

No. R. 229

4 April 2014

B

LABOUR RELATIONS ACT, 1995**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY:****EXTENSION OF PERIOD OF OPERATION OF ELECTRICAL INSTALLATION SECTION
COLLECTIVE AGREEMENT**

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the periods fixed in Government Notices Nos. R. 1090 of 30 August 2002, R. 1564 of 31 October 2003, R. 1014 of 3 September 2004, R. 1049 and R. 1050 of 3 October 2008, R. 10 of 22 January 2010, R. 949 and R. 950 of 23 November 2012 and R. of 2014 by a further period ending 31 July 2016.


MINISTER OF LABOUR
18/03/2014

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. 1090 of 30 August 2002 as further amended and renewed under Government Notices Nos. R. 1564 of 31 October 2003, R. 1014 of 3 September 2004, R. 1049 and R. 1050 of 3 October 2008, R. 10 of 22 January 2010 and R. 949 and R. 950 of 23 November 2012.

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 kilometers 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 kilometers.

- (2) Notwithstanding the provisions of sub-clause (1), the terms of this Agreement shall apply to -
- (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-clauses 1(1) (a) and 2, 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.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on the date fixed by the Minister of Labour to be the effective date from which the Agreement shall be extended to become binding to non-parties, or the date on which the

Minister of Labour declines to extend the Agreement to non-parties, and the Agreement shall remain in force until 20 July 2015.

3. CLAUSE 4: DEFINITIONS

Add Sub-Clause 4 (28):

4 (28) "Inclement weather": For the purpose of this Agreement, Inclement Weather means wet and rainy conditions.

4. CLAUSE 21: MINIMUM WAGES

Substitute the following for sub-clause (1):

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

5. APPENDIXES:

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

SIGNED AT KIMBERLEY ON BEHALF OF THE PARTIES ON THIS THE 19TH DAY OF NOVEMBER 2013.

SCHEDULE			
		WAGE PER HOUR	
		AREA	
		KIMBERLEY	
		With effect from the coming into operation of this Agreement	
	CATEGORY OF EMPLOYEE	R	
(a)	General Worker	10.26	
(b)	Artisans who are the holders of a Certificate of Registration issued in terms of the Occupational Health & Safety Act, 85 of 1993	24.99	
(c)	Artisans without any Certificate of Registration	21.24	

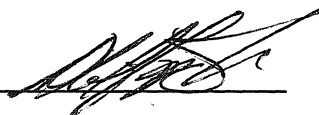
CHAIRMAN VN SMAILES

:



VICE CHAIRMAN CA APPOLLIS

:



SECETARY PR SERFONTEIN

:



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
GEN-WO 1	0.00	10.26	1.46	52.74	36.92	12.13	3.93	105.72	36.92	12.13	3.93	5.00	57.98	469.42	163.70
2	10.28	10.38	1.48	53.37	37.36	12.13	3.93	106.79	37.36	12.13	3.93	5.00	58.42	475.28	165.21
3	10.40	10.50	1.50	54.00	37.80	12.13	3.93	107.86	37.80	12.13	3.93	5.00	58.86	481.14	166.72
4	10.52	10.62	1.51	54.59	38.21	12.13	3.93	108.86	38.21	12.13	3.93	5.00	59.27	486.58	168.13
5	10.64	10.74	1.53	55.22	38.65	12.13	3.93	109.93	38.65	12.13	3.93	5.00	59.71	492.44	169.64
6	10.76	10.86	1.55	55.85	39.09	12.13	3.93	111.00	39.09	12.13	3.93	5.00	60.15	498.30	171.15
7	10.88	10.98	1.56	56.43	39.50	12.13	3.93	111.99	39.50	12.13	3.93	5.00	60.56	503.74	172.55
8	11.00	11.10	1.58	57.06	39.94	12.13	3.93	113.06	39.94	12.13	3.93	5.00	61.00	509.60	174.06
9	11.12	11.22	1.60	57.69	40.38	12.13	3.93	114.13	40.38	12.13	3.93	5.00	61.44	515.46	175.57
10	11.24	11.34	1.61	58.28	40.79	12.13	3.93	115.13	40.79	12.13	3.93	5.00	61.85	520.90	176.98
11	11.36	11.46	1.63	58.91	41.23	12.13	3.93	116.20	41.23	12.13	3.93	5.00	62.29	526.76	178.49
12	11.48	11.58	1.65	59.54	41.67	12.13	3.93	117.27	41.67	12.13	3.93	5.00	62.73	532.62	180.00
13	11.60	11.70	1.67	60.17	42.12	12.13	3.93	118.35	42.12	12.13	3.93	5.00	63.18	538.47	181.53
14	0.00	12.09	1.72	62.15	43.50	12.13	3.93	121.71	43.50	12.13	3.93	5.00	64.56	556.89	186.27
15	0.00	12.14	1.73	62.42	43.69	12.13	3.93	122.17	43.69	12.13	3.93	5.00	64.75	559.40	186.92
16	12.16	12.26	1.75	63.05	44.13	12.13	3.93	123.24	44.13	12.13	3.93	5.00	65.19	565.26	188.43
17	12.28	12.38	1.76	63.63	44.54	12.13	3.93	124.23	44.54	12.13	3.93	5.00	65.60	570.70	189.83
18	12.40	12.50	1.78	64.26	44.98	12.13	3.93	125.30	44.98	12.13	3.93	5.00	66.04	576.56	191.34
19	12.52	12.62	1.80	64.89	45.42	12.13	3.93	126.37	45.42	12.13	3.93	5.00	66.48	582.42	192.85
20	12.64	12.74	1.81	65.48	45.83	12.13	3.93	127.37	45.83	12.13	3.93	5.00	66.89	587.86	194.26
21	12.76	12.86	1.83	66.11	46.27	12.13	3.93	128.44	46.27	12.13	3.93	5.00	67.33	593.72	195.77
22	12.88	12.98	1.85	66.74	46.71	12.13	3.93	129.51	46.71	12.13	3.93	5.00	67.77	599.58	197.28
23	13.00	13.10	1.87	67.37	47.16	12.13	3.93	130.59	47.16	12.13	3.93	5.00	68.22	605.43	198.81
24	13.12	13.22	1.88	67.95	47.57	12.13	3.93	131.58	47.57	12.13	3.93	5.00	68.63	610.87	200.21
25	13.24	13.34	1.90	68.58	48.01	12.13	3.93	132.65	48.01	12.13	3.93	5.00	69.07	616.73	201.72
26	13.36	13.46	1.92	69.21	48.45	12.13	3.93	133.72	48.45	12.13	3.93	5.00	69.51	622.59	203.23
27	13.48	13.58	1.93	69.80	48.86	12.13	3.93	134.72	48.86	12.13	3.93	5.00	69.92	628.03	204.64
28	13.60	13.70	1.95	70.43	49.30	12.13	3.93	135.79	49.30	12.13	3.93	5.00	70.36	633.89	206.15
29	13.72	13.82	1.97	71.06	49.74	12.13	3.93	136.86	49.74	12.13	3.93	5.00	70.80	639.75	207.66
30	13.84	13.94	1.99	71.69	50.18	12.13	3.93	137.93	50.18	12.13	3.93	5.00	71.24	645.61	209.17
31	13.96	14.06	2.00	72.27	50.59	12.13	3.93	138.92	50.59	12.13	3.93	5.00	71.65	651.05	210.57
32	14.08	14.18	2.02	72.90	51.03	12.13	3.93	139.99	51.03	12.13	3.93	5.00	72.09	656.91	212.08
33	14.20	14.30	2.04	73.53	51.47	12.13	3.93	141.06	51.47	12.13	3.93	5.00	72.53	662.77	213.59
34	14.32	14.42	2.05	74.11	51.88	12.13	3.93	142.05	51.88	12.13	3.93	5.00	72.94	668.21	214.99
35	14.44	14.54	2.07	74.74	52.32	12.13	3.93	143.12	52.32	12.13	3.93	5.00	73.38	674.07	216.50
36	14.56	14.66	2.09	75.37	52.76	12.13	3.93	144.19	52.76	12.13	3.93	5.00	73.82	679.93	218.01
37	14.68	14.78	2.10	75.96	53.17	12.13	3.93	145.19	53.17	12.13	3.93	5.00	74.23	685.37	219.42
38	14.80	14.90	2.12	76.59	53.61	12.13	3.93	146.26	53.61	12.13	3.93	5.00	74.67	691.23	220.93
39	0.00	15.37	2.19	79.02	55.31	12.13	3.93	150.39	55.31	12.13	3.93	5.00	76.37	713.79	226.76
40	15.77	15.87	2.26	81.60	57.12	12.13	3.93	154.78	57.12	12.13	3.93	5.00	78.18	737.85	232.96
41	16.28	16.38	2.33	84.19	58.93	12.13	3.93	159.18	58.93	12.13	3.93	5.00	79.99	761.92	239.17
42	16.78	16.88	2.40	86.78	60.74	12.13	3.93	163.58	60.74	12.13	3.93	5.00	81.80	785.98	245.38
43	17.29	17.39	2.48	89.41	62.59	12.13	3.93	168.06	62.59	12.13	3.93	5.00	83.65	810.46	251.71
44	17.79	17.89	2.55	92.00	64.40	12.13	3.93	172.46	64.40	12.13	3.93	5.00	85.46	834.52	257.92
45	18.30	18.40	2.62	94.59	66.21	12.13	3.93	176.86	66.21	12.13	3.93	5.00	87.27	858.59	264.13
46	18.80	18.90	2.69	97.17	68.02	12.13	3.93	181.25	68.02	12.13	3.93	5.00	89.08	882.65	270.33
47	19.31	19.41	2.76	99.76	69.83	12.13	3.93	185.65	69.83	12.13	3.93	5.00	90.89	906.72	276.54
48	19.81	19.91	2.84	102.39	71.68	12.13	3.93	190.13	71.68	12.13	3.93	5.00	92.74	931.19	282.87
49	20.32	20.42	2.91	104.98	73.49	12.13	3.93	194.53	73.49	12.13	3.93	5.00	94.55	955.26	289.08
50	20.82	20.92	2.98	107.57	75.30	12.13	3.93	198.93	75.30	12.13	3.93	5.00	96.36	979.32	295.29

NIE-AMBAGSMANNE EN VAARDIGHEIDSWERKERS				AANHANGSEL A					AANHANGSEL B							
Loon inter val	Min / Max Tarief per uur	Kontant Bonus H	Vakansie Fonds A	Pens Fonds B	Bystand Fonds D	Raad Heff E	W-Gewer TOTAAL G	WERKNEMER SE BYDRAE								
								Pens Fonds B	Bystand Fonds D	Raad Heff E	Spaar F	W-Nemer TOTAAL G	Kontant Bonus Ingesl	Seel		
ALG-S	1	0.00	10.26	1.46	52.74	36.92	12.13	3.93	105.72	36.92	12.13	3.93	5.00	57.98	469.42	163.70
	2	10.28	10.38	1.48	53.37	37.36	12.13	3.93	106.79	37.36	12.13	3.93	5.00	58.42	475.28	165.21
	3	10.40	10.50	1.50	54.00	37.80	12.13	3.93	107.86	37.80	12.13	3.93	5.00	58.86	481.14	166.72
	4	10.52	10.62	1.51	54.59	38.21	12.13	3.93	108.86	38.21	12.13	3.93	5.00	59.27	486.58	168.13
	5	10.64	10.74	1.53	55.22	38.65	12.13	3.93	109.93	38.65	12.13	3.93	5.00	59.71	492.44	169.64
	6	10.76	10.86	1.55	55.85	39.09	12.13	3.93	111.00	39.09	12.13	3.93	5.00	60.15	498.30	171.15
	7	10.88	10.98	1.56	56.43	39.50	12.13	3.93	111.99	39.50	12.13	3.93	5.00	60.56	503.74	172.55
	8	11.00	11.10	1.58	57.06	39.94	12.13	3.93	113.06	39.94	12.13	3.93	5.00	61.00	509.60	174.06
	9	11.12	11.22	1.60	57.69	40.38	12.13	3.93	114.13	40.38	12.13	3.93	5.00	61.44	515.46	175.57
	10	11.24	11.34	1.61	58.28	40.79	12.13	3.93	115.13	40.79	12.13	3.93	5.00	61.85	520.90	176.98
	11	11.36	11.46	1.63	58.91	41.23	12.13	3.93	116.20	41.23	12.13	3.93	5.00	62.29	526.76	178.49
	12	11.48	11.58	1.65	59.54	41.67	12.13	3.93	117.27	41.67	12.13	3.93	5.00	62.73	532.62	180.00
	13	11.60	11.70	1.67	60.17	42.12	12.13	3.93	118.35	42.12	12.13	3.93	5.00	63.18	538.47	181.53
	14	0.00	12.09	1.72	62.15	43.50	12.13	3.93	121.71	43.50	12.13	3.93	5.00	64.56	556.89	186.27
	15	0.00	12.14	1.73	62.42	43.69	12.13	3.93	122.17	43.69	12.13	3.93	5.00	64.75	559.40	186.92
	16	12.16	12.26	1.75	63.05	44.13	12.13	3.93	123.24	44.13	12.13	3.93	5.00	65.19	565.26	188.43
	17	12.28	12.38	1.76	63.63	44.54	12.13	3.93	124.23	44.54	12.13	3.93	5.00	65.60	570.70	189.83
	18	12.40	12.50	1.78	64.26	44.98	12.13	3.93	125.30	44.98	12.13	3.93	5.00	66.04	576.56	191.34
	19	12.52	12.62	1.80	64.89	45.42	12.13	3.93	126.37	45.42	12.13	3.93	5.00	66.48	582.42	192.85
	20	12.64	12.74	1.81	65.48	45.83	12.13	3.93	127.37	45.83	12.13	3.93	5.00	66.89	587.86	194.26
	21	12.76	12.86	1.83	66.11	46.27	12.13	3.93	128.44	46.27	12.13	3.93	5.00	67.33	593.72	195.77
	22	12.88	12.98	1.85	66.74	46.71	12.13	3.93	129.51	46.71	12.13	3.93	5.00	67.77	599.58	197.28
	23	13.00	13.10	1.87	67.37	47.16	12.13	3.93	130.59	47.16	12.13	3.93	5.00	68.22	605.43	198.81
	24	13.12	13.22	1.88	67.95	47.57	12.13	3.93	131.58	47.57	12.13	3.93	5.00	68.63	610.87	200.21
	25	13.24	13.34	1.90	68.58	48.01	12.13	3.93	132.65	48.01	12.13	3.93	5.00	69.07	616.73	201.72
	26	13.36	13.46	1.92	69.21	48.45	12.13	3.93	133.72	48.45	12.13	3.93	5.00	69.51	622.59	203.23
	27	13.48	13.58	1.93	69.80	48.86	12.13	3.93	134.72	48.86	12.13	3.93	5.00	69.92	628.03	204.64
	28	13.60	13.70	1.95	70.43	49.30	12.13	3.93	135.79	49.30	12.13	3.93	5.00	70.36	633.89	206.15
	29	13.72	13.82	1.97	71.06	49.74	12.13	3.93	136.86	49.74	12.13	3.93	5.00	70.80	639.75	207.66
	30	13.84	13.94	1.99	71.69	50.18	12.13	3.93	137.93	50.18	12.13	3.93	5.00	71.24	645.61	209.17
	31	13.96	14.06	2.00	72.27	50.59	12.13	3.93	138.92	50.59	12.13	3.93	5.00	71.65	651.05	210.57
	32	14.08	14.18	2.02	72.90	51.03	12.13	3.93	139.99	51.03	12.13	3.93	5.00	72.09	656.91	212.08
	33	14.20	14.30	2.04	73.53	51.47	12.13	3.93	141.06	51.47	12.13	3.93	5.00	72.53	662.77	213.59
	34	14.32	14.42	2.05	74.11	51.88	12.13	3.93	142.05	51.88	12.13	3.93	5.00	72.94	668.21	214.99
	35	14.44	14.54	2.07	74.74	52.32	12.13	3.93	143.12	52.32	12.13	3.93	5.00	73.38	674.07	216.50
	36	14.56	14.66	2.09	75.37	52.76	12.13	3.93	144.19	52.76	12.13	3.93	5.00	73.82	679.93	218.01
	37	14.68	14.78	2.10	75.96	53.17	12.13	3.93	145.19	53.17	12.13	3.93	5.00	74.23	685.37	219.42
	38	14.80	14.90	2.12	76.59	53.61	12.13	3.93	146.26	53.61	12.13	3.93	5.00	74.67	691.23	220.93
	39	0.00	15.37	2.19	79.02	55.31	12.13	3.93	150.39	55.31	12.13	3.93	5.00	76.37	713.83	226.76
	40	15.78	15.88	2.26	81.61	57.13	12.13	3.93	154.80	57.13	12.13	3.93	5.00	78.19	737.89	232.99
	41	16.28	16.38	2.33	84.20	58.94	12.13	3.93	159.20	58.94	12.13	3.93	5.00	80.00	761.95	239.20
	42	16.79	16.89	2.40	86.78	60.75	12.13	3.93	163.59	60.75	12.13	3.93	5.00	81.81	786.02	245.40
	43	17.29	17.39	2.48	89.42	62.59	12.13	3.93	168.07	62.59	12.13	3.93	5.00	83.65	810.50	251.72
	44	17.80	17.90	2.55	92.00	64.40	12.13	3.93	172.46	64.40	12.13	3.93	5.00	85.46	834.57	257.92
	45	18.30	18.40	2.62	94.59	66.21	12.13	3.93	176.86	66.21	12.13	3.93	5.00	87.27	858.63	264.13
	46	18.81	18.91	2.69	97.18	68.02	12.13	3.93	181.26	68.02	12.13	3.93	5.00	89.08	882.70	270.34
	47	19.31	19.41	2.76	99.77	69.84	12.13	3.93	185.67	69.84	12.13	3.93	5.00	90.90	906.75	276.57
	48	19.82	19.92	2.84	102.40	71.68	12.13	3.93	190.14	71.68	12.13	3.93	5.00	92.74	931.24	282.88
	49	20.32	20.42	2.91	104.99	73.49	12.13	3.93	194.54	73.49	12.13	3.93	5.00	94.55	955.30	289.09
	50	20.83	20.93	2.98	107.57	75.30	12.13	3.93	198.93	75.30	12.13	3.93	5.00	96.36	979.37	295.29

ARTISANS & CRAFTSMEN				ANNEXURE A EMPLOYER CONTRIBUTION					ANNEXURE B EMPLOYEE CONTRIBUTION						
Wage inter val	Min / Max Tariff per hour		Cash Bonus H	Holiday Fund A	Pension Fund B	Benefit Fund D	Council Levy E	Employer TOTAL G	Pension Fund B	Benefit Fund D	Council Levy E	Saving F	Employee TOTAL G	Cash Bonus Included	Stamp
ART-WO 1	0.00	21.24	3.19	109.94	76.95	33.69	3.93	224.51	76.95	33.69	3.93	5.00	119.57	979.78	344.08
2	21.25	21.34	3.21	110.48	77.33	33.69	3.93	225.43	77.33	33.69	3.93	5.00	119.95	984.80	345.38
3	21.35	21.44	3.22	110.97	77.68	33.69	3.93	226.27	77.68	33.69	3.93	5.00	120.30	989.40	346.57
4	21.45	21.54	3.24	111.51	78.06	33.69	3.93	227.19	78.06	33.69	3.93	5.00	120.68	994.42	347.87
5	21.55	21.64	3.25	112.01	78.40	33.69	3.93	228.03	78.40	33.69	3.93	5.00	121.02	999.03	349.05
6	21.65	21.74	3.27	112.55	78.78	33.69	3.93	228.95	78.78	33.69	3.93	5.00	121.40	1004.05	350.35
7	21.75	21.84	3.28	113.04	79.13	33.69	3.93	229.79	79.13	33.69	3.93	5.00	121.75	1008.65	351.54
8	21.85	21.94	3.30	113.58	79.51	33.69	3.93	230.71	79.51	33.69	3.93	5.00	122.13	1013.67	352.84
9	21.95	22.04	3.31	114.08	79.85	33.69	3.93	231.55	79.85	33.69	3.93	5.00	122.47	1018.28	354.02
10	22.05	22.14	3.33	114.62	80.23	33.69	3.93	232.47	80.23	33.69	3.93	5.00	122.85	1023.30	355.32
11	22.15	22.24	3.34	115.11	80.58	33.69	3.93	233.31	80.58	33.69	3.93	5.00	123.20	1027.90	356.51
12	22.25	22.34	3.36	115.65	80.96	33.69	3.93	234.23	80.96	33.69	3.93	5.00	123.58	1032.92	357.81
13	22.35	22.44	3.37	116.15	81.30	33.69	3.93	235.07	81.30	33.69	3.93	5.00	123.92	1037.53	358.99
14	22.45	22.54	3.39	116.69	81.68	33.69	3.93	235.99	81.68	33.69	3.93	5.00	124.30	1042.55	360.29
15	22.55	22.64	3.40	117.18	82.03	33.69	3.93	236.83	82.03	33.69	3.93	5.00	124.65	1047.15	361.48
16	22.65	22.74	3.42	117.72	82.40	33.69	3.93	237.74	82.40	33.69	3.93	5.00	125.02	1052.18	362.76
17	22.75	22.84	3.43	118.22	82.75	33.69	3.93	238.59	82.75	33.69	3.93	5.00	125.37	1056.78	363.96
18	22.85	22.94	3.45	118.76	83.13	33.69	3.93	239.51	83.13	33.69	3.93	5.00	125.75	1061.80	365.26
19	22.95	23.04	3.46	119.25	83.48	33.69	3.93	240.35	83.48	33.69	3.93	5.00	126.10	1066.40	366.45
20	23.05	23.14	3.48	119.79	83.85	33.69	3.93	241.26	83.85	33.69	3.93	5.00	126.47	1071.43	367.73
21	23.15	23.24	3.49	120.29	84.20	33.69	3.93	242.11	84.20	33.69	3.93	5.00	126.82	1076.03	368.93
22	23.25	23.34	3.51	120.83	84.58	33.69	3.93	243.03	84.58	33.69	3.93	5.00	127.20	1081.05	370.23
23	23.35	23.44	3.52	121.32	84.92	33.69	3.93	243.86	84.92	33.69	3.93	5.00	127.54	1085.66	371.40
24	23.45	23.54	3.54	121.86	85.30	33.69	3.93	244.78	85.30	33.69	3.93	5.00	127.92	1090.68	372.70
25	23.55	23.64	3.55	122.36	85.65	33.69	3.93	245.63	85.65	33.69	3.93	5.00	128.27	1095.28	373.90
26	23.65	23.74	3.57	122.90	86.03	33.69	3.93	246.55	86.03	33.69	3.93	5.00	128.65	1100.30	375.20
27	23.75	23.84	3.58	123.39	86.37	33.69	3.93	247.38	86.37	33.69	3.93	5.00	128.99	1104.91	376.37
28	23.85	23.94	3.60	123.93	86.75	33.69	3.93	248.30	86.75	33.69	3.93	5.00	129.37	1109.93	377.67
ART-W 29	0.00	24.99	3.76	129.38	90.56	33.69	3.93	257.56	90.56	33.69	3.93	5.00	133.18	1160.57	390.74
30	25.00	25.09	3.77	129.87	90.91	33.69	3.93	258.40	90.91	33.69	3.93	5.00	133.53	1165.17	391.93
31	25.10	25.19	3.79	130.41	91.29	33.69	3.93	259.32	91.29	33.69	3.93	5.00	133.91	1170.19	393.23
32	25.20	25.29	3.80	130.91	91.63	33.69	3.93	260.16	91.63	33.69	3.93	5.00	134.25	1174.80	394.41
33	25.30	25.39	3.82	131.45	92.01	33.69	3.93	261.08	92.01	33.69	3.93	5.00	134.63	1179.82	395.71
34	25.40	25.49	3.83	131.94	92.36	33.69	3.93	261.92	92.36	33.69	3.93	5.00	134.98	1184.42	396.90
35	25.50	25.59	3.85	132.48	92.74	33.69	3.93	262.84	92.74	33.69	3.93	5.00	135.36	1189.44	398.20
36	25.60	25.69	3.86	132.98	93.08	33.69	3.93	263.68	93.08	33.69	3.93	5.00	135.70	1194.05	399.38
37	25.70	25.79	3.88	133.52	93.46	33.69	3.93	264.60	93.46	33.69	3.93	5.00	136.08	1199.07	400.68
38	25.80	25.89	3.89	134.01	93.81	33.69	3.93	265.44	93.81	33.69	3.93	5.00	136.43	1203.67	401.87
39	25.90	25.99	3.91	134.55	94.19	33.69	3.93	266.36	94.19	33.69	3.93	5.00	136.81	1208.69	403.17
40	26.00	26.09	3.92	135.05	94.53	33.69	3.93	267.20	94.53	33.69	3.93	5.00	137.15	1213.30	404.35
41	26.10	26.19	3.94	135.59	94.91	33.69	3.93	268.12	94.91	33.69	3.93	5.00	137.53	1218.32	405.65
42	26.20	26.29	3.95	136.08	95.26	33.69	3.93	268.96	95.26	33.69	3.93	5.00	137.88	1222.92	406.84
43	26.30	26.39	3.97	136.62	95.63	33.69	3.93	269.87	95.63	33.69	3.93	5.00	138.25	1227.95	408.12
44	26.40	26.49	3.98	137.12	95.98	33.69	3.93	270.72	95.98	33.69	3.93	5.00	138.60	1232.55	409.32
45	26.50	26.59	4.00	137.66	96.36	33.69	3.93	271.64	96.36	33.69	3.93	5.00	138.98	1237.57	410.62
46	26.60	26.69	4.01	138.15	96.71	33.69	3.93	272.48	96.71	33.69	3.93	5.00	139.33	1242.17	411.81
47	26.70	26.79	4.03	138.69	97.08	33.69	3.93	273.39	97.08	33.69	3.93	5.00	139.70	1247.20	413.09
48	26.80	26.89	4.04	139.19	97.43	33.69	3.93	274.24	97.43	33.69	3.93	5.00	140.05	1251.80	414.29
49	26.90	26.99	4.06	139.73	97.81	33.69	3.93	275.16	97.81	33.69	3.93	5.00	140.43	1256.82	415.59
50	27.00	27.09	4.07	140.22	98.15	33.69	3.93	275.99	98.15	33.69	3.93	5.00	140.77	1261.43	416.76
KIMBERLEY OPTIONAL STAMPS															
OPT 1	27.10	32.52	4.89	168.35	117.84	67.38	3.93	357.50	117.84	67.38	3.93	5.00	194.15	1489.30	551.65
2	32.53	39.02	5.86	201.96	141.37	67.38	3.93	414.64	141.37	67.38	3.93	5.00	217.68	1801.92	632.32
3	39.03	46.82	7.04	242.37	169.66	67.38	3.93	483.34	169.66	67.38	3.93	5.00	245.97	2177.73	729.31
4	46.83	56.18	8.44	290.79	203.55	67.38	3.93	565.65	203.55	67.38	3.93	5.00	279.86	2628.04	845.51
5	56.19	67.42	10.13	348.98	244.28	67.38	3.93	664.57	244.28	67.38	3.93	5.00	320.59	3169.16	985.16
6	67.43	80.90	12.16	418.77	293.14	67.38	3.93	783.22	293.14	67.38	3.93	5.00	369.45	3818.25	1152.67
7	80.91	97.08	14.59	502.52	351.76	67.38	3.93	925.59	351.76	67.38	3.93	5.00	428.07	4597.08	1353.66
8	97.09	116.50	17.51	603.05	422.13	67.38	3.93	1096.49	422.13	67.38	3.93	5.00	498.44	5532.01	1594.93
9	116.51	139.80	21.01	723.65	506.55	67.38	3.93	1301.51	506.55	67.38	3.93	5.00	582.86	6653.59	1884.37
10	139.81	167.76	25.21	868.37	607.86	67.38	3.93	1547.54	607.86	67.38	3.93	5.00	684.17	7999.48	2231.71
11	167.77	201.31	30.25	1042.02	729.41	67.38	3.93	1842.74	729.41	67.38	3.93	5.00	805.72	9614.48	2648.46

AMBAGS-4 VAKMANNE			AANHANGSEL A						AANHANGSEL B						
Loon inter val	Min / Max Tarief per uur	Kontant Bonus H	WERGEWER SE BYDRAE						WERKNEMER SE BYDRAE						
			Vakans Fonds A	Pens Fonds B	Bystand Fonds D	Raad Heff E	W-Gewer TOTAAL G		Pens Fonds B	Bystand Fonds D	Raad Heff E	Spaar F	W-Nemer TOTAAL G	Kontant Bonus Ingesi	Seel
AMB-S 1	0.00	21.24	3.19	109.94	76.95	33.69	3.93	224.51	76.95	33.69	3.93	5.00	119.57	979.78	344.08
2	21.25	21.34	3.21	110.48	77.33	33.69	3.93	225.43	77.33	33.69	3.93	5.00	119.95	984.80	345.38
3	21.35	21.44	3.22	110.97	77.68	33.69	3.93	226.27	77.68	33.69	3.93	5.00	120.30	989.40	346.57
4	21.45	21.54	3.24	111.51	78.06	33.69	3.93	227.19	78.06	33.69	3.93	5.00	120.68	994.42	347.87
5	21.55	21.64	3.25	112.01	78.40	33.69	3.93	228.03	78.40	33.69	3.93	5.00	121.02	999.03	349.05
6	21.65	21.74	3.27	112.55	78.78	33.69	3.93	228.95	78.78	33.69	3.93	5.00	121.40	1004.05	350.35
7	21.75	21.84	3.28	113.04	79.13	33.69	3.93	229.79	79.13	33.69	3.93	5.00	121.75	1008.65	351.54
8	21.85	21.94	3.30	113.58	79.51	33.69	3.93	230.71	79.51	33.69	3.93	5.00	122.13	1013.67	352.84
9	21.95	22.04	3.31	114.08	79.85	33.69	3.93	231.55	79.85	33.69	3.93	5.00	122.47	1018.28	354.02
10	22.05	22.14	3.33	114.62	80.23	33.69	3.93	232.47	80.23	33.69	3.93	5.00	122.85	1023.30	355.32
11	22.15	22.24	3.34	115.11	80.58	33.69	3.93	233.31	80.58	33.69	3.93	5.00	123.20	1027.90	356.51
12	22.25	22.34	3.36	115.65	80.96	33.69	3.93	234.23	80.96	33.69	3.93	5.00	123.58	1032.92	357.81
13	22.35	22.44	3.37	116.15	81.30	33.69	3.93	235.07	81.30	33.69	3.93	5.00	123.92	1037.53	358.99
14	22.45	22.54	3.39	116.69	81.68	33.69	3.93	235.99	81.68	33.69	3.93	5.00	124.30	1042.55	360.29
15	22.55	22.64	3.40	117.18	82.03	33.69	3.93	236.83	82.03	33.69	3.93	5.00	124.65	1047.15	361.48
16	22.65	22.74	3.42	117.72	82.40	33.69	3.93	237.74	82.40	33.69	3.93	5.00	125.02	1052.18	362.76
17	22.75	22.84	3.43	118.22	82.75	33.69	3.93	238.59	82.75	33.69	3.93	5.00	125.37	1056.78	363.96
18	22.85	22.94	3.45	118.76	83.13	33.69	3.93	239.51	83.13	33.69	3.93	5.00	125.75	1061.80	365.26
19	22.95	23.04	3.46	119.25	83.48	33.69	3.93	240.35	83.48	33.69	3.93	5.00	126.10	1066.40	366.45
20	23.05	23.14	3.48	119.79	83.85	33.69	3.93	241.26	83.85	33.69	3.93	5.00	126.47	1071.43	367.73
21	23.15	23.24	3.49	120.29	84.20	33.69	3.93	242.11	84.20	33.69	3.93	5.00	126.82	1076.03	368.93
22	23.25	23.34	3.51	120.83	84.58	33.69	3.93	243.03	84.58	33.69	3.93	5.00	127.20	1081.05	370.23
23	23.35	23.44	3.52	121.32	84.92	33.69	3.93	243.86	84.92	33.69	3.93	5.00	127.54	1085.66	371.40
24	23.45	23.54	3.54	121.86	85.30	33.69	3.93	244.78	85.30	33.69	3.93	5.00	127.92	1090.68	372.70
25	23.55	23.64	3.55	122.36	85.65	33.69	3.93	245.63	85.65	33.69	3.93	5.00	128.27	1095.28	373.90
26	23.65	23.74	3.57	122.90	86.03	33.69	3.93	246.55	86.03	33.69	3.93	5.00	128.65	1100.30	375.20
27	23.75	23.84	3.58	123.39	86.37	33.69	3.93	247.38	86.37	33.69	3.93	5.00	128.99	1104.91	376.37
28	23.85	23.94	3.60	123.93	86.75	33.69	3.93	248.30	86.75	33.69	3.93	5.00	129.37	1109.93	377.67
AMB-M 29	0.00	24.99	3.76	129.38	90.56	33.69	3.93	257.56	90.56	33.69	3.93	5.00	133.18	1160.57	390.74
30	25.00	25.09	3.77	129.87	90.91	33.69	3.93	258.40	90.91	33.69	3.93	5.00	133.53	1165.17	391.93
31	25.10	25.19	3.79	130.41	91.29	33.69	3.93	259.32	91.29	33.69	3.93	5.00	133.91	1170.19	393.23
32	25.20	25.29	3.80	130.91	91.63	33.69	3.93	260.16	91.63	33.69	3.93	5.00	134.25	1174.80	394.41
33	25.30	25.39	3.82	131.45	92.01	33.69	3.93	261.08	92.01	33.69	3.93	5.00	134.63	1179.82	395.71
34	25.40	25.49	3.83	131.94	92.36	33.69	3.93	261.92	92.36	33.69	3.93	5.00	134.98	1184.42	396.90
35	25.50	25.59	3.85	132.48	92.74	33.69	3.93	262.84	92.74	33.69	3.93	5.00	135.36	1189.44	398.20
36	25.60	25.69	3.86	132.98	93.08	33.69	3.93	263.68	93.08	33.69	3.93	5.00	135.70	1194.05	399.38
37	25.70	25.79	3.88	133.52	93.46	33.69	3.93	264.60	93.46	33.69	3.93	5.00	136.08	1199.07	400.68
38	25.80	25.89	3.89	134.01	93.81	33.69	3.93	265.44	93.81	33.69	3.93	5.00	136.43	1203.67	401.87
39	25.90	25.99	3.91	134.55	94.19	33.69	3.93	266.36	94.19	33.69	3.93	5.00	136.81	1208.69	403.17
40	26.00	26.09	3.92	135.05	94.53	33.69	3.93	267.20	94.53	33.69	3.93	5.00	137.15	1213.30	404.35
41	26.10	26.19	3.94	135.59	94.91	33.69	3.93	268.12	94.91	33.69	3.93	5.00	137.53	1218.32	405.65
42	26.20	26.29	3.95	136.08	95.26	33.69	3.93	268.96	95.26	33.69	3.93	5.00	137.88	1222.92	406.84
43	26.30	26.39	3.97	136.62	95.63	33.69	3.93	269.87	95.63	33.69	3.93	5.00	138.25	1227.95	408.12
44	26.40	26.49	3.98	137.12	95.98	33.69	3.93	270.72	95.98	33.69	3.93	5.00	138.60	1232.55	409.32
45	26.50	26.59	4.00	137.66	96.36	33.69	3.93	271.64	96.36	33.69	3.93	5.00	138.98	1237.57	410.62
46	26.60	26.69	4.01	138.15	96.71	33.69	3.93	272.48	96.71	33.69	3.93	5.00	139.33	1242.17	411.81
47	26.70	26.79	4.03	138.69	97.08	33.69	3.93	273.39	97.08	33.69	3.93	5.00	139.70	1247.20	413.09
48	26.80	26.89	4.04	139.19	97.43	33.69	3.93	274.24	97.43	33.69	3.93	5.00	140.05	1251.80	414.29
49	26.90	26.99	4.06	139.73	97.81	33.69	3.93	275.16	97.81	33.69	3.93	5.00	140.43	1256.82	415.59
50	27.00	27.09	4.07	140.22	98.15	33.69	3.93	275.99	98.15	33.69	3.93	5.00	140.77	1261.43	416.76
KIMBERLEY VRYWILLIGE SEELS															
OPT 1	27.10	32.52	4.89	168.35	117.84	67.38	3.93	357.50	117.84	67.38	3.93	5.00	194.15	1489.30	551.65
2	32.53	39.02	5.86	201.96	141.37	67.38	3.93	414.64	141.37	67.38	3.93	5.00	217.68	1801.92	632.32
3	39.03	46.82	7.04	242.37	169.66	67.38	3.93	483.34	169.66	67.38	3.93	5.00	245.97	2177.73	729.31
4	46.83	56.18	8.44	290.79	203.55	67.38	3.93	565.65	203.55	67.38	3.93	5.00	279.86	2628.04	845.51
5	56.19	67.42	10.13	348.98	244.28	67.38	3.93	664.57	244.28	67.38	3.93	5.00	320.59	3169.16	985.16
6	67.43	80.90	12.16	418.77	293.14	67.38	3.93	783.22	293.14	67.38	3.93	5.00	369.45	3818.25	1152.67
7	80.91	97.08	14.59	502.52	351.76	67.38	3.93	925.59	351.76	67.38	3.93	5.00	428.07	4597.08	1353.66
8	97.09	116.50	17.51	603.05	422.13	67.38	3.93	1096.49	422.13	67.38	3.93	5.00	498.44	5532.01	1594.93
9	116.51	139.80	21.01	723.65	506.55	67.38	3.93	1301.51	506.55	67.38	3.93	5.00	582.86	6653.59	1884.37
10	139.81	167.76	25.21	868.37	607.86	67.38	3.93	1547.54	607.86	67.38	3.93	5.00	684.17	7999.48	2231.71
11	167.77	201.31	30.25	1042.02	729.41	67.38	3.93	1842.74	729.41	67.38	3.93	5.00	805.72	9614.48	2648.46