4,00	51,03	468,72	138,37
30	10,16	10,25	1,41	40,69	36,73	8,38	2,27	88,07	36,73	8,38	2,27	4,00	51,38	473,32	139,45
31	10,26	10,35	1,43	41,11	37,11	8,38	2,27	88,87	37,11	8,38	2,27	4,00	51,76	478,34	140,63
32	10,36	10,45	1,44	41,49	37,45	8,38	2,27	89,59	37,45	8,38	2,27	4,00	52,10	482,95	141,69
33	10,46	10,55	1,45	41,88	37,80	8,38	2,27	90,33	37,80	8,38	2,27	4,00	52,45	487,55	142,78

	34	10,56	10,65	1,47	42,30	38,18	8,38	2,27	91,13	38,18	8,38	2,27	4,00	52,83	492,57	143,96
	35	10,66	10,75	1,48	42,68	38,52	8,38	2,27	91,85	38,52	8,38	2,27	4,00	53,17	497,18	145,02
Class 1	36	10,76	10,85	1,50	43,10	38,90	8,38	2,27	92,65	38,90	8,38	2,27	4,00	53,55	502,20	146,20
	37	10,86	10,95	1,51	43,48	39,25	8,38	2,27	93,38	39,25	8,38	2,27	4,00	53,90	506,80	147,28
	38	10,96	11,05	1,52	43,87	39,60	8,38	2,27	94,12	39,60	8,38	2,27	4,00	54,25	511,40	148,37
	39	11,06	11,15	1,54	44,29	39,97	8,38	2,27	94,91	39,97	8,38	2,27	4,00	54,62	516,43	149,53
	40	11,16	11,25	1,55	44,67	40,32	8,38	2,27	95,64	40,32	8,38	2,27	4,00	54,97	521,03	150,61
	41	11,26	11,35	1,57	45,09	40,70	8,38	2,27	96,44	40,70	8,38	2,27	4,00	55,35	526,05	151,79
	42	11,36	11,45	1,58	45,47	41,04	8,38	2,27	97,16	41,04	8,38	2,27	4,00	55,69	530,66	152,85
	43	11,46	11,55	1,59	45,86	41,39	8,38	2,27	97,90	41,39	8,38	2,27	4,00	56,04	535,26	153,94
	44	11,56	11,65	1,61	46,27	41,77	8,38	2,27	98,69	41,77	8,38	2,27	4,00	56,42	540,28	155,11
	45	11,66	11,75	1,62	46,66	42,12	8,38	2,27	99,43	42,12	8,38	2,27	4,00	56,77	544,88	156,20
	46	11,76	11,85	1,63	47,04	42,46	8,38	2,27	100,15	42,46	8,38	2,27	4,00	57,11	549,49	157,26
	47	11,86	11,95	1,65	47,46	42,84	8,38	2,27	100,95	42,84	8,38	2,27	4,00	57,49	554,51	158,44
	48	11,96	12,05	1,66	47,85	43,19	8,38	2,27	101,69	43,19	8,38	2,27	4,00	57,84	559,11	159,53
	49	12,06	12,15	1,68	48,26	43,56	8,38	2,27	102,47	43,56	8,38	2,27	4,00	58,21	564,14	160,68
	50	12,16	12,25	1,69	48,65	43,91	8,38	2,27	103,21	43,91	8,38	2,27	4,00	58,56	568,74	161,77

Chairperson

VN SMAILES

V/Chairperson **MS TOFFAR**

Secretary **PR SERFONTEIN**

GORDONIA - As from 2009-01-01															
NON-ARTISANS AND SPECIFIED SKILLED WORKERS				EMPLOYER'S CONTRIBUTION					EMPLOYEE'S CONTRIBUTION						
				APPENDIX A					APPENDIX B						
Wage Band	Min/Max Tariff per hour		G Cash Bonus	A Holiday Fund	B Pens. Fund	C Ben. Fund	D ICBI Levy	F EMPLOY TOTAL	B Pens. Fund	C Ben. Fund	D ICBI Levy	E Sav.	F WORKERS TOTAL	Cash Bonus Included	Stamp
G/W 1		6,91	0,94	27,39	24,73	7,88	4,87	64,87	24,73	7,88	4,87	4,00	41,48	311,77	106,35
2	6,92	7,01	0,96	27,81	25,11	7,88	4,87	65,67	25,11	7,88	4,87	4,00	41,86	316,79	107,53
3	7,02	7,11	0,97	28,20	25,45	7,88	4,87	66,40	25,45	7,88	4,87	4,00	42,20	321,40	108,60
4	7,12	7,21	0,98	28,58	25,80	7,88	4,87	67,13	25,80	7,88	4,87	4,00	42,55	326,00	109,68
5	7,22	7,31	1,00	29,00	26,18	7,88	4,87	67,93	26,18	7,88	4,87	4,00	42,93	331,02	110,86
6	7,32	7,41	1,01	29,38	26,52	7,88	4,87	68,65	26,52	7,88	4,87	4,00	43,27	335,63	111,92
7	7,42	7,51	1,03	29,80	26,90	7,88	4,87	69,45	26,90	7,88	4,87	4,00	43,65	340,65	113,10

	8	7,52	7,61	1,04	30,19	27,25	7,88	4,87	70,19	27,25	7,88	4,87	4,00	44,00	345,25	114,19
	9	7,62	7,71	1,05	30,57	27,59	7,88	4,87	70,91	27,59	7,88	4,87	4,00	44,34	349,86	115,25
	10	7,72	7,81	1,07	30,99	27,97	7,88	4,87	71,71	27,97	7,88	4,87	4,00	44,72	354,88	116,43
	11	7,82	7,91	1,08	31,37	28,32	7,88	4,87	72,44	28,32	7,88	4,87	4,00	45,07	359,48	117,51
	12	7,92	8,01	1,09	31,76	28,67	7,88	4,87	73,18	28,67	7,88	4,87	4,00	45,42	364,08	118,60
Class 3	13	8,02	8,11	1,11	32,18	29,04	7,88	4,87	73,97	29,04	7,88	4,87	4,00	45,79	369,11	119,76
Class 2	14	8,12	8,21	1,12	32,56	29,39	7,88	4,87	74,70	29,39	7,88	4,87	4,00	46,14	373,71	120,84
	15	8,22	8,31	1,14	32,98	29,77	7,88	4,87	75,50	29,77	7,88	4,87	4,00	46,52	378,73	122,02
	16	8,32	8,41	1,15	33,36	30,11	7,88	4,87	76,22	30,11	7,88	4,87	4,00	46,86	383,34	123,08
	17	8,42	8,51	1,16	33,75	30,46	7,88	4,87	76,96	30,46	7,88	4,87	4,00	47,21	387,94	124,17
	18	8,52	8,61	1,18	34,17	30,84	7,88	4,87	77,76	30,84	7,88	4,87	4,00	47,59	392,96	125,35
	19	8,62	8,71	1,19	34,55	31,19	7,88	4,87	78,49	31,19	7,88	4,87	4,00	47,94	397,56	126,43
	20	8,72	8,81	1,20	34,93	31,53	7,88	4,87	79,21	31,53	7,88	4,87	4,00	48,28	402,17	127,49
	21	8,82	8,91	1,22	35,35	31,91	7,88	4,87	80,01	31,91	7,88	4,87	4,00	48,66	407,19	128,67
	22	8,92	9,01	1,23	35,74	32,26	7,88	4,87	80,75	32,26	7,88	4,87	4,00	49,01	411,79	129,76
	23	9,02	9,11	1,24	36,12	32,60	7,88	4,87	81,47	32,60	7,88	4,87	4,00	49,35	416,40	130,82
	24	9,12	9,21	1,26	36,54	32,98	7,88	4,87	82,27	32,98	7,88	4,87	4,00	49,73	421,42	132,00
	25	9,22	9,31	1,27	36,92	33,33	7,88	4,87	83,00	33,33	7,88	4,87	4,00	50,08	426,02	133,08
	26	9,32	9,41	1,29	37,34	33,71	7,88	4,87	83,80	33,71	7,88	4,87	4,00	50,46	431,04	134,26

27	9,42	9,51	1,30	37,72	34,05	7,88	4,87	84,52	34,05	7,88	4,87	4,00	50,80	435,65	135,32
28	9,52	9,61	1,31	38,11	34,40	7,88	4,87	85,26	34,40	7,88	4,87	4,00	51,15	440,25	136,41
29	9,62	9,71	1,33	38,53	34,78	7,88	4,87	86,06	34,78	7,88	4,87	4,00	51,53	445,27	137,59
30	9,72	9,81	1,34	38,91	35,12	7,88	4,87	86,78	35,12	7,88	4,87	4,00	51,87	449,88	138,65
31	9,82	9,91	1,35	39,30	35,47	7,88	4,87	87,52	35,47	7,88	4,87	4,00	52,22	454,48	139,74
32	9,92	10,01	1,37	39,71	35,85	7,88	4,87	88,31	35,85	7,88	4,87	4,00	52,60	459,50	140,91
33	10,02	10,11	1,38	40,10	36,19	7,88	4,87	89,04	36,19	7,88	4,87	4,00	52,94	464,11	141,98
34	10,12	10,21	1,39	40,48	36,54	7,88	4,87	89,77	36,54	7,88	4,87	4,00	53,29	468,71	143,06
35	10,22	10,31	1,41	40,90	36,92	7,88	4,87	90,57	36,92	7,88	4,87	4,00	53,67	473,73	144,24
Class 1 36	10,32	10,41	1,42	41,28	37,26	7,88	4,87	91,29	37,26	7,88	4,87	4,00	54,01	478,34	145,30
37	10,42	10,51	1,44	41,70	37,64	7,88	4,87	92,09	37,64	7,88	4,87	4,00	54,39	483,36	146,48
38	10,52	10,61	1,45	42,09	37,99	7,88	4,87	92,83	37,99	7,88	4,87	4,00	54,74	487,96	147,57
39	10,62	10,71	1,46	42,47	38,34	7,88	4,87	93,56	38,34	7,88	4,87	4,00	55,09	492,56	148,65
40	10,72	10,81	1,48	42,89	38,71	7,88	4,87	94,35	38,71	7,88	4,87	4,00	55,46	497,59	149,81
41	10,82	10,91	1,49	43,27	39,06	7,88	4,87	95,08	39,06	7,88	4,87	4,00	55,81	502,19	150,89
42	10,92	11,01	1,50	43,66	39,41	7,88	4,87	95,82	39,41	7,88	4,87	4,00	56,16	506,79	151,98
43	11,02	11,11	1,52	44,08	39,78	7,88	4,87	96,61	39,78	7,88	4,87	4,00	56,53	511,82	153,14
44	11,12	11,21	1,53	44,46	40,13	7,88	4,87	97,34	40,13	7,88	4,87	4,00	56,88	516,42	154,22
45	11,22	11,31	1,54	44,84	40,48	7,88	4,87	98,07	40,48	7,88	4,87	4,00	57,23	521,02	155,30

46	11,32	11,41	1,56	45,26	40,86	7,88	4,87	98,87	40,86	7,88	4,87	4,00	57,61	526,04	156,48
47	11,42	11,51	1,57	45,65	41,20	7,88	4,87	99,60	41,20	7,88	4,87	4,00	57,95	530,65	157,55
48	11,52	11,61	1,59	46,07	41,58	7,88	4,87	100,40	41,58	7,88	4,87	4,00	58,33	535,67	158,73
49	11,62	11,71	1,60	46,45	41,93	7,88	4,87	101,13	41,93	7,88	4,87	4,00	58,68	540,27	159,81
50	11,72	11,81	1,61	46,83	42,27	7,88	4,87	101,85	42,27	7,88	4,87	4,00	59,02	544,88	160,87

Chairperson

VN SMAILES

V/Chairperson

MS TOFFAR

Secretary

PR SERFONTEIN

GORDONIA
As from
2009-01-01

CRAFTSMEN & ARTISANS			APPENDIX A						APPENDIX B						
			EMPLOYER'S CONTRIBUTION						EMPLOYEE'S CONTRIBUTION						
Wage Band	Min/Max tariff per hour		Cash Bonus G	Holiday Fund A	Pens. Fund B	Ben. Fund C	ICBI Levy D	EMPLOY TOTAL F	Pens. Fund B	Ben. Fund C	ICBI Levy D	Saving E	WORKER TOTAL F	Cash Bonus Include	Stamp
ART 1		15,18	2,12	60,37	54,50	24,37	6,13	145,37	54,50	24,37	6,13	4,00	89,00	689,50	234,37
2	15,19	15,28	2,13	60,76	54,84	24,37	6,13	146,10	54,84	24,37	6,13	4,00	89,34	694,11	235,44
3	15,29	15,38	2,15	61,18	55,22	24,37	6,13	146,90	55,22	24,37	6,13	4,00	89,72	699,13	236,62
4	15,39	15,48	2,16	61,56	55,57	24,37	6,13	147,63	55,57	24,37	6,13	4,00	90,07	703,73	237,70
5	15,49	15,58	2,17	61,94	55,91	24,37	6,13	148,35	55,91	24,37	6,13	4,00	90,41	708,34	238,76
6	15,59	15,68	2,19	62,36	56,29	24,37	6,13	149,15	56,29	24,37	6,13	4,00	90,79	713,36	239,94
7	15,69	15,78	2,20	62,75	56,64	24,37	6,13	149,89	56,64	24,37	6,13	4,00	91,14	717,96	241,03
8	15,79	15,88	2,22	63,17	57,02	24,37	6,13	150,69	57,02	24,37	6,13	4,00	91,52	722,98	242,21
9	15,89	15,98	2,23	63,55	57,36	24,37	6,13	151,41	57,36	24,37	6,13	4,00	91,86	727,59	243,27
10	15,99	16,08	2,24	63,93	57,71	24,37	6,13	152,14	57,71	24,37	6,13	4,00	92,21	732,19	244,35
11	16,09	16,18	2,26	64,35	58,09	24,37	6,13	152,94	58,09	24,37	6,13	4,00	92,59	737,21	245,53
12	16,19	16,28	2,27	64,74	58,43	24,37	6,13	153,67	58,43	24,37	6,13	4,00	92,93	741,82	246,60
13	16,29	16,38	2,29	65,15	58,81	24,37	6,13	154,46	58,81	24,37	6,13	4,00	93,31	746,84	247,77
14	16,39	16,48	2,30	65,54	59,16	24,37	6,13	155,20	59,16	24,37	6,13	4,00	93,66	751,44	248,86

15	16,49	16,58	2,31	65,92	59,50	24,37	6,13	155,92	59,50	24,37	6,13	4,00	94,00	756,05	249,92
16	16,59	16,68	2,33	66,34	59,88	24,37	6,13	156,72	59,88	24,37	6,13	4,00	94,38	761,07	251,10
17	16,69	16,78	2,34	66,72	60,23	24,37	6,13	157,45	60,23	24,37	6,13	4,00	94,73	765,67	252,18
18	16,79	16,88	2,36	67,14	60,61	24,37	6,13	158,25	60,61	24,37	6,13	4,00	95,11	770,69	253,36
19	16,89	16,98	2,37	67,53	60,95	24,37	6,13	158,98	60,95	24,37	6,13	4,00	95,45	775,30	254,43
20	16,99	17,08	2,38	67,91	61,30	24,37	6,13	159,71	61,30	24,37	6,13	4,00	95,80	779,90	255,51
21	17,09	17,18	2,40	68,33	61,68	24,37	6,13	160,51	61,68	24,37	6,13	4,00	96,18	784,92	256,69
22	17,19	17,28	2,41	68,71	62,02	24,37	6,13	161,23	62,02	24,37	6,13	4,00	96,52	789,53	257,75
23	17,29	17,38	2,43	69,13	62,40	24,37	6,13	162,03	62,40	24,37	6,13	4,00	96,90	794,55	258,93
24	17,39	17,48	2,44	69,52	62,75	24,37	6,13	162,77	62,75	24,37	6,13	4,00	97,25	799,15	260,02
25	17,49	17,58	2,45	69,90	63,09	24,37	6,13	163,49	63,09	24,37	6,13	4,00	97,59	803,76	261,08
26	17,59	17,68	2,47	70,32	63,47	24,37	6,13	164,29	63,47	24,37	6,13	4,00	97,97	808,78	262,26
CRF 27	17,69	17,78	2,48	70,70	63,82	24,37	6,13	165,02	63,82	24,37	6,13	4,00	98,32	813,38	263,34
28	17,79	17,88	2,50	71,12	64,20	24,37	6,13	165,82	64,20	24,37	6,13	4,00	98,70	818,40	264,52
29	17,89	17,98	2,51	71,51	64,54	24,37	6,13	166,55	64,54	24,37	6,13	4,00	99,04	823,01	265,59
30	17,99	18,08	2,52	71,89	64,89	24,37	6,13	167,28	64,89	24,37	6,13	4,00	99,39	827,61	266,67
31	18,09	18,18	2,54	72,31	65,27	24,37	6,13	168,08	65,27	24,37	6,13	4,00	99,77	832,63	267,85
32	18,19	18,28	2,55	72,69	65,61	24,37	6,13	168,80	65,61	24,37	6,13	4,00	100,11	837,24	268,91

33	18,29	18,38	2,57	73,11	65,99	24,37	6,13	169,60	65,99	24,37	6,13	4,00	100,49	842,26	270,09
34	18,39	18,48	2,58	73,50	66,34	24,37	6,13	170,34	66,34	24,37	6,13	4,00	100,84	846,86	271,18
35	18,49	18,58	2,59	73,88	66,69	24,37	6,13	171,07	66,69	24,37	6,13	4,00	101,19	851,46	272,26
36	18,59	18,68	2,61	74,30	67,06	24,37	6,13	171,86	67,06	24,37	6,13	4,00	101,56	856,49	273,42
37	18,69	18,78	2,62	74,68	67,41	24,37	6,13	172,59	67,41	24,37	6,13	4,00	101,91	861,09	274,50
38	18,79	18,88	2,64	75,10	67,79	24,37	6,13	173,39	67,79	24,37	6,13	4,00	102,29	866,11	275,68
39	18,89	18,98	2,65	75,48	68,13	24,37	6,13	174,11	68,13	24,37	6,13	4,00	102,63	870,72	276,74
40	18,99	19,08	2,66	75,87	68,48	24,37	6,13	174,85	68,48	24,37	6,13	4,00	102,98	875,32	277,83
41	19,09	19,18	2,68	76,29	68,86	24,37	6,13	175,65	68,86	24,37	6,13	4,00	103,36	880,34	279,01
42	19,19	19,28	2,69	76,67	69,21	24,37	6,13	176,38	69,21	24,37	6,13	4,00	103,71	884,94	280,09
43	19,29	19,38	2,71	77,09	69,58	24,37	6,13	177,17	69,58	24,37	6,13	4,00	104,08	889,97	281,25
44	19,39	19,48	2,72	77,47	69,93	24,37	6,13	177,90	69,93	24,37	6,13	4,00	104,43	894,57	282,33
45	19,49	19,58	2,73	77,86	70,28	24,37	6,13	178,64	70,28	24,37	6,13	4,00	104,78	899,17	283,42
46	19,59	19,68	2,75	78,28	70,65	24,37	6,13	179,43	70,65	24,37	6,13	4,00	105,15	904,20	284,58
47	19,69	19,78	2,76	78,66	71,00	24,37	6,13	180,16	71,00	24,37	6,13	4,00	105,50	908,80	285,66
48	19,79	19,88	2,78	79,08	71,38	24,37	6,13	180,96	71,38	24,37	6,13	4,00	105,88	913,82	286,84
49	19,89	19,98	2,79	79,46	71,73	24,37	6,13	181,69	71,73	24,37	6,13	4,00	106,23	918,42	287,92
50	19,99	20,08	2,80	79,85	72,07	24,37	6,13	182,42	72,07	24,37	6,13	4,00	106,57	923,03	288,99

OPT	1	20,09	24,10	3,36	95,83	86,50	48,74	6,13	237,20	86,50	48,74	6,13	4,00	145,37	1 090,33	382,57
	2	24,11	28,92	4,04	115,02	103,82	48,74	6,13	273,71	103,82	48,74	6,13	4,00	162,69	1 320,51	436,40
	3	28,93	34,70	4,84	137,99	124,55	48,74	6,13	317,41	124,55	48,74	6,13	4,00	183,42	1 595,88	500,83
	4	34,71	41,64	5,81	165,59	149,47	48,74	6,13	369,93	149,47	48,74	6,13	4,00	208,34	1 926,91	578,27
	5	41,65	49,97	6,98	198,74	179,39	48,74	6,13	433,00	179,39	48,74	6,13	4,00	238,26	2 324,49	671,26
	6	49,98	59,96	8,37	238,46	215,24	48,74	6,13	508,57	215,24	48,74	6,13	4,00	274,11	2 800,74	782,68
	7	59,97	71,95	10,04	286,13	258,27	48,74	6,13	599,27	258,27	48,74	6,13	4,00	317,14	3 372,41	916,41
	8	71,96	86,34	12,05	343,36	309,93	48,74	6,13	708,16	309,93	48,74	6,13	4,00	368,80	4 058,75	1 076,96
	9	86,35	103,61	14,46	412,04	371,92	48,74	6,13	838,83	371,92	48,74	6,13	4,00	430,79	4 882,36	1 269,62
	10	103,62	124,33	17,36	494,47	446,32	48,74	6,13	995,66	446,32	48,74	6,13	4,00	505,19	5 870,86	1 500,85
	11	124,34	149,20	20,83	593,37	535,59	48,74	6,13	1 183,83	535,59	48,74	6,13	4,00	594,46	7 056,89	1 778,29

Chairperson **VN SMAILES**

V/Chairperson **MS TOFFAR**

Secretary **PR SERFONTEIN**