

No. R. 1049

3 October 2008

"A"

LABOUR RELATIONS ACT, 1995**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY: EXTENSION
OF AMENDMENT OF ELECTRICAL INSTALLATION SECTION 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 Agreement, shall be binding on the other employers and employees in that Industry with effect from **13 OCTOBER 2008** and for the period ending 31 July 2011.

M. M. S. MDLADLANA
MINISTER OF LABOUR

SCHEDULE**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY****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 "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") of the other part, being the parties to the Bargaining Council for the Building Industry, Kimberley, to amend the Agreement published under Government Notice No. R. 1090 of 30 August 2002, as amended by Government Notices Nos R. 1564 of 31 October 2003 and R. 1014 of 3 September 2004.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Electrical Installation Section of 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 15 kilometres of the General Post Office, Kimberley, in the Magisterial District of Kimberley, but excluding those portions of the Province of the Free State which fall within the set radius of 15 kilometres.

- (2) Notwithstanding the provisions of subclause (1), 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 Manpower Training Act, 1981, and the Skills Development Act, 1998, or any contract entered into or any conditions fixed thereunder;
 - (b) trainees under the Manpower Training Act, 1981, and the Skills Development Act, 1998, only in so far as these provisions are not inconsistent with the provisions of those Acts or any conditions fixed thereunder;
 - (c) labour-only contractors, working partners and working directors, principals and contractors.
- (2) 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 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 this Agreement.

2. 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 WAGE RATES

Substitute the following for subclause (1):

- (1) "No employer shall pay and no employee shall accept wages at rates lower than the following:

SCHEDULE			
		WAGE PER HOUR	
		AREA	
		KIMBERLEY	
		With effect from the coming into operation of this Agreement	With effect from 1 January 2009
	CATEGORY OF EMPLOYEE	R	R
(a)	General Worker	6,68	7,35
(b)	Artisans who are the holders of a certificate of registration issued in terms of the Occupational Health & Safety Act, 85 of 1993	16,90	18,31
(c)	Artisans without any certificate of registration	14,10	15,51

4. APPENDIXES

Substitute the following for Appendix A and B (Artisans with a Certificate); (Artisans without a Certificate); Appendix A and B (General workers).

5. CLAUSE 30: BENEFIT FUND FOR ARTISANS

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

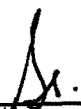
"(c) Medical

If a member and his accepted dependants incur medical expenses, he may claim benefits which shall not in any one calendar year exceed R 2 000 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 which are compensable in terms of the Compensation for Occupational Injuries and Diseases Act, 1993, as amended or from any other source;
- (iii) claims arising from any disease, abnormality or infirmity from which the member or his 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) un-prescribed 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 ON THIS 8TH DAY OF JULY 2008.



VN SMAILES
Chairman



MS TOFFAR
V/Chairman



PR SERRONTEIN
Secretary

KIMBERLEY - 2008																
CRAFTSMEN & ARTISANS			APPENDIX A EMPLOYERS CONTRIBUTION					APPENDIX B 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		
NIR 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	1.420	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	1.430	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	1.440	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	1.450	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	1.460	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	1.470	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	1.480	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	1.490	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	1.500	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	1.510	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	1.520	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	1.530	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	1.540	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	1.550	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	1.560	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	1.570	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	1.580	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	1.590	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	1.600	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	1.610	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	1.620	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	1.630	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	1.640	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	1.650	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
R ART	26	16.51	1.660	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	1.670	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	1.680	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	1.690	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	1.700	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	1.710	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	1.720	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	1.730	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	1.740	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	1.750	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	1.760	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	1.770	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	1.780	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	1.790	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	1.800	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	1.810	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	1.820	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	1.830	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	1.840	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	1.850	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	1.860	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	1.870	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	1.880	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	1.890	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	1.900	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	1006.56	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	1217.48	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	1470.67	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	1774.51	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	2139.02	604.67	
6	47.29	56.74	5.99	219.91	197.80	42.16	2.32	480.99	197.60	42.16	2.32	4.00	246.08	2576.77	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	3101.99	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	3732.25	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	4488.06	1154.17	
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	5395.37	1366.41	
11	117.67	141.19	14.92	544.76	491.72	42.16	2.32	1080.96	491.72	42.16	2.32	4.00	540.20	6484.75	1621.16	

Voorsitter VW SMAILES

O/Voorsitter MS TOFFAR

Sekretaris 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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
Class 1 36	10.09	10.18	1.04	39.16	35.34	7.61	2.02	84.13	35.34	7.61	2.02	4.00	48.97	455.93
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
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
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
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
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
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
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
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
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
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
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
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
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
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

Chairman VN SMAILES

VChairman MS TOFFAR

Secretary PP SDEPATANI

KIMBERLEY - As from 01/01/2009															
CRAFTSMEN & ARTISANS			APPENDIX A EMPLOYERS CONTRIBUTION					APPENDIX B 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	
NR 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	765.56	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
NR ART 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	1120.43	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	1355.62	435.37
3	28.40	35.27	5.17	141.13	127.39	48.08	2.64	319.24	127.39	48.08	2.64	4.00	182.11	1637.69	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	1975.84	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	2381.79	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	2869.34	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	3454.40	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	4156.65	1090.58
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	4998.67	1287.55
10	105.32	126.37	18.53	505.67	456.44	48.08	2.64	1012.83	456.44	48.08	2.64	4.00	511.16	6009.34	1523.99
11	126.38	151.64	22.23	606.77	547.69	48.08	2.64	1205.18	547.69	48.08	2.64	4.00	602.41	7221.74	1807.59

Chairman VN SMAILES

VChairman MS TOFFAR

KIMBERLEY - As from 01/01/2009																
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	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

Chairman VN SMAILES

V/Chairman MS TOFFAR

Secretary PR SERFONTEIN

