
GOVERNMENT NOTICES GOEWERMENSKENNISGEWINGS

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

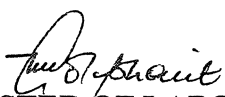
No. R. 948

23 November 2012

LABOUR RELATIONS ACT, 1995

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

I, **MILDRED NELISIWE OLIPHANT**, 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...*3 December 2012*..... and for the period ending 31 July 2015.


MINISTER OF LABOUR
01/11/2012

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 "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 further 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 2204, R. 906 and R. 907
of 29 August 2008, R. 9 of 22 January 2010, R. 592 of 22 July 2011, R. 710 of 9 September
2011 and R. 984 van 2 December 2011.

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,
 - (c) In the Magisterial District of Gordonia
- (2) Notwithstanding the provisions of sub-clause (1), (a) and 1A, the terms of this Agreement shall apply to -

CHAIRMAN VN SMAILES

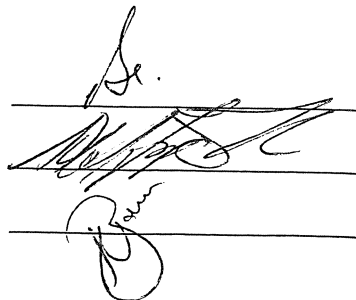
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V/CHAIRMAN CA APPOLLIS

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SECRETARY PR SERFONTEIN

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- (a) apprentices only in so far as they 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 there under;
 - (b) trainees under the Manpower Training Act, 1981 and the Skills Development Act 1998 only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed there under;
 - (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.

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 2015.

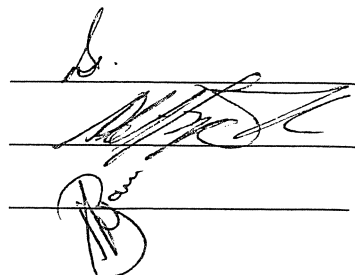
CLAUSE 21: MINIMUM WAGES

- (1) Substitute the following for sub-clause (1):

CHAIRMAN VN SMAILES :

V/CHAIRMAN CA APPOLLIS :

SECRETARY PR SERFONTEIN :



The image shows three handwritten signatures, each written over a horizontal line. The first signature is at the top, the second in the middle, and the third at the bottom. The signatures are in dark ink and appear to be cursive or stylized.

3. 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 THE 1ST OF OCTOBER 2012.

CHAIRMAN VN SMAILES

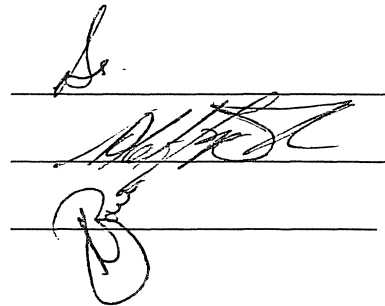
:

V/CHAIRMAN CA APPOLLIS

:

SECRETARY PR SERFONTEIN

:

Three handwritten signatures are written on three horizontal lines. The first signature is a simple, stylized 'S'. The second signature is more complex, with many loops and flourishes. The third signature is also complex, with a large, prominent loop at the bottom.

SCHEDULE						
		WAGE PER HOUR				
		AREA				
		KIMBERLEY		GORDONIA		
		With effect from the coming into operation of this Agreement	With effect from 1 July 2013	With effect from the coming into operation of this Agreement	With effect from 1 July 2013	
		R	R	R	R	
CATEGORY OF EMPLOYEE						
(a)	General Worker	9.05	9.41	8.51	8.85	U/S k. 11 ec
(b)	Trainee Tradesman, Class 3, Tradesman, Class 3	10.59	11.01	10.04	10.44	
(c)	Trainee Tradesman, Class 2, Tradesman, Class 2	10.71	11.14	10.16	10.56	
(d)	Trainee Tradesman, Class 1, Tradesman, Class 1	13.56	14.10	13.01	13.53	
(e)	Artisan	18.92	19.67	18.51	19.25	U/S k. 11 ec
(f)	Craftsman	22.25	23.14	21.84	22.71	U/S k. 11 ec

CHAIRMAN VN SMAILES

VICE CHAIRMAN CA APPOLLIS

SECRETARY PR SERFONTEIN

NEW WAGEBANDS KIMBERLEY ARTISANS AND CRAFTSMEN - 48 WEEKS

ARTISANS & CRAFTSMEN				ANNEXURE A						ANNEXURE B						
				EMPLOYER CONTRIBUTION					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	18.92	2.84	97.92	68.54	30.00	3.50	199.96	68.54	30.00	3.50	5.00	107.04	872.16	307.00	
2	18.93	19.02	2.86	98.46	68.92	30.00	3.50	200.88	68.92	30.00	3.50	5.00	107.42	877.18	308.30	
3	19.03	19.12	2.87	98.96	69.27	30.00	3.50	201.73	69.27	30.00	3.50	5.00	107.77	881.78	309.50	
4	19.13	19.22	2.89	99.50	69.65	30.00	3.50	202.65	69.65	30.00	3.50	5.00	108.15	886.80	310.80	
5	19.23	19.32	2.90	99.99	69.99	30.00	3.50	203.48	69.99	30.00	3.50	5.00	108.49	891.41	311.97	
6	19.33	19.42	2.92	100.53	70.37	30.00	3.50	204.40	70.37	30.00	3.50	5.00	108.87	896.43	313.27	
7	19.43	19.52	2.93	101.03	70.72	30.00	3.50	205.25	70.72	30.00	3.50	5.00	109.22	901.03	314.47	
8	19.53	19.62	2.95	101.57	71.10	30.00	3.50	206.17	71.10	30.00	3.50	5.00	109.60	906.05	315.77	
9	19.63	19.72	2.96	102.06	71.44	30.00	3.50	207.00	71.44	30.00	3.50	5.00	109.94	910.66	316.94	
10	19.73	19.82	2.98	102.60	71.82	30.00	3.50	207.92	71.82	30.00	3.50	5.00	110.32	915.68	318.24	
11	19.83	19.92	2.99	103.10	72.17	30.00	3.50	208.77	72.17	30.00	3.50	5.00	110.67	920.28	319.44	
12	19.93	20.02	3.01	103.64	72.54	30.00	3.50	209.68	72.54	30.00	3.50	5.00	111.04	925.31	320.72	
13	20.03	20.12	3.02	104.13	72.89	30.00	3.50	210.52	72.89	30.00	3.50	5.00	111.39	929.91	321.91	
14	20.13	20.22	3.04	104.67	73.27	30.00	3.50	211.44	73.27	30.00	3.50	5.00	111.77	934.93	323.21	
15	20.23	20.32	3.05	105.17	73.62	30.00	3.50	212.29	73.62	30.00	3.50	5.00	112.12	939.53	324.41	
16	20.33	20.42	3.07	105.71	73.99	30.00	3.50	213.20	73.99	30.00	3.50	5.00	112.49	944.56	325.69	
17	20.43	20.52	3.08	106.20	74.34	30.00	3.50	214.04	74.34	30.00	3.50	5.00	112.84	949.16	326.88	
18	20.53	20.62	3.10	106.74	74.72	30.00	3.50	214.96	74.72	30.00	3.50	5.00	113.22	954.18	328.18	
19	20.63	20.72	3.11	107.24	75.06	30.00	3.50	215.80	75.06	30.00	3.50	5.00	113.56	958.79	329.36	
20	20.73	20.82	3.13	107.78	75.44	30.00	3.50	216.72	75.44	30.00	3.50	5.00	113.94	963.81	330.66	
21	20.83	20.92	3.14	108.27	75.79	30.00	3.50	217.56	75.79	30.00	3.50	5.00	114.29	968.41	331.85	
22	20.93	21.02	3.16	108.81	76.17	30.00	3.50	218.48	76.17	30.00	3.50	5.00	114.67	973.43	333.15	
23	21.03	21.12	3.17	109.31	76.51	30.00	3.50	219.32	76.51	30.00	3.50	5.00	115.01	978.04	334.33	
24	21.13	21.22	3.19	109.85	76.89	30.00	3.50	220.24	76.89	30.00	3.50	5.00	115.39	983.06	335.63	
25	21.23	21.32	3.20	110.34	77.24	30.00	3.50	221.08	77.24	30.00	3.50	5.00	115.74	987.66	336.82	
26	21.33	21.42	3.22	110.88	77.62	30.00	3.50	222.00	77.62	30.00	3.50	5.00	116.12	992.68	338.12	
27	21.43	21.52	3.23	111.38	77.96	30.00	3.50	222.84	77.96	30.00	3.50	5.00	116.46	997.29	339.30	
28	21.53	21.62	3.25	111.92	78.34	30.00	3.50	223.76	78.34	30.00	3.50	5.00	116.84	1002.31	340.60	
CRAFT 29	0.00	22.25	3.34	115.16	80.61	30.00	3.50	229.27	80.61	30.00	3.50	5.00	119.11	1032.44	348.38	
30	22.26	22.35	3.36	115.70	80.99	30.00	3.50	230.19	80.99	30.00	3.50	5.00	119.49	1037.46	349.68	
31	22.36	22.45	3.37	116.19	81.33	30.00	3.50	231.02	81.33	30.00	3.50	5.00	119.83	1042.07	350.85	
32	22.46	22.55	3.39	116.73	81.71	30.00	3.50	231.94	81.71	30.00	3.50	5.00	120.21	1047.09	352.15	
33	22.56	22.65	3.40	117.23	82.06	30.00	3.50	232.79	82.06	30.00	3.50	5.00	120.56	1051.69	353.35	
34	22.66	22.75	3.42	117.77	82.44	30.00	3.50	233.71	82.44	30.00	3.50	5.00	120.94	1056.71	354.65	
35	22.76	22.85	3.43	118.26	82.78	30.00	3.50	234.54	82.78	30.00	3.50	5.00	121.28	1061.32	355.82	
36	22.86	22.95	3.45	118.80	83.16	30.00	3.50	235.46	83.16	30.00	3.50	5.00	121.66	1066.34	357.12	
37	22.96	23.05	3.46	119.30	83.51	30.00	3.50	236.31	83.51	30.00	3.50	5.00	122.01	1070.94	358.32	
38	23.06	23.15	3.48	119.84	83.88	30.00	3.50	237.22	83.88	30.00	3.50	5.00	122.38	1075.97	359.60	
39	23.16	23.25	3.49	120.33	84.23	30.00	3.50	238.06	84.23	30.00	3.50	5.00	122.73	1080.57	360.79	
40	23.26	23.35	3.51	120.87	84.61	30.00	3.50	238.98	84.61	30.00	3.50	5.00	123.11	1085.59	362.09	
41	23.36	23.45	3.52	121.37	84.96	30.00	3.50	239.83	84.96	30.00	3.50	5.00	123.46	1090.19	363.29	
42	23.46	23.55	3.54	121.91	85.33	30.00	3.50	240.74	85.33	30.00	3.50	5.00	123.83	1095.22	364.57	
43	23.56	23.65	3.55	122.40	85.68	30.00	3.50	241.58	85.68	30.00	3.50	5.00	124.18	1099.82	365.76	
44	23.66	23.75	3.57	122.94	86.06	30.00	3.50	242.50	86.06	30.00	3.50	5.00	124.56	1104.84	367.06	
45	23.76	23.85	3.58	123.44	86.40	30.00	3.50	243.34	86.40	30.00	3.50	5.00	124.90	1109.45	368.24	
46	23.86	23.95	3.60	123.98	86.78	30.00	3.50	244.26	86.78	30.00	3.50	5.00	125.28	1114.47	369.54	
47	23.96	24.05	3.61	124.47	87.13	30.00	3.50	245.10	87.13	30.00	3.50	5.00	125.63	1119.07	370.73	
48	24.06	24.15	3.63	125.01	87.51	30.00	3.50	246.02	87.51	30.00	3.50	5.00	126.01	1124.09	372.03	
49	24.16	24.25	3.64	125.51	87.85	30.00	3.50	246.86	87.85	30.00	3.50	5.00	126.35	1128.70	373.21	
50	24.26	24.35	3.66	126.05	88.23	30.00	3.50	247.78	88.23	30.00	3.50	5.00	126.73	1133.72	374.51	
KIMBERLEY OPTIONAL STAMPS																
OPT 1	24.36	29.68	4.46	153.64	107.55	60.00	3.50	324.69	107.55	60.00	3.50	5.00	176.05	1360.39	500.74	
2	29.69	35.62	5.35	184.37	129.06	60.00	3.50	376.93	129.06	60.00	3.50	5.00	197.56	1646.09	574.49	
3	35.63	42.74	6.42	221.22	154.85	60.00	3.50	439.57	154.85	60.00	3.50	5.00	223.35	1988.85	662.92	
4	42.75	51.29	7.71	265.50	185.85	60.00	3.50	514.85	185.85	60.00	3.50	5.00	254.35	2400.65	769.20	
5	51.30	61.55	9.25	318.60	223.02	60.00	3.50	605.12	223.02	60.00	3.50	5.00	291.52	2894.48	896.64	
6	61.56	73.86	11.10	382.32	267.62	60.00	3.50	713.44	267.62	60.00	3.50	5.00	336.12	3487.08	1049.56	
7	73.87	88.63	13.32	458.78	321.14	60.00	3.50	843.42	321.14	60.00	3.50	5.00	389.64	4198.11	1233.06	
8	88.64	106.36	15.98	550.53	385.37	60.00	3.50	999.40	385.37	60.00	3.50	5.00	453.87	5051.43	1453.27	
9	106.37	127.63	19.18	660.65	462.45	60.00	3.50	1186.60	462.45	60.00	3.50	5.00	530.95	6075.50	1717.55	
10	127.64	153.16	23.01	792.77	554.94	60.00	3.50	1411.21	554.94	60.00	3.50	5.00	623.44	7304.21	2034.65	
11	153.17	183.79	27.62	951.35	665.94	60.00	3.50	1680.79	665.94	60.00	3.50	5.00	734.44	8779.01	2415.23	

CHAIRMAN

VN SMAILES

VICE CHAIRMAN

CA APPOLLIS

SECRETARY

PR SERFONTEIN

NEW WAGEBANDS KIMBERLEY NON ARTISANS - 48 WEEKS

NON ARTISANS AND SPECIFIED SKILLED			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
1	0.00	9.05	1.29	46.53	32.57	10.70	3.50	93.30	32.57	10.70	3.50	5.00	51.77	145.07
2	9.06	9.15	1.30	47.03	32.92	10.70	3.50	94.15	32.92	10.70	3.50	5.00	52.12	146.27
3	9.16	9.25	1.32	47.57	33.30	10.70	3.50	95.07	33.30	10.70	3.50	5.00	52.50	147.57
4	9.26	9.35	1.33	48.06	33.64	10.70	3.50	95.90	33.64	10.70	3.50	5.00	52.84	148.74
5	9.36	9.45	1.35	48.60	34.02	10.70	3.50	96.82	34.02	10.70	3.50	5.00	53.22	150.04
6	9.46	9.55	1.36	49.10	34.37	10.70	3.50	97.67	34.37	10.70	3.50	5.00	53.57	151.24
7	9.56	9.65	1.37	49.59	34.71	10.70	3.50	98.50	34.71	10.70	3.50	5.00	53.91	152.41
8	9.66	9.75	1.39	50.13	35.09	10.70	3.50	99.42	35.09	10.70	3.50	5.00	54.29	153.71
9	9.76	9.85	1.40	50.63	35.44	10.70	3.50	100.27	35.44	10.70	3.50	5.00	54.64	154.91
10	9.86	9.95	1.42	51.17	35.82	10.70	3.50	101.19	35.82	10.70	3.50	5.00	55.02	156.21
11	9.96	10.05	1.43	51.66	36.16	10.70	3.50	102.02	36.16	10.70	3.50	5.00	55.36	157.38
12	10.06	10.15	1.45	52.20	36.54	10.70	3.50	102.94	36.54	10.70	3.50	5.00	55.74	158.68
13	10.16	10.25	1.46	52.70	36.89	10.70	3.50	103.79	36.89	10.70	3.50	5.00	56.09	159.88
Class 3 14	0.00	10.59	1.51	54.45	38.12	10.70	3.50	106.77	38.12	10.70	3.50	5.00	57.32	164.09
Class 2 15	10.60	10.71	1.53	55.08	38.56	10.70	3.50	107.84	38.56	10.70	3.50	5.00	57.76	165.60
16	10.72	10.81	1.54	55.58	38.90	10.70	3.50	108.68	38.90	10.70	3.50	5.00	58.10	166.78
17	10.82	10.91	1.55	56.07	39.25	10.70	3.50	109.52	39.25	10.70	3.50	5.00	58.45	167.97
18	10.92	11.01	1.57	56.61	39.63	10.70	3.50	110.44	39.63	10.70	3.50	5.00	58.83	169.27
19	11.02	11.11	1.58	57.11	39.97	10.70	3.50	111.28	39.97	10.70	3.50	5.00	59.17	170.45
20	11.12	11.21	1.60	57.65	40.35	10.70	3.50	112.20	40.35	10.70	3.50	5.00	59.55	171.75
21	11.22	11.31	1.61	58.14	40.70	10.70	3.50	113.04	40.70	10.70	3.50	5.00	59.90	172.94
22	11.32	11.41	1.62	58.64	41.04	10.70	3.50	113.88	41.04	10.70	3.50	5.00	60.24	174.12
23	11.42	11.51	1.64	59.18	41.42	10.70	3.50	114.80	41.42	10.70	3.50	5.00	60.62	175.42
24	11.52	11.61	1.65	59.67	41.77	10.70	3.50	115.64	41.77	10.70	3.50	5.00	60.97	176.61
25	11.62	11.71	1.67	60.21	42.15	10.70	3.50	116.56	42.15	10.70	3.50	5.00	61.35	177.91
26	11.72	11.81	1.68	60.71	42.49	10.70	3.50	117.40	42.49	10.70	3.50	5.00	61.69	179.09
27	11.82	11.91	1.70	61.25	42.87	10.70	3.50	118.32	42.87	10.70	3.50	5.00	62.07	180.39
28	11.92	12.01	1.71	61.74	43.22	10.70	3.50	119.16	43.22	10.70	3.50	5.00	62.42	181.58
29	12.02	12.11	1.72	62.24	43.56	10.70	3.50	120.00	43.56	10.70	3.50	5.00	62.76	182.76
30	12.12	12.21	1.74	62.78	43.94	10.70	3.50	120.92	43.94	10.70	3.50	5.00	63.14	184.06
31	12.22	12.31	1.75	63.27	44.29	10.70	3.50	121.76	44.29	10.70	3.50	5.00	63.49	185.25
32	12.32	12.41	1.77	63.81	44.67	10.70	3.50	122.68	44.67	10.70	3.50	5.00	63.87	186.55
33	12.42	12.51	1.78	64.31	45.01	10.70	3.50	123.52	45.01	10.70	3.50	5.00	64.21	187.73
34	12.52	12.61	1.80	64.85	45.39	10.70	3.50	124.44	45.39	10.70	3.50	5.00	64.59	189.03
35	12.62	12.71	1.81	65.34	45.74	10.70	3.50	125.28	45.74	10.70	3.50	5.00	64.94	190.22
36	12.72	12.81	1.82	65.84	46.08	10.70	3.50	126.12	46.08	10.70	3.50	5.00	65.28	191.40
37	12.82	12.91	1.84	66.38	46.46	10.70	3.50	127.04	46.46	10.70	3.50	5.00	65.66	192.70
38	12.92	13.01	1.85	66.87	46.81	10.70	3.50	127.88	46.81	10.70	3.50	5.00	66.01	193.89
Class 1 39	0.00	13.56	1.93	69.71	48.79	10.70	3.50	132.70	48.79	10.70	3.50	5.00	67.99	200.69
40	13.57	13.66	1.95	70.25	49.17	10.70	3.50	133.62	49.17	10.70	3.50	5.00	68.37	201.99
41	13.67	13.76	1.96	70.74	49.52	10.70	3.50	134.46	49.52	10.70	3.50	5.00	68.72	203.18
42	13.77	13.86	1.97	71.24	49.86	10.70	3.50	135.30	49.86	10.70	3.50	5.00	69.06	204.36
43	13.87	13.96	1.99	71.78	50.24	10.70	3.50	136.22	50.24	10.70	3.50	5.00	69.44	205.66
44	13.97	14.06	2.00	72.27	50.59	10.70	3.50	137.06	50.59	10.70	3.50	5.00	69.79	206.85
45	14.07	14.16	2.02	72.81	50.97	10.70	3.50	137.98	50.97	10.70	3.50	5.00	70.17	208.15
46	14.17	14.26	2.03	73.31	51.31	10.70	3.50	138.82	51.31	10.70	3.50	5.00	70.51	209.33
47	14.27	14.36	2.05	73.85	51.69	10.70	3.50	139.74	51.69	10.70	3.50	5.00	70.89	210.63
48	14.37	14.46	2.06	74.34	52.04	10.70	3.50	140.58	52.04	10.70	3.50	5.00	71.24	211.82
49	14.47	14.56	2.07	74.84	52.38	10.70	3.50	141.42	52.38	10.70	3.50	5.00	71.58	213.00
50	14.57	14.66	2.09	75.38	52.76	10.70	3.50	142.34	52.76	10.70	3.50	5.00	71.96	214.30

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NEW WAGEBANDS GORDONIA ARTISANS AND CRAFTSMEN - 48 WEEKS

ARTISANS & CRAFTSMEN				ANNEXURE A					ANNEXURE B						
				EMPLOYER CONTRIBUTION					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	18.51	2.65	95.22	66.65	30.00	6.94	198.81	66.65	30.00	6.94	5.00	108.59	843.61	307.40
2	18.52	18.61	2.66	95.72	67.00	30.00	6.94	199.66	67.00	30.00	6.94	5.00	108.94	848.21	308.60
3	18.62	18.71	2.68	96.26	67.38	30.00	6.94	200.58	67.38	30.00	6.94	5.00	109.32	853.23	309.90
4	18.72	18.81	2.69	96.75	67.73	30.00	6.94	201.42	67.73	30.00	6.94	5.00	109.67	857.83	311.09
5	18.82	18.91	2.71	97.29	68.10	30.00	6.94	202.33	68.10	30.00	6.94	5.00	110.04	862.86	312.37
6	18.92	19.01	2.72	97.79	68.45	30.00	6.94	203.18	68.45	30.00	6.94	5.00	110.39	867.46	313.57
7	19.02	19.11	2.73	98.28	68.80	30.00	6.94	204.02	68.80	30.00	6.94	5.00	110.74	872.06	314.76
8	19.12	19.21	2.75	98.82	69.17	30.00	6.94	204.93	69.17	30.00	6.94	5.00	111.11	877.09	316.04
9	19.22	19.31	2.76	99.32	69.52	30.00	6.94	205.78	69.52	30.00	6.94	5.00	111.46	881.69	317.24
10	19.32	19.41	2.78	99.86	69.90	30.00	6.94	206.70	69.90	30.00	6.94	5.00	111.84	886.71	318.54
11	19.42	19.51	2.79	100.35	70.25	30.00	6.94	207.54	70.25	30.00	6.94	5.00	112.19	891.31	319.73
12	19.52	19.61	2.81	100.89	70.62	30.00	6.94	208.45	70.62	30.00	6.94	5.00	112.56	896.34	321.01
13	19.62	19.71	2.82	101.39	70.97	30.00	6.94	209.30	70.97	30.00	6.94	5.00	112.91	900.94	322.21
14	19.72	19.81	2.83	101.88	71.32	30.00	6.94	210.14	71.32	30.00	6.94	5.00	113.26	905.54	323.40
15	19.82	19.91	2.85	102.42	71.69	30.00	6.94	211.05	71.69	30.00	6.94	5.00	113.63	910.57	324.68
16	19.92	20.01	2.86	102.92	72.04	30.00	6.94	211.90	72.04	30.00	6.94	5.00	113.98	915.17	325.88
17	20.02	20.11	2.88	103.46	72.42	30.00	6.94	212.82	72.42	30.00	6.94	5.00	114.36	920.19	327.18
18	20.12	20.21	2.89	103.95	72.77	30.00	6.94	213.66	72.77	30.00	6.94	5.00	114.71	924.79	328.37
19	20.22	20.31	2.91	104.49	73.14	30.00	6.94	214.57	73.14	30.00	6.94	5.00	115.08	929.82	329.65
20	20.32	20.41	2.92	104.99	73.49	30.00	6.94	215.42	73.49	30.00	6.94	5.00	115.43	934.42	330.85
21	20.42	20.51	2.93	105.48	73.84	30.00	6.94	216.26	73.84	30.00	6.94	5.00	115.78	939.02	332.04
22	20.52	20.61	2.95	106.02	74.21	30.00	6.94	217.17	74.21	30.00	6.94	5.00	116.15	944.05	333.32
23	20.62	20.71	2.96	106.52	74.56	30.00	6.94	218.02	74.56	30.00	6.94	5.00	116.50	948.65	334.52
24	20.72	20.81	2.98	107.06	74.94	30.00	6.94	218.94	74.94	30.00	6.94	5.00	116.88	953.67	335.82
25	20.82	20.91	2.99	107.55	75.29	30.00	6.94	219.78	75.29	30.00	6.94	5.00	117.23	958.27	337.01
26	20.92	21.01	3.01	108.09	75.66	30.00	6.94	220.69	75.66	30.00	6.94	5.00	117.60	963.30	338.29
27	21.02	21.11	3.02	108.59	76.01	30.00	6.94	221.54	76.01	30.00	6.94	5.00	117.95	967.90	339.49
28	21.12	21.21	3.03	109.08	76.36	30.00	6.94	222.38	76.36	30.00	6.94	5.00	118.30	972.50	340.68
CRAFT 29	0.00	21.85	3.13	112.41	78.69	30.00	6.94	228.04	78.69	30.00	6.94	5.00	120.63	1003.47	348.67
30	21.86	21.95	3.14	112.91	79.03	30.00	6.94	228.88	79.03	30.00	6.94	5.00	120.97	1008.08	349.85
31	21.96	22.05	3.16	113.45	79.41	30.00	6.94	229.80	79.41	30.00	6.94	5.00	121.35	1013.10	351.15
32	22.06	22.15	3.17	113.94	79.76	30.00	6.94	230.64	79.76	30.00	6.94	5.00	121.70	1017.70	352.34
33	22.16	22.25	3.18	114.44	80.10	30.00	6.94	231.48	80.10	30.00	6.94	5.00	122.04	1022.31	353.52
34	22.26	22.35	3.20	114.98	80.48	30.00	6.94	232.40	80.48	30.00	6.94	5.00	122.42	1027.33	354.82
35	22.36	22.45	3.21	115.47	80.83	30.00	6.94	233.24	80.83	30.00	6.94	5.00	122.77	1031.93	356.01
36	22.46	22.55	3.23	116.01	81.21	30.00	6.94	234.16	81.21	30.00	6.94	5.00	123.15	1036.95	357.31
37	22.56	22.65	3.24	116.51	81.55	30.00	6.94	235.00	81.55	30.00	6.94	5.00	123.49	1041.56	358.49
38	22.66	22.75	3.26	117.05	81.93	30.00	6.94	235.92	81.93	30.00	6.94	5.00	123.87	1046.58	359.79
39	22.76	22.85	3.27	117.54	82.28	30.00	6.94	236.76	82.28	30.00	6.94	5.00	124.22	1051.18	360.98
40	22.86	22.95	3.28	118.04	82.62	30.00	6.94	237.60	82.62	30.00	6.94	5.00	124.56	1055.79	362.16
41	22.96	23.05	3.30	118.58	83.00	30.00	6.94	238.52	83.00	30.00	6.94	5.00	124.94	1060.81	363.46
42	23.06	23.15	3.31	119.07	83.35	30.00	6.94	239.36	83.35	30.00	6.94	5.00	125.29	1065.41	364.65
43	23.16	23.25	3.33	119.61	83.73	30.00	6.94	240.28	83.73	30.00	6.94	5.00	125.67	1070.43	365.95
44	23.26	23.35	3.34	120.11	84.07	30.00	6.94	241.12	84.07	30.00	6.94	5.00	126.01	1075.04	367.13
45	23.36	23.45	3.36	120.65	84.45	30.00	6.94	242.04	84.45	30.00	6.94	5.00	126.39	1080.06	368.43
46	23.46	23.55	3.37	121.14	84.80	30.00	6.94	242.88	84.80	30.00	6.94	5.00	126.74	1084.66	369.62
47	23.56	23.65	3.38	121.64	85.14	30.00	6.94	243.72	85.14	30.00	6.94	5.00	127.08	1089.27	370.80
48	23.66	23.75	3.40	122.18	85.52	30.00	6.94	244.64	85.52	30.00	6.94	5.00	127.46	1094.29	372.10
49	23.76	23.85	3.41	122.67	85.87	30.00	6.94	245.48	85.87	30.00	6.94	5.00	127.81	1098.89	373.29
50	23.86	23.95	3.43	123.21	86.25	30.00	6.94	246.40	86.25	30.00	6.94	5.00	128.19	1103.91	374.59
GORDONIA OPTIONAL STAMPS															
OPT 1	23.96	29.20	4.18	150.21	105.15	60.00	6.94	322.30	105.15	60.00	6.94	5.00	177.09	1325.01	499.39
2	29.21	35.04	5.01	180.23	126.16	60.00	6.94	373.33	126.16	60.00	6.94	5.00	198.10	1604.15	571.43
3	35.05	42.05	6.02	216.32	151.42	60.00	6.94	434.68	151.42	60.00	6.94	5.00	223.36	1939.79	658.04
4	42.06	50.46	7.22	259.56	181.69	60.00	6.94	508.19	181.69	60.00	6.94	5.00	253.63	2341.97	761.82
5	50.47	60.55	8.66	311.45	218.01	60.00	6.94	596.40	218.01	60.00	6.94	5.00	289.95	2824.50	886.35
6	60.56	72.66	10.40	373.77	261.64	60.00	6.94	702.35	261.64	60.00	6.94	5.00	333.58	3404.12	1035.93
7	72.67	87.19	12.48	448.52	313.96	60.00	6.94	829.42	313.96	60.00	6.94	5.00	385.90	4099.25	1215.32
8	87.20	104.63	14.97	538.20	376.74	60.00	6.94	981.88	376.74	60.00	6.94	5.00	448.68	4933.32	1430.56
9	104.64	125.56	17.97	645.89	452.12	60.00	6.94	1164.95	452.12	60.00	6.94	5.00	524.06	5934.79	1689.01
10	125.57	150.67	21.56	775.04	542.52	60.00	6.94	1384.50	542.52	60.00	6.94	5.00	614.46	7135.89	1998.96
11	150.68	180.80	25.87	930.02	651.01	60.00	6.94	1647.97	651.01	60.00	6.94	5.00	722.95	8577.20	2370.92

CHAIRMAN

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CA APPOLLIS

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FR SERFONTEIN

NEW WAGEBANDS GORDONIA NON ARTISANS - 48 WEEKS															
NON ARTISANS AND SPECIFIED SKILLED				ANNEXURE A EMPLOYER CONTRIBUTION					ANNEXURE B EMPLOYEE CONTRIBUTION						
Wage interval	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
1	0.00	8.51	1.21	43.74	30.62	10.70	6.30	91.36	30.62	10.70	6.30	5.00	52.62	384.78	143.98
2	8.52	8.61	1.23	44.28	31.00	10.70	6.30	92.28	31.00	10.70	6.30	5.00	53.00	389.80	145.28
3	8.62	8.71	1.24	44.78	31.34	10.70	6.30	93.12	31.34	10.70	6.30	5.00	53.34	394.41	146.46
4	8.72	8.81	1.25	45.27	31.69	10.70	6.30	93.96	31.69	10.70	6.30	5.00	53.69	399.01	147.65
5	8.82	8.91	1.27	45.81	32.07	10.70	6.30	94.88	32.07	10.70	6.30	5.00	54.07	404.03	148.95
6	8.92	9.01	1.28	46.31	32.41	10.70	6.30	95.72	32.41	10.70	6.30	5.00	54.41	408.64	150.13
7	9.02	9.11	1.30	46.85	32.79	10.70	6.30	96.64	32.79	10.70	6.30	5.00	54.79	413.66	151.43
8	9.12	9.21	1.31	47.34	33.14	10.70	6.30	97.48	33.14	10.70	6.30	5.00	55.14	418.26	152.62
9	9.22	9.31	1.33	47.88	33.52	10.70	6.30	98.40	33.52	10.70	6.30	5.00	55.52	423.28	153.92
10	9.32	9.41	1.34	48.38	33.86	10.70	6.30	99.24	33.86	10.70	6.30	5.00	55.86	427.89	155.10
11	9.42	9.51	1.35	48.87	34.21	10.70	6.30	100.08	34.21	10.70	6.30	5.00	56.21	432.49	156.29
12	9.52	9.61	1.37	49.41	34.59	10.70	6.30	101.00	34.59	10.70	6.30	5.00	56.59	437.51	157.59
13	9.62	9.71	1.38	49.91	34.93	10.70	6.30	101.84	34.93	10.70	6.30	5.00	56.93	442.12	158.77
Class 3 14	0.00	10.04	1.43	51.62	36.13	10.70	6.30	104.75	36.13	10.70	6.30	5.00	58.13	458.02	162.88
Class 2 15	10.05	10.16	1.45	52.25	36.57	10.70	6.30	105.82	36.57	10.70	6.30	5.00	58.57	463.88	164.39
16	10.17	10.26	1.46	52.74	36.92	10.70	6.30	106.66	36.92	10.70	6.30	5.00	58.92	468.48	165.58
17	10.27	10.36	1.48	53.28	37.30	10.70	6.30	107.58	37.30	10.70	6.30	5.00	59.30	473.50	166.88
18	10.37	10.46	1.49	53.78	37.64	10.70	6.30	108.42	37.64	10.70	6.30	5.00	59.64	478.11	168.06
19	10.47	10.56	1.50	54.27	37.99	10.70	6.30	109.26	37.99	10.70	6.30	5.00	59.99	482.71	169.25
20	10.57	10.66	1.52	54.81	38.37	10.70	6.30	110.18	38.37	10.70	6.30	5.00	60.37	487.73	170.55
21	10.67	10.76	1.53	55.31	38.71	10.70	6.30	111.02	38.71	10.70	6.30	5.00	60.71	492.34	171.73
22	10.77	10.86	1.55	55.85	39.09	10.70	6.30	111.94	39.09	10.70	6.30	5.00	61.09	497.36	173.03
23	10.87	10.96	1.56	56.34	39.44	10.70	6.30	112.78	39.44	10.70	6.30	5.00	61.44	501.96	174.22
24	10.97	11.06	1.58	56.88	39.82	10.70	6.30	113.70	39.82	10.70	6.30	5.00	61.82	506.98	175.52
25	11.07	11.16	1.59	57.38	40.16	10.70	6.30	114.54	40.16	10.70	6.30	5.00	62.16	511.59	176.70
26	11.17	11.26	1.60	57.87	40.51	10.70	6.30	115.38	40.51	10.70	6.30	5.00	62.51	516.19	177.89
27	11.27	11.36	1.62	58.41	40.89	10.70	6.30	116.30	40.89	10.70	6.30	5.00	62.89	521.21	179.19
28	11.37	11.46	1.63	58.91	41.23	10.70	6.30	117.14	41.23	10.70	6.30	5.00	63.23	525.82	180.37
29	11.47	11.56	1.65	59.45	41.61	10.70	6.30	118.06	41.61	10.70	6.30	5.00	63.61	530.84	181.67
30	11.57	11.66	1.66	59.94	41.96	10.70	6.30	118.90	41.96	10.70	6.30	5.00	63.96	535.44	182.86
31	11.67	11.76	1.67	60.44	42.30	10.70	6.30	119.74	42.30	10.70	6.30	5.00	64.30	540.05	184.04
32	11.77	11.86	1.69	60.98	42.68	10.70	6.30	120.66	42.68	10.70	6.30	5.00	64.68	545.07	185.34
33	11.87	11.96	1.70	61.47	43.03	10.70	6.30	121.50	43.03	10.70	6.30	5.00	65.03	549.67	186.53
34	11.97	12.06	1.72	62.01	43.41	10.70	6.30	122.42	43.41	10.70	6.30	5.00	65.41	554.69	187.83
35	12.07	12.16	1.73	62.51	43.75	10.70	6.30	123.26	43.75	10.70	6.30	5.00	65.75	559.30	189.01
36	12.17	12.26	1.75	63.05	44.13	10.70	6.30	124.18	44.13	10.70	6.30	5.00	66.13	564.32	190.31
37	12.27	12.36	1.76	63.54	44.48	10.70	6.30	125.02	44.48	10.70	6.30	5.00	66.48	568.92	191.50
38	12.37	12.46	1.77	64.04	44.82	10.70	6.30	125.86	44.82	10.70	6.30	5.00	66.82	573.53	192.68
Class 1 39	0.00	13.01	1.85	66.87	46.81	10.70	6.30	130.68	46.81	10.70	6.30	5.00	68.81	599.89	199.49
40	13.02	13.11	1.87	67.41	47.19	10.70	6.30	131.60	47.19	10.70	6.30	5.00	69.19	604.91	200.79
41	13.12	13.21	1.88	67.91	47.53	10.70	6.30	132.44	47.53	10.70	6.30	5.00	69.53	609.52	201.97
42	13.22	13.31	1.90	68.45	47.91	10.70	6.30	133.36	47.91	10.70	6.30	5.00	69.91	614.54	203.27
43	13.32	13.41	1.91	68.94	48.26	10.70	6.30	134.20	48.26	10.70	6.30	5.00	70.26	619.14	204.46
44	13.42	13.51	1.92	69.44	48.60	10.70	6.30	135.04	48.60	10.70	6.30	5.00	70.60	623.75	205.64
45	13.52	13.61	1.94	69.98	48.98	10.70	6.30	135.96	48.98	10.70	6.30	5.00	70.98	628.77	206.94
46	13.62	13.71	1.95	70.47	49.33	10.70	6.30	136.80	49.33	10.70	6.30	5.00	71.33	633.37	208.13
47	13.72	13.81	1.97	71.01	49.71	10.70	6.30	137.72	49.71	10.70	6.30	5.00	71.71	638.39	209.43
48	13.82	13.91	1.98	71.51	50.05	10.70	6.30	138.56	50.05	10.70	6.30	5.00	72.05	643.00	210.61
49	13.92	14.01	2.00	72.05	50.43	10.70	6.30	139.48	50.43	10.70	6.30	5.00	72.43	648.02	211.91
50	14.02	14.11	2.01	72.54	50.78	10.70	6.30	140.32	50.78	10.70	6.30	5.00	72.78	652.62	213.10

CHAIRMAN

VN SMAILES

VICE CHAIRMAN

CA APPOLLIS

SECRETARY

PR SERFONTEIN