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## GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

### DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES DEPARTEMENT VAN LANDBOU, BOSBOU EN VISSERYE

No. R. 708

9 September 2011

#### MARKETING OF AGRICULTURAL PRODUCTS ACT, 1996

(ACT No. 47 OF 1996)

#### ESTABLISHMENT OF A STATUTORY MEASURE AND

#### DETERMINATION OF GUIDELINE PRICES:

#### LEVIES RELATING TO LUCERNE SEED AND LUCERNE HAY

I, Tina Joemat-Pettersson, Minister of Agriculture, Forestry and Fisheries, acting under sections 13 and 15 of the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996), hereby-

- (a) establish the statutory measure set out in the Schedule hereto;
- (b) determine the guideline prices for –
  - (i) lucerne hay as R1 200 per ton and
  - (ii) lucerne seed as R60 per kg.

TINA JOEMAT-PETTERSSON,  
MINISTER OF AGRICULTURE, FORESTRY AND FISHERIES.

## SCHEDULE

### Definitions

1. In this Schedule any word or expression to which a meaning has been assigned in the Act shall have that meaning, and unless the context otherwise indicates-

**“cleaned lucerne seed”** means lucerne seed cleaned in terms of the Plant Improvement Act, 1976 (Act No. 53 of 1976);

**“commercial purpose”** means the buying and selling of lucerne seed or lucerne hay for commercial gain;

**“dealing”** means the buying and selling of lucerne seed or lucerne hay, whether for the account of the person thus dealing therein, or for the account of somebody else;

**“lucerne”** means lucerne seed or lucerne hay;

**“lucern seed cleaner”** means a person that cleans lucerne seed in terms of the Plant Improvement Act, 1976 (Act No. 53 of 1976);

**“lucerne hay”** means hay produced from lucerne;

**“lucerne hay dealer”** means a person dealing with lucerne hay;

**“lucerne seed”** means any locally produced and imported lucerne seed;

**“NIR Instrument”** means a near infrared spectroscopy instrument used for the grading of lucerne hay and accredited with the NLT;

**“NLT”** means the National Lucerne Trust; and

**“the Act”** means the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996).

**Purpose and aims of statutory measure and the relation thereof to objectives of the Act**

2. The purpose and aims of this statutory measure are to provide financial support to lucerne information, transformation and research functions, which have been identified by the lucerne industry as essential and in the interest of the industry as a whole.

These functions are:

- Cleaning, grading and classification standards and services;
- The collection and dissemination of statistics and other information;
- Liaison with Government and other role-players on industry issues;
- Small farmers development and training; and
- Research relating to lucerne seed and lucerne hay.

The establishment of the measure should assist in promoting the efficiency of the marketing of lucerne hay and seed. The viability of the lucerne industry should thus be enhanced.

The measure is not detrimental to any of the objectives of the Act, and in particular will not be detrimental to the number of employment opportunities or fair labour practice in the lucerne industry.

The measure will be administered by the National Lucerne Trust, who will act in terms of the mandate on behalf of the lucerne industry.

**Product to which statutory measure applies**

3. This statutory measure shall apply to lucerne.

**Area in which statutory measure applies**

4. This statutory measure shall apply within the geographical area of the Republic of South Africa.

**Imposition of levies**

5. Levies are hereby imposed on -

- (a) Cleaned lucerne seed produced for commercial purposes;

- (b) Lucerne hay produced for commercial purposes not analysed by the NIR Instrument;
- (c) Lucerne hay produced for commercial purposes analysed by the NIR Instrument.

Amount of levies

6. The amounts (VAT excluded) of the levies imposed in terms of clause 5 shall be–
- (a) 60c per kg on clean seed;
  - (b) R3 per ton on lucerne hay not analysed by a NIR Instrument; and
  - (c) R5 per ton for lucerne hay analysed by a NIR Instrument.

Persons by whom levies are payable

7. (1) The levies payable in terms of clause 5 shall be payable–
- (a) in the case of a levy contemplated in clause 5(a), be payable by the lucerne seed cleaner;
  - (b) in the case of a levy contemplated in clause 5(b), be payable by the first lucerne hay dealer dealing with such lucerne hay; and
  - (d) in the case of a levy contemplated in clause 5(c), be payable by the owner of the NIR Instrument.
- (2) A levies paid by a person referred to in –
- (a) subclause (1)(a) may be recovered from the person submitting the lucerne seed concerned for cleaning;
  - (b) subclause (1)(b) may be recovered from the person from whom such lucerne hay is obtained;
  - (c) subclause (1)(c) may be recovered from the person submitting such lucerne hay for analysis.

Payment of levies

- 8.(1) Payment of a levy imposed in terms of clause 5 shall be made by the persons contemplated in clause 7, not later than the last day of the month following the month in

which the lucerne seed was submitted for cleaning, or the lucerne hay was obtained or analysed.

(2) Payment to the NLT, together with the returns required by the NLT shall –

(a) be submitted, when forwarded by post, to –

The Manager  
National Lucerne Trust  
P.O. Box 185  
OUDTSHOORN  
6620

(b) when delivered by hand, be delivered to –

The Manager  
National Lucerne Trust  
152 St John Street  
OUDTSHOORN  
6625

(c) when transferred electronically, be paid into the bank account of the NLT, ABSA account number 1120156566, branch code 63225.

#### Administration of levies

9. The statutory measure shall be administered by the NLO. Approximately 70% of levy income will be spent on core activities (research and information functions), not more than 10% on administration and 20% on transformation (development of emerging farmers). The levies shall be accounted for, in a manner and to the extent acceptable to the Auditor-General, separately from any other funds or assets under the control of the NLT. Annual audited financial statements will be submitted to the National Agricultural Marketing Council and the Auditor-General, with the percentage allocated towards transformation clearly indicated and accompanied by a report stating how the objectives of the levy have been met. Any deficit at the date of termination of this statutory measure shall be for the account of the NLT. The Minister of Agriculture, Forestry and Fisheries shall decide on the application of any surplus levies at the date of termination of the statutory measure.

Commencement and period of validity

10. This statutory measure shall come into operation on the date of publication thereof and shall lapse three years later.
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**No. R. 708****9 September 2011**

**WET OP DIE BEMARKING VAN LANDBOUPRODUKTE, 1996**  
**(WET No. 47 VAN 1996)**

**INSTELLING VAN STATUTÈRE MAATREËL EN BEPALINGS VAN RIGLYNPRYS:**  
**HEFFING BETREFFENDE LUSERN SAAD EN LUSERN HOOI**

Ek, Tina Joemat-Pettersson, Minister van Landbou, Bosbou en Visserye, handelende kragtens artikels 13 en 15 van die Wet op die Bemarking van Landbouprodukte, 1996 (Wet No. 47 van 1996)-

- (a) stel hiermee die statutêre maatreël in die Bylae uiteengesit, in;
- (b) bepaal hierby die riglynpryse vir –
  - (i) Lusernhooi as R1 200 per ton en
  - (ii) Lusernsaad as R60 per kg.

**TINA JOEMAT-PETTERSSON,**  
**MINISTER VAN LANDBOU, BOSBOU EN VISSERYE.**

## BYLAE

Woordomskrywing

1. In hierdie Bylae het enige woord of uitdrukking waaraan 'n betekenis in die Wet geheg is, daardie betekenis en, tensy uit die samehang anders blyk, beteken -

**"handel"** die koop en verkoop van lusernsaad of lusernhooi, vir die rekening van die persoon wat daarmee handel dryf of namens iemand anders daarmee handel;

**"kommersiële doeleindes"** die koop en verkoop van lusernsaad of lusernhooi vir kommersiële wins"

**"lusern"** lusernsaad of lusernhooi;

**"lusernhooi"** die hooi van lusern geproduseer;

**"lusernhooi handelaar"** die persoon wat met lusernhooi handel dryf;

**"lusernsaad skoonmaker"** die persoon wat lusernsaad skoonmaak in terme van die Plantverbeteringswet, 1976 (Wet No. 53 van 1976);

**"lusernsaad"** die plaaslik geproduseerde en ingevoerde lusernsaad;

**"NIRS Instrument"** die Naby-infrarooi spektroskopie instrument wat vir die gradering van lusernhooi gebruik word en geakriditeer is by die NLT;

**"NLT"** die Nasionale Lusern Trust;

**"skoongemaakte lusernsaad"** lusernsaad skoongemaak in terme van die Plantverbeteringswet, 1976 (Wet No. 53 van 1976);

**"die Wet"** die Wet op Bemarking van Landbouprodukte, 1996 (Wet No. 47 van 1996) soos gewysig.

**Oogmerk en doelwitte van statutêre maatreël en die verband daarvan met die oogmerke van die Wet**

2. Die oogmerke en doelwitte van hierdie statutêre maatreël is om finansiële ondersteuning aan die lusern navorsing-, inligtings- en ontwikkelings-funksies te verleen wat deur die lusernbedryf as noodsaaklik en in belang van die bedryf as geheel geïdentifiseer is.

Hierdie funksies sluit die volgende in:

- Skoonmaak, gradering en klassifisering standaarde en dienste;
- Die insameling en verspreiding van statistiek en ander inligting;
- Onderhandelings met regering en ander instansies insake bedryfsaange-leenthede;
- Kleinboer ontwikkeling en opleiding; en
- Navorsing betreffende lusernsaad en lusernhooi.

Die instelling van die maatreël sal die effektiwiteit van die bemarking van lusernsaad en lusernhooi bevorder. Die lewensvatbaarheid van die lusernbedryf sal versterk word.

Die maatreël is nie teenstrydig met enige van die oogmerke van die Wet nie, en sal nie werkgeleenthede of regverdige arbeidpraktyke benadeel nie.

Die maatreël sal deur die NLT gadministreer word, wat sal handel volgens sy mandaat in belang van die lusernbedryf.

**Produk waarop statutêre maatreël van toepassing is**

3. Hierdie statutêre maatreël is op lusern van toepassing.

**Gebied waarin statutêre maatreël van toepassing is**

4. Hierdie statutêre maatreël is in die geografiese gebied van die Republiek van Suid-Afrika van toepassing.

Instel van heffings

5. 'n Heffing word hiermee ingestel op -

- (a) Skoongemaakte lusernsaad geproduseer vir kommersiële doeleindest;
- (b) Lusernhooi geproduseer vir kommersiële doeleindest wat deur die NIRS Instrument geanalyseer is nie;
- (c) Lusernhooi geproduseer vir kommersiële doeleindest wat deur die NIRS Instrument geanalyseer is.

Bedrag van heffings

5. Die bedrae van die heffings (BTW uitgesluit) is soos volg:

- (a) 60c per kg op skoon saad;
- (b) R3 per ton op lusernhooi nie deur die NIRS Instrument geanalyseer nie; en
- (c) R5 per ton op lusernhooi deur die NIRS Instrument geanalyseer.

Personne deur wie heffings betaalbaar is

7. (1) Die heffings wat in terme van klousule 5 opgelê is, sal betaalbaar wees deur-

- (a) in geval van die heffing genoem in klousule 5(a), deur die lusernsaad skoonmaker;
- (b) in geval van die heffing genoem in klousule 5(b), deur die eerste lusernhooi handelaar; en
- (c) in geval van die heffing genoem in klousule 5(c), deur die eienaar van die NIRS Instrument.

(2) Die heffings betaal deur die persoon genoem in –

- (a) subklousule (1)(a) mag verhaal word van die persoon wat die betrokke lusernsaad lewer vir skoonmaak;
- (b) subklousule (1)(b) mag verhaal word van die persoon van wie die betrokke lusernhooi verkry is;
- (c) subklousule (1)(c) mag verhaal word van die persoon wat die betrokke lusernhooi gestuur het vir analise.

**Betaling van heffings**

8. (1) Die betaling van die heffings opgelê in terme van klousule 5 sal gemaak word deur die persone bedoel in klousule 7, nie later nie as die laaste dag van die maand volgende op die maand waarin die lusernsaad versend is vir skoonmaak, of die lusernhooi verkry of geanaliseer is.  
(2) Betaling moet ten gunste van NLT uitgemaak word, en moet –
  - (a) wanneer per pos gestuur, geadresseer wees aan –

Die Bestuurder  
Nasionale Lusern Trust  
Posbus 185  
OUDTSHOORN  
6620
  - (b) wanneer per hand afgelewer, afgelewer word by –

Die Bestuurder  
Nasionale Lusern Trust  
St John Straat 152  
OUDTSHOORN  
6625
  - (c) Indien elektronies oorbetaal, na die bankrekening van die NLT, ABSA rekening nommer 1120156566, takkode 63225.

**Administrasie van heffings**

9. Hierdie statutêre maatreël sal deur die NLT gadministreer word. Ongeveer 70% van heffings inkomste sal op primêre funksies (navorsing en inligting), nie meer as 10% op administrasie en 20% op transformasie (ontwikkeling van opkomende boere) spandeer word. Heffings sal bestuur word op 'n manier aanvaarbaar vir die Ouditeur Generaal, apart van enige ander fondse of bates beheer deur die NLT. Jaarlikse geouditeerde finansiële state sal aan die Nasionale Landboubemarkingsraad en Ouditeur Generaal gestuur word, met die bedrae toegewys aan transformasie duidelik uitgewys en gestaaf deur 'n verslag wat aandui hoe die doelwitte van die heffing behaal is. Enige tekort op die verval datum van hierdie statutêre maatreël sal vir die rekening van die NLT wees. Die Minister van Landbou, Bosbou en Visserye sal oor die aanwending van enige surplus heffingsfondse, op die verval datum van die statutêre maatreël, besluit.

**Inwerkingtreding en tydperk van geldigheid**

10. Hierdie statutêre maatreël tree in werking op die dag van publikasie en sal drie jaar later verstryk.
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No. R. 709

9 September 2011

**LIQUOR PRODUCTS ACT, 1989**  
**(ACT NO. 60 OF 1989)**

**REGULATIONS : AMENDMENT \***

The Minister of Agriculture, acting in terms of section 27 of the Liquor Products Act, 1989 (Act No. 60 of 1989), has made the regulations in the Schedule.

- \* To provide for amendments to the fees payable in respect of anything done under this Act, or which is required to be so done.

**SCHEDULE**

**Definition**

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 624 of 13 July 2001 as amended by Government Notice No. R. 685 of 17 May 2002, No. R. 618 of 9 May 2003, R.1071 of 17 September 2004, R.284 of 1 April 2005, R. 270 of 31 March 2006, R.162 of 2 March 2007 and R 562 of 22 May 2009.

**Amendment of table of fees payable**

2. Table of fees payable is hereby amended by the substitution for the table of the following table :

**No. R. 709****9 September 2011**

**WET OP DRANKPRODUKTE, 1989  
(WET NO. 60 VAN 1989)**

**REGULASIES : WYSIGING \***

Die Minister van Landbou, het kragtens artikel 27 van die Wet op Drankprodukte, 1989 (Wet No. 60 van 1989), die regulasies in die Bylae uitgevaardig.

- \* Om voorsiening te maak vir tariefaanpassings ten opsigte van enige iets wat kragtens hierdie Wet gedoen word, of wat verlang word om aldus gedoen te word.

**BYLAE**

**Woordomskrywing**

1. In hierdie Bylae beteken "die Regulasies" die regulasies gepubliseer by Goewermentskennisgewing No. R. 624 van 13 Julie 2001 soos gewysig deur Goewermentskennisgewing No. R.685 van 17 Mei 2002, R. 618 van 9 Mei 2003, R.1071 van 17 September 2004, R.284 van 1 April 2005, R. 270 van 31 Maart 2006, R.162 van 2 Maart 2007 en R.562 van 22 Mei 2009.

**Wysiging van tabel van geldige betaalbaar**

2. Tabel van geldige betaalbaar word deur die volgende tabel vervang:

**TABLE OF FEES PAYABLE/ TABEL VAN GELDE BETAALBAAR**

[Section 27(1)(k) of the Act / van die Wet]

| <b>Purpose of Payment</b>                                                                                                                                                                                                                                                                                                                                | <b>Amount</b>                                                                                       | <b>Doel van Betaling</b>                                                                                                                                                                                                                                                                                                                                                            | <b>Bedrag</b>                                                                              |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| 1. Application for the registration of a code number<br>[reg. 2(1)]                                                                                                                                                                                                                                                                                      | R78,00 per Application                                                                              | 1. Aansoek om die registrasie van 'n kodenommer<br>[reg. 2(1)]                                                                                                                                                                                                                                                                                                                      | R78,00 per aansoek                                                                         |
| 2. Annual maintenance of the registration of a code number<br>[reg. 2(2)]                                                                                                                                                                                                                                                                                | R204,00 per Application                                                                             | 2. Jaarlikse instandhouding van die registrasie van 'n kode-nommer<br>[reg. 2(2)]                                                                                                                                                                                                                                                                                                   | R204,00 per aansoek                                                                        |
| 3. Application for an import certificate<br><br>(a) In the case of a product intended for importation in bulk;<br><br>(b) in the case of product intended for import in the labelled containers in which it will be sold<br><br>(c) in the case of a product imported as bona fide trade samples or for purposes other than the sale thereof<br>[reg. 3] | R285,00 per Application<br><br>R166,00 per application<br><br>R23,00 per litre or a portion thereof | 3. Aansoek om invoersertifikaat<br><br>(a) in die geval van 'n produk wat vir invoer in stortmaat beoog word;<br><br>(b) in die geval van 'n produk wat vir invoer beoog word in die geëtitkeerde houers waarin dit verkoop sal word<br><br>(c) In die geval van 'n produk wat as bona fide handelsmonster of vir ander doel-eindes as die verkoop daarvan ingevoer is.<br>[reg. 3] | R285,00 per aansoek<br><br>R166,00 per aansoek<br><br>R23,00 per liter of gedeelte daarvan |
| <b>Purpose of Payment</b>                                                                                                                                                                                                                                                                                                                                | <b>Amount</b>                                                                                       | <b>Doel van Betaling</b>                                                                                                                                                                                                                                                                                                                                                            | <b>Bedrag</b>                                                                              |
| 4. Analysis of a sample of a product intended for                                                                                                                                                                                                                                                                                                        | R402,00 plus analysis fee as                                                                        | 4. Aansoek om 'n ontledingsertifikaat                                                                                                                                                                                                                                                                                                                                               | R402,00 plus ontledingstarief                                                              |

|                                                                                                                                                                                                                                                                                                                                                           |                                                                                   |                                                                                                                                                                                                                                                                                                                                                                             |                                                                                |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|
| import and in respect of which an acceptable certificate of analysis was not provided.<br>[reg. 4]                                                                                                                                                                                                                                                        | per general liquor analysis tariffs                                               | [reg. 4]                                                                                                                                                                                                                                                                                                                                                                    | soos per algemene drank ontsledingstariewe                                     |
| <p>5. Application for a removal certificate:</p> <p>(a) in the case of a product imported in bulk</p> <p>(b) in the case of a product that has been imported in the labeled containers in which it will be sold and</p> <p>(c) in the case of a product imported as a bona fide trade sample or for other purposes than the sale thereof<br/>[reg. 5]</p> | Nil<br><br>R83,00 per application plus R3,50 per hl or Portion thereof<br><br>Nil | <p>5. Aansoek om 'n verwyderingsertifikaat:</p> <p>(a) in die geval van 'n produk in stortmaat ingevoer</p> <p>(b) in die geval van 'n produk wat ingevoer is in die geëtiketteerde houers waarin dit verkoop sal word</p> <p>(c) in die geval van 'n produk wat as 'n bona fide handelmonster of vir ander doeleindes as die verkoop daarvan ingevoer is.<br/>[reg. 5]</p> | Nul<br><br>R83,00 per aansoek plus R3,50 per hl of gedeelte daarvan<br><br>Nul |

| <b>Purpose of Payment</b>                                                                                                                                                                                                  | <b>Amount</b>                                                                                                                             | <b>Doel van Betaling</b>                                                                                                                                                                                                                        | <b>Bedrag</b>                                                                                                                                 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|
| 6(a) Application for a permission for the blending or sale after bottling of a liquor product imported in bulk                                                                                                             | R626,00 per application                                                                                                                   | 6(a)Aansoek om 'n toestemming vir die vermening of verkoop van botteling van 'n drankproduk wat in stortmaat ingevoer is.                                                                                                                       | R626,00 per aansoek                                                                                                                           |
| 6(b)Application for a permission for the blending or sale after bottling of a liquor product imported in bulk, for consecutive bottling batches of the same blend where inspection have not been performed<br><br>[reg. 6] | R470,00 per application                                                                                                                   | 6(b)Aansoek om 'n toestemming vir die vermening of verkoop van botteling van 'n drankproduk wat in stortmaat ingevoer is, vir agtereenvolgende bottelingslotte van dieselfde vermening waar 'n inspeksie nie uitgevoer is nie..<br><br>[reg. 6] | R470,00 per aansoek                                                                                                                           |
| 7. Application for export certificate [Reg 7]:<br><br>(a) in the case of a liquor product in respect of which sampling is required under regulation 52(1) of the Liquor Products Act Regulations;                          | R75,00 per application plus R5,00 per hl or portion thereof, to the first 100 hl plus analysis fee as per general liquor analysis tariffs | 7. Aansoek om uitvoersertificaat [Reg 7] :<br><br>(a) in die geval van 'n produk wat bemonstering vereis ingevolge regulasie 52(1) van die Wet op Drankprodukte Regulasies;                                                                     | R75,00 per aansoek plus R5,00 per hl of gedeelte daarvan tot die eerste 100 hl plus ontledingstarief soos per algemene drankontledingstariewe |
| (b) in the case of a liquor product in respect of which exemption from sampling is granted under regulation                                                                                                                | R36,00 per application plus R5,00 per hl or a portion thereof to the first 100 hl                                                         | (b) in die geval van 'n drankproduk wat vrygestel is van bemonstering ingevolge regulasie 52(7) van die Wet op                                                                                                                                  | R36,00 per aansoek plus R5,00 per hl of gedeelte daarvan tot die eerste 100 hl                                                                |

| <b>Purpose of Payment</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>Amount</b>                                                                      | <b>Doel van Betaling</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>Bedrag</b>                                                                       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| 52(7) of the Liquor Products Regulations.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                    | Drankprodukte Regulasies;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                     |
| (c) In the case of a liquor product in respect of which a renewal of the sensorial grace period is required under regulation 52(1) and (7) of the Liquor Products Act Regulations                                                                                                                                                                                                                                                                                                                                                                         | R150,00 per application, plus analysis fee as per general liquor analysis tariffs. | (b) In die geval van 'n drankproduk wat se sensoriese gracie periode 'n hernuwing vereis ingevolge regulasies 52(1) en (7) van die Wet op Drankprodukte Regulasies;                                                                                                                                                                                                                                                                                                                                                                 | R150,00 per aansoek, plus ontledingstarief soos per algemene drankontledingstariewe |
| (d) in the case of liquor products included in domestic or personal possession of a person leaving the Republic temporarily or permanently, or which is intended as a gift or bona fide trade sample and which is not more than 100 litres each of liquor products which differ in container, composition and labelling, or which is exported by a person who is visiting the Republic as a bona fide tourist, or for use by a Head of State or diplomatic Representative of the Republic [reg. 51(4)(a) and (b) of the Liquor Products Act Regulations]; | R48,00 per application                                                             | (d) in die geval van drankprodukte ingesluit in huishoudelike of persoonlike besittings van 'n persoon wat die Republiek tydelik of permanent verlaat, of wat as 'n geskenk of bona fide handelsmonster bedoel is en wat nie meer as 100 liter elk van drankprodukte wat in houer, samestelling en etikettering verskil, of wat as bona fide toeris besoek uitgevoer word, of vir die gebruik deur Staatshoofde of diplomatieke verteenwoordigers van die Republiek [reg. 51(4)(a) en (b) van die Wet op Drankprodukte Regulasies]; | R48,00 per aansoek                                                                  |
| (e) in the case of a liquor product, grape juice or concentrated must                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | R36,00 per application                                                             | (e) in die geval van 'n drankproduk, druwe sap of gekonsen-                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | R36,00 per aansoek                                                                  |

| <b>Purpose of Payment</b>                                                                                                                                                                              | <b>Amount</b>                                                    | <b>Doel van Betaling</b>                                                                                                                                                                | <b>Bedrag</b>                                                 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|
| being exported to a destination in the European Community [reg. 51(2)(c) of the Liquor Products Act Regulations];                                                                                      |                                                                  | mos wat na 'n bestemming in die Europese Unie uitgevoer word [reg.51(2)(c) van die Wet op Drankprodukte Regulasies];                                                                    |                                                               |
| (f) In the case of inspections being done on export consignments after official working hours [reg. 54 of the Liquor Products Act Regulations]                                                         | R355,00 per 30 minutes or portion thereof (travel time included) | (f) In die geval van inspeksies wat gedoen word op uitvoer besendings na amptelike werksure [reg. 54 van die Wet op Drankprodukte Regulasies]                                           | R355,00 per 30 minute of gedeelte daarvan (reistyd ingesluit) |
| (g) In the case of re-prints requested on Wine Online                                                                                                                                                  | R30,00 per application                                           | (g) In die geval van kansellasies of herdruk aansoeke op Wine Online                                                                                                                    | R30,00 per aansoek                                            |
| 8. Application for an authorisation for the sale of a sacramental beverage or an alcoholic beverage obtained by the alcoholic fermentation of the juice of oranges with cane sugar or mead [reg. 8(1)] | R556,00 per application                                          | 8. Aansoek om magtiging vir die verkoop van sakramentele drank, 'n alkoholiese drank verkry deur die alkoholiese gisting van die sap van lemoene tesame met rietsuiker of heuning-drink | R556,00 per aansoek                                           |
| 9. Annual maintenance of an authorisation referred to in Item 8 [reg. 8(2)]                                                                                                                            | R412,00 per authorization                                        | 9. Jaarlikse instandhouding van 'n magtiging in Item 8 bedoel.                                                                                                                          | R412,00 per magtiging                                         |
| 10. Lodging of an appeal against a decision or direction by the Administering Officer or the Wine and Spirit Board[reg. 9]                                                                             | R4280,00 per appeal                                              | 10. Indiening van 'n appéé teen die beslissing of lasgewing deur die Beherende Amptenaar of die Wyn-en-Spiritusraad [reg. 9]                                                            | R4280,00 per appéé                                            |

| <b>Purpose of Payment</b>                                                                                                                                                                                      | <b>Amount</b>      | <b>Doel van Betaling</b>                                                                                                                                                                                                       | <b>Bedrag</b>       |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|
| 11. General Liquor Analysis :<br><br>(all analysis fees will be charged separately from the administrative fees for applications referred to in tariff 7)                                                      |                    | 11. Algemene Drank Ontledings :<br><br>(alle ontledingstariewe sal afsonderlik gehef word van administratiewe tariewe vir aansoek soos aangedui onder tarief 7)                                                                |                     |
| (a) Density of sample (pycnometric method)/Specific Gravity/Total Dry Extract/Total Alcoholic Strength/Apparent Alcoholic Strength/Potential Alcoholic Strength/Obscured Alcoholic Strength/Alcoholic Strength | R 35,00 per sample | (a) Digtheid van monster (pycnometriese metode)/Soortgelyke gewig/Totale Droë Ekstrak/Totale Alkoholieke Sterkte/Skynbare Alkoholieke Sterkte/Potensiële Alkoholieke Sterkte/Verbergde Alkoholieke Sterkte/Alkoholieke Sterkte | R35,00 per monster  |
| (b) Alcoholic Strength by Volume (Wine and Spirit Board as client)                                                                                                                                             | R8,00 per sample   | (b) Alkoholsterkte per Volume (Wyn-en-Spiritusraad as kliënt)                                                                                                                                                                  | R8,00 per monster   |
| (c) Reducing Sugar                                                                                                                                                                                             | R31,00 per sample  | (c) Reduserende Suiker                                                                                                                                                                                                         | R31,00 per monster  |
| (c) Volatile Acidity                                                                                                                                                                                           | R21,00 per sample  | (d) Vlugtige Suur                                                                                                                                                                                                              | R21,00 per monster  |
| (d) Total Titratable Acidity/pH                                                                                                                                                                                | R 18,00 per sample | (e) Totale Titreerbare Suur/pH                                                                                                                                                                                                 | R 18,00 per monster |
| (e) Sulphur Dioxide Free (Ripper Method)                                                                                                                                                                       | R15,00 per sample  | (f) Vry Swaweldioksied (Ripper metode)                                                                                                                                                                                         | R15,00 per monster  |

| <b>Purpose of Payment</b>                     | <b>Amount</b>      | <b>Doel van Betaling</b>                     | <b>Bedrag</b>       |
|-----------------------------------------------|--------------------|----------------------------------------------|---------------------|
| (f) Sulphur Dioxide Free (Aspiration Method)  | R31,00 per sample  | (g) Vry Swaweldioksied (Aspirasie metode)    | R31,00 per monster  |
| (g) Sulphur Dioxide Total (Ripper Method)     | R15,00 per sample  | (h) Totale Swaweldioksied (Ripper metode)    | R15,00 per monster  |
| (i) Sulphur Dioxide Total (Aspiration Method) | R31,00 per sample  | (h) Totale Swaweldioksied (Aspirasie Metode) | R31,00 per monster  |
| (j) Esters                                    | R131,00 per sample | (j) Esters                                   | R131,00 per monster |
| (k) Higher Alcohol                            | R109,00 per Sample | (k) Hoër Alkohol                             | R109,00 per monster |
| (l) Methanol                                  | R109,00 per sample | (l) Metanol                                  | R109,00 per monster |
| (m) Sorbic Acid                               | R109,00 per sample | (m) Sorbiensuur                              | R109,00 per monster |
| (n) Ascorbic Acid                             | R201,00 per sample | (n) Askorbiensuur                            | R201,00 per monster |
| (o) Citric Acid                               | R201,00 per sample | (o) Sitroensuur                              | R201,00 per monster |
| (p) Bentonite Addition                        | R58,00 per sample  | (p) Bentoniet Byvoeging                      | R58,00 per monster  |
| (q) Protein Stability                         | R21,00 per sample  | (q) Proteïen Stabiliteit                     | R21,00 per monster  |
| (r) Cold Stability (Tartrate Stability)       | R21,00 per sampler | (r) Koud Stabiliteit (Tartraat Stabiliteit)  | R21,00 per monster  |
| (s) Malic Acid (HPLC)                         | R131,00 per sample | (s) Appelsuur (HPLC)                         | R131,00 per monster |
| (t) Zinc                                      | R14,00 per sample  | (t) Sink                                     | R14,00 per monster  |
| (u) Potassium                                 | R14,00 per sample  | (u) Kalium                                   | R14,00 per monster  |

| <b>Purpose of Payment</b>                        | <b>Amount</b>       | <b>Doel van Betaling</b>                        | <b>Bedrag</b>        |
|--------------------------------------------------|---------------------|-------------------------------------------------|----------------------|
| (v) Calcium                                      | R14,00 per sample   | (v) Kalsium                                     | R14,00 per monster   |
| (w) Lead                                         | R24,00 per sample   | (w) Lood                                        | R24,00 per monster   |
| (x) Copper                                       | R24,00 per sample   | (x) Koper                                       | R24,00 per monster   |
| (y) Cadmium                                      | R24,00 per sample   | (y) Kadmium                                     | R24,00 per monster   |
| (z) Iron                                         | R24,00 per sample   | (z) Yster                                       | R24,00 per monster   |
| (aa) Phosphate (HPLC)                            | R80,00 per sample   | (aa) Fosfaat (HPLC)                             | R80,00 per monster   |
| (ab) Colouring Agents                            | R226,00 per sample  | (ab) Kleurmiddels                               | R226,00 per monster  |
| (ac) Glycerol/Propylene Glycol/Diethylene Glycol | R226,00 per sample  | (ac) Gliserol/Propileen Glikol/Dietileen Glikol | R226,00 per monster  |
| (ad) Gas Pressure<br>(1) At -4 degrees C         | R129,00 per sample  | (ad) Gasdruk<br>(1) By -4 grade C               | R129,00 per monster  |
| (2) Standard method                              | R12,00 per sample   | (2) Standaard metode                            | R12,00 per monster   |
| (ae) Total Sugar                                 | R31,00 per sample   | (ae) Totale Suiker                              | R31,00 per monster   |
| (af) Sucrose                                     | R37,00 per sample   | (af) Sukrose                                    | R37,00 per monster   |
| (ag) Butterfat                                   | R141,00 per sample  | (ag) Bottervet                                  | R141,00 per monster  |
| (ah) Natamycin                                   | R 650,00 per sample | (ah) Nataymycin                                 | R 650,00 per monster |
| (ai) Diverse GC analysis not specified above     | R387,00 per sample  | (ai) Diverse GC analise nie bo gespesifiseer    | R387,00 per monster  |
| (aj) Diverse HPLC analysis not specified above   | R558,00 per sample  | (aj) Diverse GC analise nie bo gespesifiseer    | R558,00 per monster  |

**DEPARTMENT OF LABOUR  
DEPARTEMENT VAN ARBEID**

**No. R. 710**

**9 September 2011**

**LABOUR RELATIONS ACT, 1995**

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

I, **NELISIWE MILDRED 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 12 September 2011 and for the period ending 31 July 2014.

**N M OLIPHANT  
MINISTER OF LABOUR**

**UMNYANGO WEZABASEBENZI****No. R. 710****9 September 2011****UMTHETHO WOBUDLELWENO KWEZABASEBENZI KA-1995**

**UMKHANDLU      WOKUXOXISANA      PHAKATHI      KWABAQASHI  
NABASEBENZI EMBONINI YEZOKWAKHA  
UKWELULELWA      KWESIVUMELWANO      SABAQASHI      NABASEBENZI  
ESICHIBIYELAYO      SELULELWA      KULABO      ABANGEYONA      INGXENYE  
YASO**

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe WezabaSebenzi, ngokwesigaba 32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa uMkhandlu Wokuxoxisana Phakathi Kwabaqashi Nabasebenzi Embonini Yezokwakha, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni, kusukela mhlaka 12 kuMandulo 2011 kuze kuge mhlaka 31 kuNtulikazi 2014.

**N M OLIPHANT  
UNGQONGQOSHE WEZABASEBENZI**

**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 amended, extended and renewed by Government Notices Nos. R. 745 of 11 June 1999, R. 1365 of 15 December 2000, R. 1018 of 18 July 2003, R. 1049 of 25 July 2003, R. 865 of 23 July 2004, R. 906 and R. 907 of 29 August 2008, R. 9 of 22 January 2010 and R. 592 of 22 July 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(1)(a) and 1A, 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-clause (1)(a), the terms of this Agreement shall not apply to-
- (a) clerical employees and administrative staff;
- (b) university students and graduates in building science, and to construction supervisors, construction surveyors and other persons doing practical work, in the completion of their academic training;
- (c) non-parties in respect of clauses 1(1)(a), and 1A of the Collective Agreement as extended or amended from time to time.

## **2. CLAUSE 1 A: PERIOD OF OPERATION OF AGREEMENT**

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of Section 32 of the Labour Relations Act, 1995, and shall remain in force until 31 July 2014.

## **3. CLAUSE 21: MINIMUM WAGES**

Substitute the following for sub-clause (1):

| SCHEDULE |                                                   |                                                                          |                                    |                                                                          |                                    |
|----------|---------------------------------------------------|--------------------------------------------------------------------------|------------------------------------|--------------------------------------------------------------------------|------------------------------------|
|          |                                                   | WAGE PER HOUR                                                            |                                    |                                                                          |                                    |
|          |                                                   | AREA                                                                     |                                    |                                                                          |                                    |
|          |                                                   | KIMBERLEY                                                                |                                    | GORDONIA                                                                 |                                    |
|          |                                                   | With effect<br>from the<br>coming into<br>operation<br>of this Agreement | With effect from<br>1 January 2012 | With effect<br>from the<br>coming into<br>operation<br>of this Agreement | With effect from<br>1 January 2012 |
|          | CATEGORY OF EMPLOYEE                              | R                                                                        | R                                  | R                                                                        | R                                  |
| (a)      | General Worker .....                              | 7.91                                                                     | 8.23                               | 7.44                                                                     | 7.74                               |
| (b)      | Trainee Trademan,<br>Class 3, Tradesman, Class 3  | 9.26                                                                     | 9.63                               | 8.78                                                                     | 9.13                               |
| (c)      | Trainee Tradesman,<br>Class 2, Tradesman, Class 2 | 9.37                                                                     | 9.74                               | 8.88                                                                     | 9.24                               |
| (d)      | Trainee Tradesman.<br>Class 1, Tradesman, Clas 1  | 11.86                                                                    | 12.33                              | 11.38                                                                    | 11.83                              |
| (e)      | Artisan .....                                     | 16.54                                                                    | 17.20                              | 16.18                                                                    | 16.83                              |
| (f)      | Craftsman .....                                   | 19.44                                                                    | 20.22                              | 19.08                                                                    | 19.85                              |

CHAIRMAN VN SMAILES :

VICE CHAIRMAN MS TOFFAR :

SECRETARY PR SERFONTEIN :

**4. APPENDIXES:**

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

SIGNED AT KIMBERLEY ON BEHALF OF THE PARTIES ON THIS 21st DAY OF April 2011.



VN SMAILES  
Chairman



MS TOFFAR  
V/Chairman



PR SERFONTEIN  
Secretary

| NEW WAGEBANDS MEI 2011 KIMBERLEY ARTISANS AND CRAFTSMEN |                           |              |                       |                |                |                |                  |                       |                |                |          |                  |                     |         |         |
|---------------------------------------------------------|---------------------------|--------------|-----------------------|----------------|----------------|----------------|------------------|-----------------------|----------------|----------------|----------|------------------|---------------------|---------|---------|
| ARTISANS & CRAFTSMEN                                    |                           |              | ANNEXURE A            |                |                |                |                  | ANNEXURE B            |                |                |          |                  |                     |         |         |
|                                                         |                           |              | EMPLOYER CONTRIBUTION |                |                |                |                  | 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   |         |
| ART 1                                                   | 0.00                      | 16.54        | 2.49                  | 66.41          | 59.94          | 25.73          | 2.89             | 154.97                | 59.94          | 25.73          | 2.89     | 5.00             | 93.56               | 762.79  | 248.53  |
| 2                                                       | 16.55                     | 16.64        | 2.50                  | 66.79          | 60.29          | 25.73          | 2.89             | 155.70                | 60.29          | 25.73          | 2.89     | 5.00             | 93.91               | 767.39  | 249.61  |
| 3                                                       | 16.65                     | 16.74        | 2.52                  | 67.21          | 60.67          | 25.73          | 2.89             | 156.50                | 60.67          | 25.73          | 2.89     | 5.00             | 94.29               | 772.41  | 250.79  |
| 4                                                       | 16.75                     | 16.84        | 2.53                  | 67.60          | 61.02          | 25.73          | 2.89             | 157.24                | 61.02          | 25.73          | 2.89     | 5.00             | 94.64               | 777.01  | 251.88  |
| 5                                                       | 16.85                     | 16.94        | 2.55                  | 68.02          | 61.39          | 25.73          | 2.89             | 158.03                | 61.39          | 25.73          | 2.89     | 5.00             | 95.01               | 782.04  | 253.04  |
| 6                                                       | 16.95                     | 17.04        | 2.56                  | 68.40          | 61.74          | 25.73          | 2.89             | 158.76                | 61.74          | 25.73          | 2.89     | 5.00             | 95.36               | 786.64  | 254.12  |
| 7                                                       | 17.05                     | 17.14        | 2.58                  | 68.82          | 62.12          | 25.73          | 2.89             | 159.56                | 62.12          | 25.73          | 2.89     | 5.00             | 95.74               | 791.66  | 255.30  |
| 8                                                       | 17.15                     | 17.24        | 2.59                  | 69.20          | 62.46          | 25.73          | 2.89             | 160.28                | 62.46          | 25.73          | 2.89     | 5.00             | 96.08               | 796.27  | 256.36  |
| 9                                                       | 17.25                     | 17.34        | 2.61                  | 69.62          | 62.84          | 25.73          | 2.89             | 161.08                | 62.84          | 25.73          | 2.89     | 5.00             | 96.46               | 801.29  | 257.54  |
| 10                                                      | 17.35                     | 17.44        | 2.62                  | 70.01          | 63.19          | 25.73          | 2.89             | 161.82                | 63.19          | 25.73          | 2.89     | 5.00             | 96.81               | 805.89  | 258.63  |
| 11                                                      | 17.45                     | 17.54        | 2.64                  | 70.42          | 63.57          | 25.73          | 2.89             | 162.61                | 63.57          | 25.73          | 2.89     | 5.00             | 97.19               | 810.91  | 259.80  |
| 12                                                      | 17.55                     | 17.64        | 2.65                  | 70.81          | 63.91          | 25.73          | 2.89             | 163.34                | 63.91          | 25.73          | 2.89     | 5.00             | 97.53               | 815.52  | 260.87  |
| 13                                                      | 17.65                     | 17.74        | 2.67                  | 71.23          | 64.29          | 25.73          | 2.89             | 164.14                | 64.29          | 25.73          | 2.89     | 5.00             | 97.91               | 820.54  | 262.05  |
| 14                                                      | 17.75                     | 17.84        | 2.68                  | 71.61          | 64.64          | 25.73          | 2.89             | 164.87                | 64.64          | 25.73          | 2.89     | 5.00             | 98.26               | 825.14  | 263.13  |
| 15                                                      | 17.85                     | 17.94        | 2.70                  | 72.03          | 65.02          | 25.73          | 2.89             | 165.67                | 65.02          | 25.73          | 2.89     | 5.00             | 98.64               | 830.16  | 264.31  |
| 16                                                      | 17.95                     | 18.04        | 2.71                  | 72.41          | 65.36          | 25.73          | 2.89             | 166.39                | 65.36          | 25.73          | 2.89     | 5.00             | 98.98               | 834.77  | 265.37  |
| 17                                                      | 18.05                     | 18.14        | 2.73                  | 72.83          | 65.74          | 25.73          | 2.89             | 167.19                | 65.74          | 25.73          | 2.89     | 5.00             | 99.36               | 839.79  | 266.55  |
| 18                                                      | 18.15                     | 18.24        | 2.74                  | 73.22          | 66.09          | 25.73          | 2.89             | 167.93                | 66.09          | 25.73          | 2.89     | 5.00             | 99.71               | 844.39  | 267.64  |
| 19                                                      | 18.25                     | 18.34        | 2.76                  | 73.63          | 66.47          | 25.73          | 2.89             | 168.72                | 66.47          | 25.73          | 2.89     | 5.00             | 100.09              | 849.41  | 268.81  |
| 20                                                      | 18.35                     | 18.44        | 2.77                  | 74.02          | 66.81          | 25.73          | 2.89             | 169.45                | 66.81          | 25.73          | 2.89     | 5.00             | 100.43              | 854.02  | 269.88  |
| 21                                                      | 18.45                     | 18.54        | 2.79                  | 74.44          | 67.19          | 25.73          | 2.89             | 170.25                | 67.19          | 25.73          | 2.89     | 5.00             | 100.81              | 859.04  | 271.06  |
| 22                                                      | 18.55                     | 18.64        | 2.80                  | 74.82          | 67.54          | 25.73          | 2.89             | 170.98                | 67.54          | 25.73          | 2.89     | 5.00             | 101.16              | 863.64  | 272.14  |
| 23                                                      | 18.65                     | 18.74        | 2.82                  | 75.24          | 67.91          | 25.73          | 2.89             | 171.77                | 67.91          | 25.73          | 2.89     | 5.00             | 101.53              | 868.67  | 273.30  |
| 24                                                      | 18.75                     | 18.84        | 2.83                  | 75.62          | 68.26          | 25.73          | 2.89             | 172.50                | 68.26          | 25.73          | 2.89     | 5.00             | 101.88              | 873.27  | 274.38  |
| 25                                                      | 18.85                     | 18.94        | 2.85                  | 76.04          | 68.64          | 25.73          | 2.89             | 173.30                | 68.64          | 25.73          | 2.89     | 5.00             | 102.26              | 878.29  | 275.06  |
| 26                                                      | 18.95                     | 19.04        | 2.86                  | 76.43          | 68.99          | 25.73          | 2.89             | 174.04                | 68.99          | 25.73          | 2.89     | 5.00             | 102.61              | 882.89  | 276.65  |
| 27                                                      | 19.05                     | 19.14        | 2.88                  | 76.85          | 69.36          | 25.73          | 2.89             | 174.83                | 69.36          | 25.73          | 2.89     | 5.00             | 102.98              | 887.92  | 277.81  |
| 28                                                      | 19.15                     | 19.24        | 2.89                  | 77.23          | 69.71          | 25.73          | 2.89             | 175.56                | 69.71          | 25.73          | 2.89     | 5.00             | 103.33              | 892.52  | 278.89  |
| CRAFT 29                                                | 0.00                      | 19.44        | 2.92                  | 78.03          | 70.43          | 25.73          | 2.89             | 177.08                | 70.43          | 25.73          | 2.89     | 5.00             | 104.05              | 902.15  | 281.13  |
| 30                                                      | 19.45                     | 19.54        | 2.94                  | 78.45          | 70.81          | 25.73          | 2.89             | 177.88                | 70.81          | 25.73          | 2.89     | 5.00             | 104.43              | 907.17  | 282.31  |
| 31                                                      | 19.55                     | 19.64        | 2.95                  | 78.83          | 71.16          | 25.73          | 2.89             | 178.61                | 71.16          | 25.73          | 2.89     | 5.00             | 104.78              | 911.77  | 283.39  |
| 32                                                      | 19.65                     | 19.74        | 2.97                  | 79.25          | 71.54          | 25.73          | 2.89             | 179.41                | 71.54          | 25.73          | 2.89     | 5.00             | 105.16              | 916.79  | 284.57  |
| 33                                                      | 19.75                     | 19.84        | 2.98                  | 79.64          | 71.88          | 25.73          | 2.89             | 180.14                | 71.88          | 25.73          | 2.89     | 5.00             | 105.50              | 921.40  | 285.64  |
| 34                                                      | 19.85                     | 19.94        | 3.00                  | 80.06          | 72.26          | 25.73          | 2.89             | 180.94                | 72.26          | 25.73          | 2.89     | 5.00             | 105.88              | 926.42  | 286.82  |
| 35                                                      | 19.95                     | 20.04        | 3.01                  | 80.44          | 72.61          | 25.73          | 2.89             | 181.67                | 72.61          | 25.73          | 2.89     | 5.00             | 106.23              | 931.02  | 287.90  |
| 36                                                      | 20.05                     | 20.14        | 3.03                  | 80.86          | 72.99          | 25.73          | 2.89             | 182.47                | 72.99          | 25.73          | 2.89     | 5.00             | 106.61              | 936.04  | 289.08  |
| 37                                                      | 20.15                     | 20.24        | 3.04                  | 81.24          | 73.33          | 25.73          | 2.89             | 183.19                | 73.33          | 25.73          | 2.89     | 5.00             | 106.95              | 940.65  | 290.14  |
| 38                                                      | 20.25                     | 20.34        | 3.06                  | 81.66          | 73.71          | 25.73          | 2.89             | 183.99                | 73.71          | 25.73          | 2.89     | 5.00             | 107.33              | 945.67  | 291.32  |
| 39                                                      | 20.35                     | 20.44        | 3.07                  | 82.05          | 74.06          | 25.73          | 2.89             | 184.73                | 74.06          | 25.73          | 2.89     | 5.00             | 107.68              | 950.27  | 292.41  |
| 40                                                      | 20.45                     | 20.54        | 3.09                  | 82.46          | 74.43          | 25.73          | 2.89             | 185.51                | 74.43          | 25.73          | 2.89     | 5.00             | 108.05              | 955.30  | 293.56  |
| 41                                                      | 20.55                     | 20.64        | 3.10                  | 82.85          | 74.78          | 25.73          | 2.89             | 186.25                | 74.78          | 25.73          | 2.89     | 5.00             | 108.40              | 959.90  | 294.65  |
| 42                                                      | 20.65                     | 20.74        | 3.12                  | 83.27          | 75.16          | 25.73          | 2.89             | 187.05                | 75.16          | 25.73          | 2.89     | 5.00             | 108.78              | 964.92  | 295.83  |
| 43                                                      | 20.75                     | 20.84        | 3.13                  | 83.65          | 75.51          | 25.73          | 2.89             | 187.78                | 75.51          | 25.73          | 2.89     | 5.00             | 109.13              | 969.52  | 296.91  |
| 44                                                      | 20.85                     | 20.94        | 3.15                  | 84.07          | 75.88          | 25.73          | 2.89             | 188.57                | 75.88          | 25.73          | 2.89     | 5.00             | 109.50              | 974.55  | 298.07  |
| 45                                                      | 20.95                     | 21.04        | 3.16                  | 84.45          | 76.23          | 25.73          | 2.89             | 189.30                | 76.23          | 25.73          | 2.89     | 5.00             | 109.85              | 979.15  | 299.15  |
| 46                                                      | 21.05                     | 21.14        | 3.18                  | 84.87          | 76.61          | 25.73          | 2.89             | 190.10                | 76.61          | 25.73          | 2.89     | 5.00             | 110.23              | 984.17  | 300.33  |
| 47                                                      | 21.15                     | 21.24        | 3.19                  | 85.26          | 76.95          | 25.73          | 2.89             | 190.83                | 76.95          | 25.73          | 2.89     | 5.00             | 110.57              | 988.78  | 301.40  |
| 48                                                      | 21.25                     | 21.34        | 3.21                  | 85.67          | 77.33          | 25.73          | 2.89             | 191.62                | 77.33          | 25.73          | 2.89     | 5.00             | 110.95              | 993.80  | 302.57  |
| 49                                                      | 21.35                     | 21.44        | 3.22                  | 86.06          | 77.68          | 25.73          | 2.89             | 192.36                | 77.68          | 25.73          | 2.89     | 5.00             | 111.30              | 998.40  | 303.66  |
| 50                                                      | 21.45                     | 21.54        | 3.24                  | 86.48          | 78.06          | 25.73          | 2.89             | 193.16                | 78.06          | 25.73          | 2.89     | 5.00             | 111.68              | 1003.42 | 304.84  |
| KIMBERLEY OPTIONAL STAMPS                               |                           |              |                       |                |                |                |                  |                       |                |                |          |                  |                     |         |         |
| OPT 1                                                   | 21.55                     | 25.95        | 3.90                  | 104.17         | 94.03          | 51.46          | 2.89             | 252.55                | 94.03          | 51.46          | 2.89     | 5.00             | 153.38              | 1189.87 | 405.93  |
| 2                                                       | 25.96                     | 31.14        | 4.68                  | 125.00         | 112.83         | 51.46          | 2.89             | 292.18                | 112.83         | 51.46          | 2.89     | 5.00             | 172.18              | 1439.72 | 464.36  |
| 3                                                       | 31.15                     | 37.37        | 5.62                  | 150.03         | 135.42         | 51.46          | 2.89             | 339.80                | 135.42         | 51.46          | 2.89     | 5.00             | 194.77              | 1739.78 | 534.57  |
| 4                                                       | 37.38                     | 44.84        | 6.74                  | 180.00         | 162.48         | 51.46          | 2.89             | 396.83                | 162.48         | 51.46          | 2.89     | 5.00             | 221.83              | 2099.27 | 618.66  |
| 5                                                       | 44.85                     | 53.81        | 8.09                  | 216.02         | 194.99         | 51.46          | 2.89             | 465.36                | 194.99         | 51.46          | 2.89     | 5.00             | 254.34              | 2531.16 | 719.70  |
| 6                                                       | 53.82                     | 64.57        | 9.70                  | 259.19         | 233.95         | 51.46          | 2.89             | 547.49                | 233.95         | 51.46          | 2.89     | 5.00             | 293.30              | 3048.85 | 840.79  |
| 7                                                       | 64.58                     | 77.48        | 11.64                 | 311.01         | 280.73         | 51.46          | 2.89             | 646.09                | 280.73         | 51.46          | 2.89     | 5.00             | 340.08              | 3670.32 | 986.17  |
| 8                                                       | 77.49                     | 92.98        | 13.97                 | 373.23         | 336.89         | 51.46          | 2.89             | 764.47                | 336.89         | 51.46          | 2.89     | 5.00             | 396.24              | 4416.51 | 1160.71 |
| 9                                                       | 92.99                     | 111.58       | 16.77                 | 447.92         | 404.30         | 51.46          | 2.89             | 906.57                | 404.30         | 51.46          | 2.89     | 5.00             | 463.65              | 5312.10 | 1370.22 |
| 10                                                      | 111.59                    | 133.90       | 20.12                 | 537.50         | 485.16         | 51.46          | 2.89             | 1077.01               | 485.16         | 51.46          | 2.89     | 5.00             | 544.51              | 6386.39 | 1621.52 |
| 11                                                      | 133.91                    | 160.68       | 24.14                 | 644.98         | 582.18         | 51.46          | 2.89             | 1281.51               | 582.18         | 51.46          | 2.89     | 5.00             | 641.53              | 7675.37 | 1923.04 |

| NUWE LOONBANDE MEI 2011 KIMBERLEY AMBAGSMANNE EN VAKMANNE |                                |                       |                      |                    |                       |                   |                        |                    |                       |                    |            |                        |                            |         |        |  |      |  |
|-----------------------------------------------------------|--------------------------------|-----------------------|----------------------|--------------------|-----------------------|-------------------|------------------------|--------------------|-----------------------|--------------------|------------|------------------------|----------------------------|---------|--------|--|------|--|
| AMBAGS-6 VAKMANNE                                         |                                |                       | AANHANGSEL A         |                    |                       |                   |                        |                    |                       | AANHANGSEL B       |            |                        |                            |         |        |  |      |  |
|                                                           |                                |                       | WERGEWER SE BYDRAE   |                    |                       |                   |                        |                    |                       | WERGEMER SE BYDRAE |            |                        |                            |         |        |  |      |  |
| Loon<br>inter-<br>val                                     | Min / Max<br>Tarief<br>per uur | Kontant<br>Bonus<br>H | Vakans<br>Fonds<br>A | Pens<br>Fonds<br>B | Bystand<br>Fonds<br>D | Raad<br>Heff<br>E | W-Gewer<br>TOTAAL<br>G | Pens<br>Fonds<br>B | Bystand<br>Fonds<br>D | Raad<br>Heff<br>E  | Spaar<br>F | W-Nemer<br>TOTAAL<br>G | Kontant<br>Bonus<br>Ingesl |         |        |  | Seel |  |
| AMB 1                                                     | 0.00                           | 16.54                 | 2.49                 | 66.41              | 59.94                 | 25.73             | 2.89                   | 154.97             | 59.94                 | 25.73              | 2.89       | 5.00                   | 93.56                      | 762.79  | 248.53 |  |      |  |
| 2                                                         | 16.55                          | 16.64                 | 2.50                 | 66.79              | 60.29                 | 25.73             | 2.89                   | 155.70             | 60.29                 | 25.73              | 2.89       | 5.00                   | 93.91                      | 767.39  | 249.61 |  |      |  |
| 3                                                         | 16.65                          | 16.74                 | 2.52                 | 67.21              | 60.67                 | 25.73             | 2.89                   | 156.50             | 60.67                 | 25.73              | 2.89       | 5.00                   | 94.29                      | 772.41  | 250.79 |  |      |  |
| 4                                                         | 16.75                          | 16.84                 | 2.53                 | 67.60              | 61.02                 | 25.73             | 2.89                   | 157.24             | 61.02                 | 25.73              | 2.89       | 5.00                   | 94.64                      | 777.01  | 251.88 |  |      |  |
| 5                                                         | 16.85                          | 16.94                 | 2.55                 | 68.02              | 61.39                 | 25.73             | 2.89                   | 158.03             | 61.39                 | 25.73              | 2.89       | 5.00                   | 95.01                      | 782.04  | 253.04 |  |      |  |
| 6                                                         | 16.95                          | 17.04                 | 2.56                 | 68.40              | 61.74                 | 25.73             | 2.89                   | 158.76             | 61.74                 | 25.73              | 2.89       | 5.00                   | 95.36                      | 786.64  | 254.12 |  |      |  |
| 7                                                         | 17.05                          | 17.14                 | 2.58                 | 68.82              | 62.12                 | 25.73             | 2.89                   | 159.56             | 62.12                 | 25.73              | 2.89       | 5.00                   | 95.74                      | 791.66  | 255.30 |  |      |  |
| 8                                                         | 17.15                          | 17.24                 | 2.59                 | 69.20              | 62.46                 | 25.73             | 2.89                   | 160.28             | 62.46                 | 25.73              | 2.89       | 5.00                   | 96.08                      | 796.27  | 256.36 |  |      |  |
| 9                                                         | 17.25                          | 17.34                 | 2.61                 | 69.62              | 62.84                 | 25.73             | 2.89                   | 161.08             | 62.84                 | 25.73              | 2.89       | 5.00                   | 96.46                      | 801.29  | 257.54 |  |      |  |
| 10                                                        | 17.35                          | 17.44                 | 2.62                 | 70.01              | 63.19                 | 25.73             | 2.89                   | 161.82             | 63.19                 | 25.73              | 2.89       | 5.00                   | 96.81                      | 805.89  | 258.63 |  |      |  |
| 11                                                        | 17.45                          | 17.54                 | 2.64                 | 70.42              | 63.57                 | 25.73             | 2.89                   | 162.61             | 63.57                 | 25.73              | 2.89       | 5.00                   | 97.19                      | 810.91  | 259.80 |  |      |  |
| 12                                                        | 17.55                          | 17.64                 | 2.65                 | 70.81              | 63.91                 | 25.73             | 2.89                   | 163.34             | 63.91                 | 25.73              | 2.89       | 5.00                   | 97.53                      | 815.52  | 260.87 |  |      |  |
| 13                                                        | 17.65                          | 17.74                 | 2.67                 | 71.23              | 64.29                 | 25.73             | 2.89                   | 164.14             | 64.29                 | 25.73              | 2.89       | 5.00                   | 97.91                      | 820.54  | 262.05 |  |      |  |
| 14                                                        | 17.75                          | 17.84                 | 2.68                 | 71.61              | 64.64                 | 25.73             | 2.89                   | 164.87             | 64.64                 | 25.73              | 2.89       | 5.00                   | 98.26                      | 825.14  | 263.13 |  |      |  |
| 15                                                        | 17.85                          | 17.94                 | 2.70                 | 72.03              | 65.02                 | 25.73             | 2.89                   | 165.67             | 65.02                 | 25.73              | 2.89       | 5.00                   | 98.64                      | 830.16  | 264.31 |  |      |  |
| 16                                                        | 17.95                          | 18.04                 | 2.71                 | 72.41              | 65.36                 | 25.73             | 2.89                   | 166.39             | 65.36                 | 25.73              | 2.89       | 5.00                   | 98.98                      | 834.77  | 265.37 |  |      |  |
| 17                                                        | 18.05                          | 18.14                 | 2.73                 | 72.83              | 65.74                 | 25.73             | 2.89                   | 167.19             | 65.74                 | 25.73              | 2.89       | 5.00                   | 99.36                      | 839.79  | 266.55 |  |      |  |
| 18                                                        | 18.15                          | 18.24                 | 2.74                 | 73.22              | 66.09                 | 25.73             | 2.89                   | 167.93             | 66.09                 | 25.73              | 2.89       | 5.00                   | 99.71                      | 844.39  | 267.64 |  |      |  |
| 19                                                        | 18.25                          | 18.34                 | 2.76                 | 73.63              | 66.47                 | 25.73             | 2.89                   | 168.72             | 66.47                 | 25.73              | 2.89       | 5.00                   | 100.09                     | 849.41  | 268.81 |  |      |  |
| 20                                                        | 18.35                          | 18.44                 | 2.77                 | 74.02              | 66.81                 | 25.73             | 2.89                   | 169.45             | 66.81                 | 25.73              | 2.89       | 5.00                   | 100.43                     | 854.02  | 269.88 |  |      |  |
| 21                                                        | 18.45                          | 18.54                 | 2.79                 | 74.44              | 67.19                 | 25.73             | 2.89                   | 170.25             | 67.19                 | 25.73              | 2.89       | 5.00                   | 100.81                     | 859.04  | 271.06 |  |      |  |
| 22                                                        | 18.55                          | 18.64                 | 2.80                 | 74.82              | 67.54                 | 25.73             | 2.89                   | 170.98             | 67.54                 | 25.73              | 2.89       | 5.00                   | 101.16                     | 863.64  | 272.14 |  |      |  |
| 23                                                        | 18.65                          | 18.74                 | 2.82                 | 75.24              | 67.91                 | 25.73             | 2.89                   | 171.77             | 67.91                 | 25.73              | 2.89       | 5.00                   | 101.53                     | 868.67  | 273.30 |  |      |  |
| 24                                                        | 18.75                          | 18.84                 | 2.83                 | 75.62              | 68.26                 | 25.73             | 2.89                   | 172.50             | 68.26                 | 25.73              | 2.89       | 5.00                   | 101.88                     | 873.27  | 274.38 |  |      |  |
| 25                                                        | 18.85                          | 18.94                 | 2.85                 | 76.04              | 68.64                 | 25.73             | 2.89                   | 173.30             | 68.64                 | 25.73              | 2.89       | 5.00                   | 102.26                     | 878.29  | 275.56 |  |      |  |
| 26                                                        | 18.95                          | 19.04                 | 2.86                 | 76.43              | 68.99                 | 25.73             | 2.89                   | 174.04             | 68.99                 | 25.73              | 2.89       | 5.00                   | 102.61                     | 882.89  | 276.65 |  |      |  |
| 27                                                        | 19.05                          | 19.14                 | 2.88                 | 76.85              | 69.36                 | 25.73             | 2.89                   | 174.83             | 69.36                 | 25.73              | 2.89       | 5.00                   | 102.98                     | 887.92  | 277.81 |  |      |  |
| 28                                                        | 19.15                          | 19.24                 | 2.89                 | 77.23              | 69.71                 | 25.73             | 2.89                   | 175.56             | 69.71                 | 25.73              | 2.89       | 5.00                   | 103.33                     | 892.52  | 278.89 |  |      |  |
| VAK 29                                                    | 0.00                           | 19.44                 | 2.92                 | 78.03              | 70.43                 | 25.73             | 2.89                   | 177.08             | 70.43                 | 25.73              | 2.89       | 5.00                   | 104.05                     | 902.15  | 281.13 |  |      |  |
| 30                                                        | 19.45                          | 19.54                 | 2.94                 | 78.45              | 70.81                 | 25.73             | 2.89                   | 177.88             | 70.81                 | 25.73              | 2.89       | 5.00                   | 104.43                     | 907.17  | 282.31 |  |      |  |
| 31                                                        | 19.55                          | 19.64                 | 2.95                 | 78.83              | 71.16                 | 25.73             | 2.89                   | 178.61             | 71.16                 | 25.73              | 2.89       | 5.00                   | 104.78                     | 911.77  | 283.39 |  |      |  |
| 32                                                        | 19.65                          | 19.74                 | 2.97                 | 79.25              | 71.54                 | 25.73             | 2.89                   | 179.41             | 71.54                 | 25.73              | 2.89       | 5.00                   | 105.16                     | 916.79  | 284.57 |  |      |  |
| 33                                                        | 19.75                          | 19.84                 | 2.98                 | 79.64              | 71.88                 | 25.73             | 2.89                   | 180.14             | 71.88                 | 25.73              | 2.89       | 5.00                   | 105.50                     | 921.40  | 285.64 |  |      |  |
| 34                                                        | 19.85                          | 19.94                 | 3.00                 | 80.06              | 72.26                 | 25.73             | 2.89                   | 180.94             | 72.26                 | 25.73              | 2.89       | 5.00                   | 105.88                     | 926.42  | 286.82 |  |      |  |
| 35                                                        | 19.95                          | 20.04                 | 3.01                 | 80.44              | 72.61                 | 25.73             | 2.89                   | 181.67             | 72.61                 | 25.73              | 2.89       | 5.00                   | 106.23                     | 931.02  | 287.90 |  |      |  |
| 36                                                        | 20.05                          | 20.14                 | 3.03                 | 80.86              | 72.99                 | 25.73             | 2.89                   | 182.47             | 72.99                 | 25.73              | 2.89       | 5.00                   | 106.61                     | 936.04  | 289.08 |  |      |  |
| 37                                                        | 20.15                          | 20.24                 | 3.04                 | 81.24              | 73.33                 | 25.73             | 2.89                   | 183.19             | 73.33                 | 25.73              | 2.89       | 5.00                   | 106.95                     | 940.65  | 290.14 |  |      |  |
| 38                                                        | 20.25                          | 20.34                 | 3.06                 | 81.66              | 73.71                 | 25.73             | 2.89                   | 183.99             | 73.71                 | 25.73              | 2.89       | 5.00                   | 107.33                     | 945.67  | 291.32 |  |      |  |
| 39                                                        | 20.35                          | 20.44                 | 3.07                 | 82.05              | 74.06                 | 25.73             | 2.89                   | 184.73             | 74.06                 | 25.73              | 2.89       | 5.00                   | 107.68                     | 950.27  | 292.41 |  |      |  |
| 40                                                        | 20.45                          | 20.54                 | 3.09                 | 82.46              | 74.43                 | 25.73             | 2.89                   | 185.51             | 74.43                 | 25.73              | 2.89       | 5.00                   | 108.05                     | 955.30  | 293.56 |  |      |  |
| 41                                                        | 20.55                          | 20.64                 | 3.10                 | 82.85              | 74.78                 | 25.73             | 2.89                   | 186.25             | 74.78                 | 25.73              | 2.89       | 5.00                   | 108.40                     | 959.90  | 294.65 |  |      |  |
| 42                                                        | 20.65                          | 20.74                 | 3.12                 | 83.27              | 75.16                 | 25.73             | 2.89                   | 187.05             | 75.16                 | 25.73              | 2.89       | 5.00                   | 108.78                     | 964.92  | 295.83 |  |      |  |
| 43                                                        | 20.75                          | 20.84                 | 3.13                 | 83.65              | 75.51                 | 25.73             | 2.89                   | 187.78             | 75.51                 | 25.73              | 2.89       | 5.00                   | 109.13                     | 969.52  | 296.91 |  |      |  |
| 44                                                        | 20.85                          | 20.94                 | 3.15                 | 84.07              | 75.88                 | 25.73             | 2.89                   | 188.57             | 75.88                 | 25.73              | 2.89       | 5.00                   | 109.50                     | 974.55  | 298.07 |  |      |  |
| 45                                                        | 20.95                          | 21.04                 | 3.16                 | 84.45              | 76.23                 | 25.73             | 2.89                   | 189.30             | 76.23                 | 25.73              | 2.89       | 5.00                   | 109.85                     | 979.15  | 299.15 |  |      |  |
| 46                                                        | 21.05                          | 21.14                 | 3.18                 | 84.87              | 76.61                 | 25.73             | 2.89                   | 190.10             | 76.61                 | 25.73              | 2.89       | 5.00                   | 110.23                     | 984.17  | 300.33 |  |      |  |
| 47                                                        | 21.15                          | 21.24                 | 3.19                 | 85.26              | 76.95                 | 25.73             | 2.89                   | 190.83             | 76.95                 | 25.73              | 2.89       | 5.00                   | 110.57                     | 988.78  | 301.40 |  |      |  |
| 48                                                        | 21.25                          | 21.34                 | 3.21                 | 85.67              | 77.33                 | 25.73             | 2.89                   | 191.62             | 77.33                 | 25.73              | 2.89       | 5.00                   | 110.95                     | 993.80  | 302.57 |  |      |  |
| 49                                                        | 21.35                          | 21.44                 | 3.22                 | 86.06              | 77.68                 | 25.73             | 2.89                   | 192.36             | 77.68                 | 25.73              | 2.89       | 5.00                   | 111.30                     | 998.40  | 303.66 |  |      |  |
| 50                                                        | 21.45                          | 21.54                 | 3.24                 | 86.48              | 78.06                 | 25.73             | 2.89                   | 193.16             | 78.06                 | 25.73              | 2.89       | 5.00                   | 111.68                     | 1003.42 | 304.84 |  |      |  |
| KIMBERLEY VRYWILLIGE SEELS                                |                                |                       |                      |                    |                       |                   |                        |                    |                       |                    |            |                        |                            |         |        |  |      |  |
| OPT 1                                                     | 21.55                          | 25.95                 | 3.90                 | 104.17             | 94.03                 | 51.46             | 2.89                   | 252.55             | 94.03                 | 51.46              | 2.89       | 5.00                   | 153.38                     | 1189.87 | 405.93 |  |      |  |
| 2                                                         | 25.96                          | 31.14                 | 4.68                 | 125.00             | 112.83                | 51.46             | 2.89                   | 292.18             | 112.83                | 51.46              | 2.89       | 5.00                   | 172.18                     | 1439.72 | 464.36 |  |      |  |
| 3                                                         | 31.15                          | 37.37                 | 5.62                 | 150.03             | 135.42                | 51.46             | 2.89                   | 339.80             | 135.42                | 51.46              | 2.89       | 5.00                   | 194.77                     | 1739.78 | 534.57 |  |      |  |
| 4                                                         | 37.38                          | 44.84                 | 6.74                 | 180.00             | 162.48                | 51.46             | 2.89                   | 396.83             | 162.48                | 51.46              | 2.89       | 5.00                   | 221.83                     | 2099.27 | 618.66 |  |      |  |
| 5                                                         | 44.85                          | 53.81                 | 8.09                 | 216.02             | 194.99                | 51.46             | 2.89                   | 465.36             | 194.99                | 51.46              | 2.89       | 5.00                   | 254.34                     | 2531.16 | 719.70 |  |      |  |
| 6                                                         | 53.82                          | 64.57                 | 9.70                 | 259.19             | 233.95                | 51.46             | 2.89                   | 547.49             | 233.95                | 51.46              | 2.89       | 5.00                   | 293.30                     | 3048.85 | 840.79 |  |      |  |
| 7                                                         | 64.58                          | 77.48                 | 11.64                | 311.01             | 280.73                | 51.46             | 2.89                   | 646.09             | 280.73                | 51.46              | 2.89       | 5.00                   | 340.08                     | 3670.32 | 986.17 |  |      |  |
| 8                                                         | 77.49                          | 92.98                 | 13.97                | 373.23             | 336.89                | 51.46             | 2.89                   | 764.47             | 336.89                | 51.46              | 2.89       | 5                      |                            |         |        |  |      |  |

| NEW WAGEBANDS MEI 2011 KIMBERLEY NON ARTISANS |                                 |                    |                       |                      |                      |                      |                        |                      |                       |                      |             |                        |                           |        |        |        |
|-----------------------------------------------|---------------------------------|--------------------|-----------------------|----------------------|----------------------|----------------------|------------------------|----------------------|-----------------------|----------------------|-------------|------------------------|---------------------------|--------|--------|--------|
| NON ARTISANS AND<br>SPECIFIED SKILLED         |                                 |                    | ANNEXURE A            |                      |                      |                      |                        |                      | ANNEXURE B            |                      |             |                        |                           |        |        |        |
|                                               |                                 |                    | EMPLOYER CONTRIBUTION |                      |                      |                      |                        |                      | EMPLOYEE CONTRIBUTION |                      |             |                        |                           |        |        |        |
| Wage<br>Inter-<br>val                         | Min / Max<br>Tariff<br>per hour | Cash<br>Bonus<br>H | Holiday<br>Fund<br>A  | Pension<br>Fund<br>B | Benefit<br>Fund<br>D | Council<br>Levy<br>E | Employer<br>TOTAL<br>G | Pension<br>Fund<br>B | Benefit<br>Fund<br>D  | Council<br>Levy<br>E | Saving<br>F | Employee<br>TOTAL<br>G | Cash<br>Bonus<br>Included | Stamp  |        |        |
| 1                                             | 0.00                            | 7.91               | 113                   | 31.55                | 28.48                | 9.02                 | 3.00                   | 72.05                | 28.48                 | 9.02                 | 3.00        | 5.00                   | 45.50                     | 361.30 | 117.55 |        |
| 2                                             | 7.92                            | 8.01               | 114                   | 31.93                | 28.82                | 9.02                 | 3.00                   | 72.77                | 28.82                 | 9.02                 | 3.00        | 5.00                   | 45.84                     | 365.91 | 118.61 |        |
| 3                                             | 8.02                            | 8.11               | 115                   | 32.32                | 29.17                | 9.02                 | 3.00                   | 73.51                | 29.17                 | 9.02                 | 3.00        | 5.00                   | 46.19                     | 370.51 | 119.70 |        |
| 4                                             | 8.12                            | 8.21               | 117                   | 32.73                | 29.55                | 9.02                 | 3.00                   | 74.30                | 29.55                 | 9.02                 | 3.00        | 5.00                   | 46.57                     | 375.53 | 120.87 |        |
| 5                                             | 8.22                            | 8.31               | 118                   | 33.12                | 29.89                | 9.02                 | 3.00                   | 75.03                | 29.89                 | 9.02                 | 3.00        | 5.00                   | 46.91                     | 380.14 | 121.94 |        |
| 6                                             | 8.32                            | 8.41               | 120                   | 33.54                | 30.27                | 9.02                 | 3.00                   | 75.83                | 30.27                 | 9.02                 | 3.00        | 5.00                   | 47.29                     | 385.16 | 123.12 |        |
| 7                                             | 8.42                            | 8.51               | 121                   | 33.92                | 30.62                | 9.02                 | 3.00                   | 76.56                | 30.62                 | 9.02                 | 3.00        | 5.00                   | 47.64                     | 389.76 | 124.20 |        |
| 8                                             | 8.52                            | 8.61               | 123                   | 34.34                | 31.00                | 9.02                 | 3.00                   | 77.36                | 31.00                 | 9.02                 | 3.00        | 5.00                   | 48.02                     | 394.78 | 125.38 |        |
| 9                                             | 8.62                            | 8.71               | 124                   | 34.72                | 31.34                | 9.02                 | 3.00                   | 78.08                | 31.34                 | 9.02                 | 3.00        | 5.00                   | 48.36                     | 399.39 | 126.44 |        |
| 10                                            | 8.72                            | 8.81               | 125                   | 35.11                | 31.69                | 9.02                 | 3.00                   | 78.82                | 31.69                 | 9.02                 | 3.00        | 5.00                   | 48.71                     | 403.99 | 127.53 |        |
| 11                                            | 8.82                            | 8.91               | 127                   | 35.53                | 32.07                | 9.02                 | 3.00                   | 79.62                | 32.07                 | 9.02                 | 3.00        | 5.00                   | 49.09                     | 409.01 | 128.71 |        |
| 12                                            | 8.92                            | 9.01               | 128                   | 35.91                | 32.41                | 9.02                 | 3.00                   | 80.34                | 32.41                 | 9.02                 | 3.00        | 5.00                   | 49.43                     | 413.62 | 129.77 |        |
| 13                                            | 9.02                            | 9.11               | 130                   | 36.33                | 32.79                | 9.02                 | 3.00                   | 81.14                | 32.79                 | 9.02                 | 3.00        | 5.00                   | 49.81                     | 418.64 | 130.95 |        |
| Class 3                                       | 14                              | 0.00               | 9.26                  | 132                  | 36.92                | 33.33                | 9.02                   | 3.00                 | 82.27                 | 33.33                | 9.02        | 3.00                   | 5.00                      | 50.35  | 425.75 | 132.62 |
| Class 2                                       | 15                              | 9.27               | 9.36                  | 133                  | 37.31                | 33.67                | 9.02                   | 3.00                 | 83.00                 | 33.67                | 9.02        | 3.00                   | 5.00                      | 50.69  | 430.36 | 133.69 |
| 16                                            | 9.37                            | 9.46               | 135                   | 37.72                | 34.05                | 9.02                 | 3.00                   | 83.79                | 34.05                 | 9.02                 | 3.00        | 5.00                   | 51.07                     | 435.38 | 134.86 |        |
| 17                                            | 9.47                            | 9.56               | 136                   | 38.11                | 34.40                | 9.02                 | 3.00                   | 84.53                | 34.40                 | 9.02                 | 3.00        | 5.00                   | 51.42                     | 439.98 | 135.95 |        |
| 18                                            | 9.57                            | 9.66               | 138                   | 38.53                | 34.78                | 9.02                 | 3.00                   | 85.33                | 34.78                 | 9.02                 | 3.00        | 5.00                   | 51.80                     | 445.00 | 137.13 |        |
| 19                                            | 9.67                            | 9.76               | 139                   | 38.91                | 35.12                | 9.02                 | 3.00                   | 86.05                | 35.12                 | 9.02                 | 3.00        | 5.00                   | 52.14                     | 449.61 | 138.19 |        |
| 20                                            | 9.77                            | 9.86               | 140                   | 39.30                | 35.47                | 9.02                 | 3.00                   | 86.79                | 35.47                 | 9.02                 | 3.00        | 5.00                   | 52.49                     | 454.21 | 139.28 |        |
| 21                                            | 9.87                            | 9.96               | 142                   | 39.71                | 35.85                | 9.02                 | 3.00                   | 87.58                | 35.85                 | 9.02                 | 3.00        | 5.00                   | 52.87                     | 459.23 | 140.45 |        |
| 22                                            | 9.97                            | 10.06              | 143                   | 40.10                | 36.19                | 9.02                 | 3.00                   | 88.31                | 36.19                 | 9.02                 | 3.00        | 5.00                   | 53.21                     | 463.84 | 141.52 |        |
| 23                                            | 10.07                           | 10.16              | 145                   | 40.52                | 36.57                | 9.02                 | 3.00                   | 89.11                | 36.57                 | 9.02                 | 3.00        | 5.00                   | 53.59                     | 468.86 | 142.70 |        |
| 24                                            | 10.17                           | 10.26              | 146                   | 40.90                | 36.92                | 9.02                 | 3.00                   | 89.84                | 36.92                 | 9.02                 | 3.00        | 5.00                   | 53.94                     | 473.46 | 143.78 |        |
| 25                                            | 10.27                           | 10.36              | 148                   | 41.32                | 37.30                | 9.02                 | 3.00                   | 90.64                | 37.30                 | 9.02                 | 3.00        | 5.00                   | 54.32                     | 478.48 | 144.96 |        |
| 26                                            | 10.37                           | 10.46              | 149                   | 41.70                | 37.64                | 9.02                 | 3.00                   | 91.36                | 37.64                 | 9.02                 | 3.00        | 5.00                   | 54.66                     | 483.09 | 146.02 |        |
| 27                                            | 10.47                           | 10.56              | 150                   | 42.09                | 37.99                | 9.02                 | 3.00                   | 92.10                | 37.99                 | 9.02                 | 3.00        | 5.00                   | 55.01                     | 487.69 | 147.11 |        |
| 28                                            | 10.57                           | 10.66              | 152                   | 42.51                | 38.37                | 9.02                 | 3.00                   | 92.90                | 38.37                 | 9.02                 | 3.00        | 5.00                   | 55.39                     | 492.71 | 148.29 |        |
| 29                                            | 10.67                           | 10.76              | 153                   | 42.89                | 38.71                | 9.02                 | 3.00                   | 93.62                | 38.71                 | 9.02                 | 3.00        | 5.00                   | 55.73                     | 497.32 | 149.35 |        |
| 30                                            | 10.77                           | 10.86              | 155                   | 43.31                | 39.09                | 9.02                 | 3.00                   | 94.42                | 39.09                 | 9.02                 | 3.00        | 5.00                   | 56.11                     | 502.34 | 150.53 |        |
| 31                                            | 10.87                           | 10.96              | 156                   | 43.69                | 39.44                | 9.02                 | 3.00                   | 95.15                | 39.44                 | 9.02                 | 3.00        | 5.00                   | 56.46                     | 506.94 | 151.61 |        |
| 32                                            | 10.97                           | 11.06              | 158                   | 44.11                | 39.82                | 9.02                 | 3.00                   | 95.95                | 39.82                 | 9.02                 | 3.00        | 5.00                   | 56.84                     | 511.96 | 152.79 |        |
| 33                                            | 11.07                           | 11.16              | 159                   | 44.49                | 40.16                | 9.02                 | 3.00                   | 96.67                | 40.16                 | 9.02                 | 3.00        | 5.00                   | 57.18                     | 516.57 | 153.85 |        |
| 34                                            | 11.17                           | 11.26              | 160                   | 44.88                | 40.51                | 9.02                 | 3.00                   | 97.41                | 40.51                 | 9.02                 | 3.00        | 5.00                   | 57.53                     | 521.17 | 154.94 |        |
| 35                                            | 11.27                           | 11.36              | 162                   | 45.30                | 40.89                | 9.02                 | 3.00                   | 98.21                | 40.89                 | 9.02                 | 3.00        | 5.00                   | 57.91                     | 526.19 | 156.12 |        |
| 36                                            | 11.37                           | 11.46              | 163                   | 45.68                | 41.23                | 9.02                 | 3.00                   | 98.93                | 41.23                 | 9.02                 | 3.00        | 5.00                   | 58.25                     | 530.80 | 157.18 |        |
| 37                                            | 11.47                           | 11.56              | 165                   | 46.10                | 41.61                | 9.02                 | 3.00                   | 99.73                | 41.61                 | 9.02                 | 3.00        | 5.00                   | 58.63                     | 535.82 | 158.36 |        |
| 38                                            | 11.57                           | 11.66              | 166                   | 46.48                | 41.96                | 9.02                 | 3.00                   | 100.46               | 41.96                 | 9.02                 | 3.00        | 5.00                   | 58.98                     | 540.42 | 159.44 |        |
| Class 1                                       | 39                              | 0.00               | 11.86                 | 169                  | 47.29                | 42.68                | 9.02                   | 3.00                 | 101.99                | 42.68                | 9.02        | 3.00                   | 5.00                      | 59.70  | 550.05 | 161.69 |
| 40                                            | 11.87                           | 11.96              | 170                   | 47.67                | 43.03                | 9.02                 | 3.00                   | 102.72               | 43.03                 | 9.02                 | 3.00        | 5.00                   | 60.05                     | 554.65 | 162.77 |        |
| 41                                            | 11.97                           | 12.06              | 172                   | 48.09                | 43.41                | 9.02                 | 3.00                   | 103.52               | 43.41                 | 9.02                 | 3.00        | 5.00                   | 60.43                     | 559.67 | 163.95 |        |
| 42                                            | 12.07                           | 12.16              | 173                   | 48.47                | 43.75                | 9.02                 | 3.00                   | 104.24               | 43.75                 | 9.02                 | 3.00        | 5.00                   | 60.77                     | 564.28 | 165.01 |        |
| 43                                            | 12.17                           | 12.26              | 175                   | 48.89                | 44.13                | 9.02                 | 3.00                   | 105.04               | 44.13                 | 9.02                 | 3.00        | 5.00                   | 61.15                     | 569.30 | 166.19 |        |
| 44                                            | 12.27                           | 12.36              | 176                   | 49.28                | 44.48                | 9.02                 | 3.00                   | 105.78               | 44.48                 | 9.02                 | 3.00        | 5.00                   | 61.50                     | 573.90 | 167.28 |        |
| 45                                            | 12.37                           | 12.46              | 177                   | 49.66                | 44.82                | 9.02                 | 3.00                   | 106.50               | 44.82                 | 9.02                 | 3.00        | 5.00                   | 61.84                     | 578.51 | 168.34 |        |
| 46                                            | 12.47                           | 12.56              | 179                   | 50.08                | 45.20                | 9.02                 | 3.00                   | 107.30               | 45.20                 | 9.02                 | 3.00        | 5.00                   | 62.22                     | 583.53 | 169.52 |        |
| 47                                            | 12.57                           | 12.66              | 180                   | 50.46                | 45.55                | 9.02                 | 3.00                   | 108.03               | 45.55                 | 9.02                 | 3.00        | 5.00                   | 62.57                     | 588.13 | 170.60 |        |
| 48                                            | 12.67                           | 12.76              | 182                   | 50.88                | 45.93                | 9.02                 | 3.00                   | 108.83               | 45.93                 | 9.02                 | 3.00        | 5.00                   | 62.95                     | 593.15 | 171.78 |        |
| 49                                            | 12.77                           | 12.86              | 183                   | 51.27                | 46.27                | 9.02                 | 3.00                   | 109.56               | 46.27                 | 9.02                 | 3.00        | 5.00                   | 63.29                     | 597.76 | 172.85 |        |
| 50                                            | 12.87                           | 12.96              | 185                   | 51.68                | 46.65                | 9.02                 | 3.00                   | 110.35               | 46.65                 | 9.02                 | 3.00        | 5.00                   | 63.67                     | 602.78 | 174.02 |        |

| NUWE LOONBANDE MEI 2011 KIMBERLEY NIE AMBAGSMANNE |                                |                       |                                     |                    |                       |                   |                        |                    |                       |                                     |            |                        |                            |        |        |        |
|---------------------------------------------------|--------------------------------|-----------------------|-------------------------------------|--------------------|-----------------------|-------------------|------------------------|--------------------|-----------------------|-------------------------------------|------------|------------------------|----------------------------|--------|--------|--------|
| NIE-AMBAGSMANNE EN<br>VAARDIGHEIDSWERKERS         |                                |                       | AANHANGSEL A<br>WERKGEWER SE BYDRAF |                    |                       |                   |                        |                    |                       | AANHANGSEL B<br>WERKNEMER SE BYDRAF |            |                        |                            |        |        |        |
| Loon<br>inter-<br>val                             | Min / Max<br>Tarief<br>per uur | Kontant<br>Bonus<br>H | Vakansie<br>Fonds<br>A              | Pens<br>Fonds<br>B | Bystand<br>Fonds<br>D | Raad<br>Heff<br>E | W-Gewer<br>TOTAAL<br>G | Pens<br>Fonds<br>B | Bystand<br>Fonds<br>D | Raad<br>Heff<br>E                   | Spaar<br>F | W-Nemer<br>TOTAAL<br>G | Kontant<br>Bonus<br>Ingesl | Seel   |        |        |
| 1                                                 | 0.00                           | 7.91                  | 113                                 | 31.55              | 28.48                 | 9.02              | 3.00                   | 72.05              | 28.48                 | 9.02                                | 3.00       | 5.00                   | 45.50                      | 361.30 | 117.55 |        |
| 2                                                 | 7.92                           | 8.01                  | 1.14                                | 31.93              | 28.82                 | 9.02              | 3.00                   | 72.77              | 28.82                 | 9.02                                | 3.00       | 5.00                   | 45.84                      | 365.91 | 118.61 |        |
| 3                                                 | 8.02                           | 8.11                  | 1.15                                | 32.32              | 29.17                 | 9.02              | 3.00                   | 73.51              | 29.17                 | 9.02                                | 3.00       | 5.00                   | 46.19                      | 370.51 | 119.70 |        |
| 4                                                 | 8.12                           | 8.21                  | 1.17                                | 32.73              | 29.55                 | 9.02              | 3.00                   | 74.30              | 29.55                 | 9.02                                | 3.00       | 5.00                   | 46.57                      | 375.53 | 120.87 |        |
| 5                                                 | 8.22                           | 8.31                  | 1.18                                | 33.12              | 29.89                 | 9.02              | 3.00                   | 75.03              | 29.89                 | 9.02                                | 3.00       | 5.00                   | 46.91                      | 380.14 | 121.94 |        |
| 6                                                 | 8.32                           | 8.41                  | 1.20                                | 33.54              | 30.27                 | 9.02              | ..                     | 75.83              | 30.27                 | 9.02                                | 3.00       | 5.00                   | 47.29                      | 385.16 | 123.12 |        |
| 7                                                 | 8.42                           | 8.51                  | 1.21                                | 33.92              | 30.62                 | 9.02              | ..                     | 76.56              | 30.62                 | 9.02                                | 3.00       | 5.00                   | 47.64                      | 389.70 | 124.20 |        |
| 8                                                 | 8.52                           | 8.61                  | 1.23                                | 34.34              | 31.00                 | 9.02              | 3.00                   | 77.36              | 31.00                 | 9.02                                | 3.00       | 5.00                   | 48.02                      | 394.78 | 125.38 |        |
| 9                                                 | 8.62                           | 8.71                  | 1.24                                | 34.72              | 31.34                 | 9.02              | 3.00                   | 78.08              | 31.34                 | 9.02                                | 3.00       | 5.00                   | 48.36                      | 399.39 | 126.44 |        |
| 10                                                | 8.72                           | 8.81                  | 1.25                                | 35.11              | 31.69                 | 9.02              | 3.00                   | 78.82              | 31.69                 | 9.02                                | 3.00       | 5.00                   | 48.71                      | 403.99 | 127.53 |        |
| 11                                                | 8.82                           | 8.91                  | 1.27                                | 35.53              | 32.07                 | 9.02              | 3.00                   | 79.62              | 32.07                 | 9.02                                | 3.00       | 5.00                   | 49.09                      | 409.01 | 128.71 |        |
| 12                                                | 8.92                           | 9.01                  | 1.28                                | 35.91              | 32.41                 | 9.02              | 3.00                   | 80.34              | 32.41                 | 9.02                                | 3.00       | 5.00                   | 49.43                      | 413.62 | 129.77 |        |
| 13                                                | 9.02                           | 9.11                  | 1.30                                | 36.33              | 32.79                 | 9.02              | 3.00                   | 81.14              | 32.79                 | 9.02                                | 3.00       | 5.00                   | 49.81                      | 418.64 | 130.95 |        |
| Klas 3                                            | 14                             | 0.00                  | 9.26                                | 1.32               | 36.92                 | 33.33             | 9.02                   | 3.00               | 82.27                 | 33.33                               | 9.02       | 3.00                   | 5.00                       | 50.35  | 425.75 | 132.62 |
| Klas 2                                            | 15                             | 9.27                  | 9.37                                | 1.33               | 37.34                 | 33.71             | 9.02                   | 3.00               | 83.07                 | 33.71                               | 9.02       | 3.00                   | 5.00                       | 50.73  | 430.77 | 133.80 |
| 16                                                | 9.38                           | 9.47                  | 1.35                                | 37.76              | 34.08                 | 9.02              | 3.00                   | 83.86              | 34.08                 | 9.02                                | 3.00       | 5.00                   | 51.10                      | 435.80 | 134.96 |        |
| 17                                                | 9.48                           | 9.57                  | 1.36                                | 38.14              | 34.43                 | 9.02              | 3.00                   | 84.59              | 34.43                 | 9.02                                | 3.00       | 5.00                   | 51.45                      | 440.40 | 136.04 |        |
| 18                                                | 9.58                           | 9.67                  | 1.38                                | 38.56              | 34.81                 | 9.02              | 3.00                   | 85.39              | 34.81                 | 9.02                                | 3.00       | 5.00                   | 51.83                      | 445.42 | 137.22 |        |
| 19                                                | 9.68                           | 9.77                  | 1.39                                | 38.95              | 35.15                 | 9.02              | 3.00                   | 86.12              | 35.15                 | 9.02                                | 3.00       | 5.00                   | 52.17                      | 450.03 | 138.29 |        |
| 20                                                | 9.78                           | 9.87                  | 1.41                                | 39.36              | 35.53                 | 9.02              | 3.00                   | 86.91              | 35.53                 | 9.02                                | 3.00       | 5.00                   | 52.55                      | 455.05 | 139.46 |        |
| 21                                                | 9.88                           | 9.97                  | 1.42                                | 39.78              | 35.88                 | 9.02              | 3.00                   | 87.65              | 35.88                 | 9.02                                | 3.00       | 5.00                   | 52.90                      | 459.65 | 140.55 |        |
| 22                                                | 9.98                           | 10.07                 | 1.43                                | 40.13              | 36.23                 | 9.02              | 3.00                   | 88.38              | 36.23                 | 9.02                                | 3.00       | 5.00                   | 53.25                      | 464.25 | 141.63 |        |
| 23                                                | 10.08                          | 10.17                 | 1.45                                | 40.58              | 36.60                 | 9.02              | 3.00                   | 89.17              | 36.60                 | 9.02                                | 3.00       | 5.00                   | 53.62                      | 469.28 | 142.79 |        |
| 24                                                | 10.18                          | 10.27                 | 1.46                                | 40.94              | 36.95                 | 9.02              | 3.00                   | 89.91              | 36.95                 | 9.02                                | 3.00       | 5.00                   | 53.97                      | 473.88 | 143.88 |        |
| 25                                                | 10.28                          | 10.37                 | 1.48                                | 41.35              | 37.33                 | 9.02              | 3.00                   | 90.70              | 37.33                 | 9.02                                | 3.00       | 5.00                   | 54.35                      | 478.90 | 145.05 |        |
| 26                                                | 10.38                          | 10.47                 | 1.49                                | 41.74              | 37.67                 | 9.02              | 3.00                   | 91.43              | 37.67                 | 9.02                                | 3.00       | 5.00                   | 54.69                      | 483.51 | 146.12 |        |
| 27                                                | 10.48                          | 10.57                 | 1.51                                | 42.16              | 38.05                 | 9.02              | 3.00                   | 92.23              | 38.05                 | 9.02                                | 3.00       | 5.00                   | 55.07                      | 488.53 | 147.30 |        |
| 28                                                | 10.58                          | 10.67                 | 1.52                                | 42.54              | 38.40                 | 9.02              | 3.00                   | 92.96              | 38.40                 | 9.02                                | 3.00       | 5.00                   | 55.42                      | 493.13 | 148.38 |        |
| 29                                                | 10.68                          | 10.77                 | 1.53                                | 42.92              | 38.75                 | 9.02              | 3.00                   | 93.69              | 38.75                 | 9.02                                | 3.00       | 5.00                   | 55.77                      | 497.73 | 149.46 |        |
| 30                                                | 10.78                          | 10.87                 | 1.55                                | 43.34              | 39.12                 | 9.02              | 3.00                   | 94.48              | 39.12                 | 9.02                                | 3.00       | 5.00                   | 56.14                      | 502.76 | 150.62 |        |
| 31                                                | 10.88                          | 10.97                 | 1.56                                | 43.73              | 39.47                 | 9.02              | 3.00                   | 95.22              | 39.47                 | 9.02                                | 3.00       | 5.00                   | 56.49                      | 507.36 | 151.71 |        |
| 32                                                | 10.98                          | 11.07                 | 1.58                                | 44.15              | 39.85                 | 9.02              | 3.00                   | 96.02              | 39.85                 | 9.02                                | 3.00       | 5.00                   | 56.87                      | 512.38 | 152.89 |        |
| 33                                                | 11.08                          | 11.17                 | 1.59                                | 44.53              | 40.19                 | 9.02              | 3.00                   | 96.74              | 40.19                 | 9.02                                | 3.00       | 5.00                   | 57.21                      | 516.99 | 153.95 |        |
| 34                                                | 11.18                          | 11.27                 | 1.61                                | 44.95              | 40.57                 | 9.02              | 3.00                   | 97.54              | 40.57                 | 9.02                                | 3.00       | 5.00                   | 57.59                      | 522.01 | 155.13 |        |
| 35                                                | 11.28                          | 11.37                 | 1.62                                | 45.33              | 40.92                 | 9.02              | 3.00                   | 98.27              | 40.92                 | 9.02                                | 3.00       | 5.00                   | 57.94                      | 526.61 | 156.21 |        |
| 36                                                | 11.38                          | 11.47                 | 1.63                                | 45.72              | 41.27                 | 9.02              | 3.00                   | 99.01              | 41.27                 | 9.02                                | 3.00       | 5.00                   | 58.29                      | 531.21 | 157.30 |        |
| 37                                                | 11.48                          | 11.57                 | 1.65                                | 46.14              | 41.64                 | 9.02              | 3.00                   | 99.80              | 41.64                 | 9.02                                | 3.00       | 5.00                   | 58.66                      | 536.24 | 158.46 |        |
| 38                                                | 11.58                          | 11.67                 | 1.66                                | 46.52              | 41.99                 | 9.02              | 3.00                   | 100.53             | 41.99                 | 9.02                                | 3.00       | 5.00                   | 59.01                      | 540.84 | 159.54 |        |
| Klas 1                                            | 39                             | 0.00                  | 11.86                               | 1.69               | 47.29                 | 42.68             | 9.02                   | 3.00               | 101.99                | 42.68                               | 9.02       | 3.00                   | 5.00                       | 59.70  | 550.05 | 161.69 |
| 40                                                | 11.87                          | 11.96                 | 1.70                                | 47.67              | 43.03                 | 9.02              | 3.00                   | 102.72             | 43.03                 | 9.02                                | 3.00       | 5.00                   | 60.05                      | 554.65 | 162.77 |        |
| 41                                                | 11.97                          | 12.06                 | 1.72                                | 48.09              | 43.41                 | 9.02              | 3.00                   | 103.52             | 43.41                 | 9.02                                | 3.00       | 5.00                   | 60.43                      | 559.67 | 163.95 |        |
| 42                                                | 12.07                          | 12.16                 | 1.73                                | 48.47              | 43.75                 | 9.02              | 3.00                   | 104.24             | 43.75                 | 9.02                                | 3.00       | 5.00                   | 60.77                      | 564.28 | 165.01 |        |
| 43                                                | 12.17                          | 12.26                 | 1.75                                | 48.89              | 44.13                 | 9.02              | 3.00                   | 105.04             | 44.13                 | 9.02                                | 3.00       | 5.00                   | 61.15                      | 569.30 | 166.19 |        |
| 44                                                | 12.27                          | 12.36                 | 1.76                                | 49.28              | 44.48                 | 9.02              | 3.00                   | 105.78             | 44.48                 | 9.02                                | 3.00       | 5.00                   | 61.50                      | 573.90 | 167.28 |        |
| 45                                                | 12.37                          | 12.46                 | 1.77                                | 49.66              | 44.82                 | 9.02              | 3.00                   | 106.50             | 44.82                 | 9.02                                | 3.00       | 5.00                   | 61.84                      | 578.51 | 168.34 |        |
| 46                                                | 12.47                          | 12.56                 | 1.79                                | 50.08              | 45.20                 | 9.02              | 3.00                   | 107.30             | 45.20                 | 9.02                                | 3.00       | 5.00                   | 62.22                      | 583.53 | 169.52 |        |
| 47                                                | 12.57                          | 12.66                 | 1.80                                | 50.46              | 45.55                 | 9.02              | 3.00                   | 108.03             | 45.55                 | 9.02                                | 3.00       | 5.00                   | 62.57                      | 588.13 | 170.60 |        |
| 48                                                | 12.67                          | 12.76                 | 1.82                                | 50.88              | 45.93                 | 9.02              | 3.00                   | 108.83             | 45.93                 | 9.02                                | 3.00       | 5.00                   | 62.95                      | 593.15 | 171.78 |        |
| 49                                                | 12.77                          | 12.86                 | 1.83                                | 51.27              | 46.27                 | 9.02              | 3.00                   | 109.56             | 46.27                 | 9.02                                | 3.00       | 5.00                   | 63.29                      | 597.76 | 172.85 |        |
| 50                                                | 12.87                          | 12.96                 | 1.85                                | 51.68              | 46.65                 | 9.02              | 3.00                   | 110.35             | 46.65                 | 9.02                                | 3.00       | 5.00                   | 63.67                      | 602.78 | 174.02 |        |

| NEW WAGEBANDS JANUARIE 2012 KIMBERLEY ARTISANS AND CRAFTSMEN |                                 |                    |                       |                      |                      |                       |                        |                      |                       |                      |             |                        |                           |         |         |
|--------------------------------------------------------------|---------------------------------|--------------------|-----------------------|----------------------|----------------------|-----------------------|------------------------|----------------------|-----------------------|----------------------|-------------|------------------------|---------------------------|---------|---------|
| ARTISANS & CRAFTSMEN                                         |                                 |                    | ANNEXURE A            |                      |                      |                       |                        |                      | ANNEXURE B            |                      |             |                        |                           |         |         |
|                                                              |                                 |                    | EMPLOYER CONTRIBUTION |                      |                      | EMPLOYEE CONTRIBUTION |                        |                      | EMPLOYER CONTRIBUTION |                      |             | EMPLOYEE CONTRIBUTION  |                           |         |         |
| Wage<br>inter-<br>val                                        | Min / Max<br>Tariff<br>per hour | Cash<br>Bonus<br>H | Holiday<br>Fund<br>A  | Pension<br>Fund<br>B | Benefit<br>Fund<br>D | Council<br>Levy<br>E  | Employer<br>TOTAL<br>G | Pension<br>Fund<br>B | Benefit<br>Fund<br>D  | Council<br>Levy<br>E | Saving<br>F | Employee<br>TOTAL<br>G | Cash<br>Bonus<br>Included | Stamp   |         |
| ART 1                                                        | 0.00                            | 17.20              | 2.58                  | 69.03                | 62.31                | 26.75                 | 3.01                   | 161.10               | 62.31                 | 26.75                | 3.01        | 5.00                   | 97.07                     | 793.03  | 258.17  |
| 2                                                            | 17.21                           | 17.30              | 2.60                  | 69.45                | 62.69                | 26.75                 | 3.01                   | 161.90               | 62.69                 | 26.75                | 3.01        | 5.00                   | 97.45                     | 798.05  | 259.35  |
| 3                                                            | 17.31                           | 17.40              | 2.61                  | 69.83                | 63.03                | 26.75                 | 3.01                   | 162.62               | 63.03                 | 26.75                | 3.01        | 5.00                   | 97.79                     | 802.66  | 260.41  |
| 4                                                            | 17.41                           | 17.50              | 2.63                  | 70.25                | 63.41                | 26.75                 | 3.01                   | 163.42               | 63.41                 | 26.75                | 3.01        | 5.00                   | 98.17                     | 807.68  | 261.59  |
| 5                                                            | 17.51                           | 17.60              | 2.64                  | 70.63                | 63.76                | 26.75                 | 3.01                   | 164.15               | 63.76                 | 26.75                | 3.01        | 5.00                   | 98.52                     | 812.28  | 262.67  |
| 6                                                            | 17.61                           | 17.70              | 2.66                  | 71.05                | 64.13                | 26.75                 | 3.01                   | 164.94               | 64.13                 | 26.75                | 3.01        | 5.00                   | 98.89                     | 817.31  | 263.83  |
| 7                                                            | 17.71                           | 17.80              | 2.67                  | 71.44                | 64.48                | 26.75                 | 3.01                   | 165.68               | 64.48                 | 26.75                | 3.01        | 5.00                   | 99.24                     | 821.91  | 264.92  |
| 8                                                            | 17.81                           | 17.90              | 2.69                  | 71.85                | 64.86                | 26.75                 | 3.01                   | 166.47               | 64.86                 | 26.75                | 3.01        | 5.00                   | 99.62                     | 826.93  | 266.09  |
| 9                                                            | 17.91                           | 18.00              | 2.70                  | 72.24                | 65.21                | 26.75                 | 3.01                   | 167.21               | 65.21                 | 26.75                | 3.01        | 5.00                   | 99.97                     | 831.53  | 267.18  |
| 10                                                           | 18.01                           | 18.10              | 2.72                  | 72.66                | 65.58                | 26.75                 | 3.01                   | 168.00               | 65.58                 | 26.75                | 3.01        | 5.00                   | 100.34                    | 836.56  | 268.34  |
| 11                                                           | 18.11                           | 18.20              | 2.73                  | 73.04                | 65.93                | 26.75                 | 3.01                   | 168.73               | 65.93                 | 26.75                | 3.01        | 5.00                   | 100.69                    | 841.16  | 269.42  |
| 12                                                           | 18.21                           | 18.30              | 2.75                  | 73.46                | 66.31                | 26.75                 | 3.01                   | 169.53               | 66.31                 | 26.75                | 3.01        | 5.00                   | 101.07                    | 846.18  | 270.60  |
| 13                                                           | 18.31                           | 18.40              | 2.76                  | 73.84                | 66.65                | 26.75                 | 3.01                   | 170.25               | 66.65                 | 26.75                | 3.01        | 5.00                   | 101.41                    | 850.79  | 271.66  |
| 14                                                           | 18.41                           | 18.50              | 2.78                  | 74.26                | 67.03                | 26.75                 | 3.01                   | 171.05               | 67.03                 | 26.75                | 3.01        | 5.00                   | 101.79                    | 855.81  | 272.84  |
| 15                                                           | 18.51                           | 18.60              | 2.79                  | 74.65                | 67.38                | 26.75                 | 3.01                   | 171.79               | 67.38                 | 26.75                | 3.01        | 5.00                   | 102.14                    | 860.41  | 273.93  |
| 16                                                           | 18.61                           | 18.70              | 2.81                  | 75.07                | 67.76                | 26.75                 | 3.01                   | 172.59               | 67.76                 | 26.75                | 3.01        | 5.00                   | 102.52                    | 865.43  | 275.11  |
| 17                                                           | 18.71                           | 18.80              | 2.82                  | 75.45                | 68.10                | 26.75                 | 3.01                   | 173.31               | 68.10                 | 26.75                | 3.01        | 5.00                   | 102.86                    | 870.04  | 276.17  |
| 18                                                           | 18.81                           | 18.90              | 2.84                  | 75.87                | 68.48                | 26.75                 | 3.01                   | 174.11               | 68.48                 | 26.75                | 3.01        | 5.00                   | 103.24                    | 875.06  | 277.35  |
| 19                                                           | 18.91                           | 19.00              | 2.86                  | 76.29                | 68.86                | 26.75                 | 3.01                   | 174.91               | 68.86                 | 26.75                | 3.01        | 5.00                   | 103.62                    | 880.08  | 278.53  |
| 20                                                           | 19.01                           | 19.10              | 2.87                  | 76.67                | 69.21                | 26.75                 | 3.01                   | 175.64               | 69.21                 | 26.75                | 3.01        | 5.00                   | 103.97                    | 884.68  | 279.61  |
| 21                                                           | 19.11                           | 19.20              | 2.89                  | 77.09                | 69.58                | 26.75                 | 3.01                   | 176.43               | 69.58                 | 26.75                | 3.01        | 5.00                   | 104.34                    | 889.71  | 280.77  |
| 22                                                           | 19.21                           | 19.30              | 2.90                  | 77.47                | 69.93                | 26.75                 | 3.01                   | 177.16               | 69.93                 | 26.75                | 3.01        | 5.00                   | 104.69                    | 894.31  | 281.85  |
| 23                                                           | 19.31                           | 19.40              | 2.92                  | 77.89                | 70.31                | 26.75                 | 3.01                   | 177.96               | 70.31                 | 26.75                | 3.01        | 5.00                   | 105.07                    | 899.33  | 283.03  |
| 24                                                           | 19.41                           | 19.50              | 2.93                  | 78.28                | 70.65                | 26.75                 | 3.01                   | 178.69               | 70.65                 | 26.75                | 3.01        | 5.00                   | 105.41                    | 903.94  | 284.10  |
| 25                                                           | 19.51                           | 19.60              | 2.95                  | 78.69                | 71.03                | 26.75                 | 3.01                   | 179.48               | 71.03                 | 26.75                | 3.01        | 5.00                   | 105.79                    | 908.96  | 285.27  |
| 26                                                           | 19.61                           | 19.70              | 2.96                  | 79.08                | 71.38                | 26.75                 | 3.01                   | 180.22               | 71.38                 | 26.75                | 3.01        | 5.00                   | 106.14                    | 913.56  | 286.36  |
| 27                                                           | 19.71                           | 19.80              | 2.98                  | 79.50                | 71.76                | 26.75                 | 3.01                   | 181.02               | 71.76                 | 26.75                | 3.01        | 5.00                   | 106.52                    | 918.58  | 287.54  |
| 28                                                           | 19.81                           | 19.90              | 2.99                  | 79.88                | 72.10                | 26.75                 | 3.01                   | 181.74               | 72.10                 | 26.75                | 3.01        | 5.00                   | 106.86                    | 923.19  | 288.60  |
| CRAFT 29                                                     | 0.00                            | 20.22              | 3.04                  | 81.17                | 73.27                | 26.75                 | 3.01                   | 184.20               | 73.27                 | 26.75                | 3.01        | 5.00                   | 108.03                    | 938.67  | 292.23  |
| 30                                                           | 20.23                           | 20.32              | 3.05                  | 81.56                | 73.62                | 26.75                 | 3.01                   | 184.94               | 73.62                 | 26.75                | 3.01        | 5.00                   | 108.38                    | 943.27  | 293.32  |
| 31                                                           | 20.33                           | 20.42              | 3.07                  | 81.98                | 73.99                | 26.75                 | 3.01                   | 185.73               | 73.99                 | 26.75                | 3.01        | 5.00                   | 108.75                    | 948.30  | 294.48  |
| 32                                                           | 20.43                           | 20.52              | 3.08                  | 82.36                | 74.34                | 26.75                 | 3.01                   | 186.46               | 74.34                 | 26.75                | 3.01        | 5.00                   | 109.10                    | 952.90  | 295.56  |
| 33                                                           | 20.53                           | 20.62              | 3.10                  | 82.78                | 74.72                | 26.75                 | 3.01                   | 187.26               | 74.72                 | 26.75                | 3.01        | 5.00                   | 109.48                    | 957.92  | 296.74  |
| 34                                                           | 20.63                           | 20.72              | 3.11                  | 83.16                | 75.06                | 26.75                 | 3.01                   | 187.98               | 75.06                 | 26.75                | 3.01        | 5.00                   | 109.82                    | 962.53  | 297.80  |
| 35                                                           | 20.73                           | 20.82              | 3.13                  | 83.58                | 75.44                | 26.75                 | 3.01                   | 188.78               | 75.44                 | 26.75                | 3.01        | 5.00                   | 110.20                    | 967.55  | 298.98  |
| 36                                                           | 20.83                           | 20.92              | 3.14                  | 83.96                | 75.79                | 26.75                 | 3.01                   | 189.51               | 75.79                 | 26.75                | 3.01        | 5.00                   | 110.55                    | 972.15  | 300.06  |
| 37                                                           | 20.93                           | 21.02              | 3.16                  | 84.38                | 76.17                | 26.75                 | 3.01                   | 190.31               | 76.17                 | 26.75                | 3.01        | 5.00                   | 110.93                    | 977.17  | 301.24  |
| 38                                                           | 21.03                           | 21.12              | 3.17                  | 84.77                | 76.51                | 26.75                 | 3.01                   | 191.04               | 76.51                 | 26.75                | 3.01        | 5.00                   | 111.27                    | 981.78  | 302.31  |
| 39                                                           | 21.13                           | 21.22              | 3.19                  | 85.19                | 76.89                | 26.75                 | 3.01                   | 191.84               | 76.89                 | 26.75                | 3.01        | 5.00                   | 111.65                    | 986.80  | 303.49  |
| 40                                                           | 21.23                           | 21.32              | 3.20                  | 85.57                | 77.24                | 26.75                 | 3.01                   | 192.57               | 77.24                 | 26.75                | 3.01        | 5.00                   | 112.00                    | 991.40  | 304.57  |
| 41                                                           | 21.33                           | 21.42              | 3.22                  | 85.99                | 77.62                | 26.75                 | 3.01                   | 193.37               | 77.62                 | 26.75                | 3.01        | 5.00                   | 112.38                    | 996.42  | 305.75  |
| 42                                                           | 21.43                           | 21.52              | 3.23                  | 86.37                | 77.96                | 26.75                 | 3.01                   | 194.09               | 77.96                 | 26.75                | 3.01        | 5.00                   | 112.72                    | 1001.03 | 306.81  |
| 43                                                           | 21.53                           | 21.62              | 3.25                  | 86.79                | 78.34                | 26.75                 | 3.01                   | 194.89               | 78.34                 | 26.75                | 3.01        | 5.00                   | 113.10                    | 1006.05 | 307.99  |
| 44                                                           | 21.63                           | 21.72              | 3.26                  | 87.18                | 78.69                | 26.75                 | 3.01                   | 195.63               | 78.69                 | 26.75                | 3.01        | 5.00                   | 113.45                    | 1010.65 | 309.08  |
| 45                                                           | 21.73                           | 21.82              | 3.28                  | 87.59                | 79.07                | 26.75                 | 3.01                   | 196.42               | 79.07                 | 26.75                | 3.01        | 5.00                   | 113.83                    | 1015.67 | 310.25  |
| 46                                                           | 21.83                           | 21.92              | 3.29                  | 87.98                | 79.41                | 26.75                 | 3.01                   | 197.15               | 79.41                 | 26.75                | 3.01        | 5.00                   | 114.17                    | 1020.28 | 311.32  |
| 47                                                           | 21.93                           | 22.02              | 3.31                  | 88.40                | 79.79                | 26.75                 | 3.01                   | 197.95               | 79.79                 | 26.75                | 3.01        | 5.00                   | 114.55                    | 1025.30 | 312.50  |
| 48                                                           | 22.03                           | 22.12              | 3.32                  | 88.78                | 80.14                | 26.75                 | 3.01                   | 198.68               | 80.14                 | 26.75                | 3.01        | 5.00                   | 114.90                    | 1029.90 | 313.58  |
| 49                                                           | 22.13                           | 22.22              | 3.34                  | 89.20                | 80.51                | 26.75                 | 3.01                   | 199.47               | 80.51                 | 26.75                | 3.01        | 5.00                   | 115.27                    | 1034.93 | 314.74  |
| 50                                                           | 22.23                           | 22.32              | 3.35                  | 89.58                | 80.86                | 26.75                 | 3.01                   | 200.20               | 80.86                 | 26.75                | 3.01        | 5.00                   | 115.62                    | 1039.53 | 315.82  |
| KIMBERLEY OPTIONAL STAMPS                                    |                                 |                    |                       |                      |                      |                       |                        |                      |                       |                      |             |                        |                           |         |         |
| OPT 1                                                        | 22.33                           | 26.98              | 4.05                  | 108.29               | 97.74                | 53.50                 | 3.01                   | 262.54               | 97.74                 | 53.50                | 3.01        | 5.00                   | 159.25                    | 1237.10 | 421.79  |
| 2                                                            | 26.99                           | 32.38              | 4.87                  | 129.99               | 117.34               | 53.50                 | 3.01                   | 303.84               | 117.34                | 53.50                | 3.01        | 5.00                   | 178.85                    | 1497.40 | 482.69  |
| 3                                                            | 32.39                           | 38.86              | 5.84                  | 155.99               | 140.81               | 53.50                 | 3.01                   | 353.31               | 140.81                | 53.50                | 3.01        | 5.00                   | 202.32                    | 1809.18 | 555.63  |
| 4                                                            | 38.87                           | 46.63              | 7.01                  | 187.19               | 168.97               | 53.50                 | 3.01                   | 412.67               | 168.97                | 53.50                | 3.01        | 5.00                   | 230.48                    | 2183.32 | 643.15  |
| 5                                                            | 46.64                           | 55.96              | 8.41                  | 224.64               | 202.77               | 53.50                 | 3.01                   | 483.92               | 202.77                | 53.50                | 3.01        | 5.00                   | 264.28                    | 2632.37 | 748.20  |
| 6                                                            | 55.97                           | 67.15              | 10.09                 | 269.55               | 243.31               | 53.50                 | 3.01                   | 569.37               | 243.31                | 53.50                | 3.01        | 5.00                   | 304.82                    | 3170.98 | 874.19  |
| 7                                                            | 67.16                           | 80.58              | 12.11                 | 323.47               | 291.97               | 53.50                 | 3.01                   | 671.95               | 291.97                | 53.50                | 3.01        | 5.00                   | 353.48                    | 3817.57 | 1025.43 |
| 8                                                            | 80.59                           | 96.70              | 14.53                 | 388.17               | 350.37               | 53.50                 | 3.01                   | 795.05               | 350.37                | 53.50                | 3.01        | 5.00                   | 411.88                    | 4593.47 | 1206.93 |
| 9                                                            | 96.71                           | 116.04             | 17.44                 | 465.82               | 420.46               | 53.50                 | 3.01                   | 942.79               | 420.46                | 53.50                | 3.01        | 5.00                   | 481.97                    | 5524.63 | 1424.76 |
| 10                                                           | 116.05                          | 139.25             | 20.92                 | 558.96               | 504.54               | 53.50                 | 3.01                   | 1120.01              | 504.54                | 53.50                | 3.01        | 5.00                   | 566.05                    | 6641.60 | 1686.06 |
| 11                                                           | 139.26                          | 167.10             | 25.11                 | 670.77               | 605.46               | 53.50                 | 3.01                   | 1332.74              | 605.46                | 53.50                | 3.01        | 5.00                   | 666.97                    | 7982.48 | 1999.71 |

| NUWE LOONBANDE JANUARIE 2012 KIMBERLEY AMBAGSMANNE EN VAKMANNE |                                 |                       |                      |                    |                       |                     |                        |                    |                       |                   |           |                        |                            |         |         |
|----------------------------------------------------------------|---------------------------------|-----------------------|----------------------|--------------------|-----------------------|---------------------|------------------------|--------------------|-----------------------|-------------------|-----------|------------------------|----------------------------|---------|---------|
| AMBAGS- & VAKMANNE                                             |                                 |                       | AANHANGSEL A         |                    |                       |                     |                        |                    | AANHANGSEL B          |                   |           |                        |                            |         |         |
|                                                                |                                 |                       | WERGEWER SE BYDRAE   |                    |                       | WERKNEMER SE BYDRAE |                        |                    | WERKNEMER SE BYDRAE   |                   |           | WERKNEMER SE BYDRAE    |                            |         |         |
| Loon<br>inter-<br>val                                          | Min / Max<br>Tariefl<br>per uur | Kontant<br>Bonus<br>H | Vakans<br>Fonds<br>A | Pens<br>Fonds<br>B | Bystand<br>Fonds<br>D | Raad<br>Heff<br>E   | W-Gewer<br>TOTAAL<br>G | Pens<br>Fonds<br>B | Bystand<br>Fonds<br>D | Raad<br>Heff<br>E | Spar<br>F | W-Nemer<br>TOTAAL<br>G | Kontant<br>Bonus<br>Ingesl | Seel    |         |
| AMB 1                                                          | 0.00                            | 17.20                 | 2.58                 | 69.03              | 62.31                 | 26.75               | 3.01                   | 161.10             | 62.31                 | 26.75             | 3.01      | 5.00                   | 97.07                      | 793.03  | 258.17  |
| 2                                                              | 17.21                           | 17.30                 | 2.60                 | 69.45              | 62.69                 | 26.75               | 3.01                   | 161.90             | 62.69                 | 26.75             | 3.01      | 5.00                   | 97.45                      | 798.05  | 259.35  |
| 3                                                              | 17.31                           | 17.40                 | 2.61                 | 69.83              | 63.03                 | 26.75               | 3.01                   | 162.62             | 63.03                 | 26.75             | 3.01      | 5.00                   | 97.79                      | 802.66  | 260.41  |
| 4                                                              | 17.41                           | 17.50                 | 2.63                 | 70.25              | 63.41                 | 26.75               | 3.01                   | 163.42             | 63.41                 | 26.75             | 3.01      | 5.00                   | 98.17                      | 807.68  | 261.59  |
| 5                                                              | 17.51                           | 17.60                 | 2.64                 | 70.63              | 63.76                 | 26.75               | 3.01                   | 164.15             | 63.76                 | 26.75             | 3.01      | 5.00                   | 98.52                      | 812.28  | 262.67  |
| 6                                                              | 17.61                           | 17.70                 | 2.66                 | 71.05              | 64.13                 | 26.75               | 3.01                   | 164.94             | 64.13                 | 26.75             | 3.01      | 5.00                   | 98.89                      | 817.31  | 263.83  |
| 7                                                              | 17.71                           | 17.80                 | 2.67                 | 71.44              | 64.48                 | 26.75               | 3.01                   | 165.68             | 64.48                 | 26.75             | 3.01      | 5.00                   | 99.24                      | 821.91  | 264.92  |
| 8                                                              | 17.81                           | 17.90                 | 2.69                 | 71.85              | 64.86                 | 26.75               | 3.01                   | 166.47             | 64.86                 | 26.75             | 3.01      | 5.00                   | 99.62                      | 826.93  | 266.09  |
| 9                                                              | 17.91                           | 18.00                 | 2.70                 | 72.24              | 65.21                 | 26.75               | 3.01                   | 167.21             | 65.21                 | 26.75             | 3.01      | 5.00                   | 99.97                      | 831.53  | 267.18  |
| 10                                                             | 18.01                           | 18.10                 | 2.72                 | 72.66              | 65.58                 | 26.75               | 3.01                   | 168.00             | 65.58                 | 26.75             | 3.01      | 5.00                   | 100.34                     | 836.56  | 268.34  |
| 11                                                             | 18.11                           | 18.20                 | 2.73                 | 73.04              | 65.93                 | 26.75               | 3.01                   | 168.73             | 65.93                 | 26.75             | 3.01      | 5.00                   | 100.69                     | 841.16  | 269.42  |
| 12                                                             | 18.21                           | 18.30                 | 2.75                 | 73.46              | 66.31                 | 26.75               | 3.01                   | 169.53             | 66.31                 | 26.75             | 3.01      | 5.00                   | 101.07                     | 846.18  | 270.60  |
| 13                                                             | 18.31                           | 18.40                 | 2.76                 | 73.84              | 66.65                 | 26.75               | 3.01                   | 170.25             | 66.65                 | 26.75             | 3.01      | 5.00                   | 101.41                     | 850.79  | 271.66  |
| 14                                                             | 18.41                           | 18.50                 | 2.78                 | 74.26              | 67.03                 | 26.75               | 3.01                   | 171.05             | 67.03                 | 26.75             | 3.01      | 5.00                   | 101.79                     | 855.81  | 272.84  |
| 15                                                             | 18.51                           | 18.60                 | 2.79                 | 74.65              | 67.38                 | 26.75               | 3.01                   | 171.79             | 67.38                 | 26.75             | 3.01      | 5.00                   | 102.14                     | 860.41  | 273.93  |
| 16                                                             | 18.61                           | 18.70                 | 2.81                 | 75.07              | 67.76                 | 26.75               | 3.01                   | 172.59             | 67.76                 | 26.75             | 3.01      | 5.00                   | 102.52                     | 865.43  | 275.11  |
| 17                                                             | 18.71                           | 18.80                 | 2.82                 | 75.45              | 68.10                 | 26.75               | 3.01                   | 173.31             | 68.10                 | 26.75             | 3.01      | 5.00                   | 102.86                     | 870.04  | 276.17  |
| 18                                                             | 18.81                           | 18.90                 | 2.84                 | 75.87              | 68.48                 | 26.75               | 3.01                   | 174.11             | 68.48                 | 26.75             | 3.01      | 5.00                   | 103.24                     | 875.06  | 277.35  |
| 19                                                             | 18.91                           | 19.00                 | 2.86                 | 76.29              | 68.86                 | 26.75               | 3.01                   | 174.91             | 68.86                 | 26.75             | 3.01      | 5.00                   | 103.62                     | 880.08  | 278.53  |
| 20                                                             | 19.01                           | 19.10                 | 2.87                 | 76.67              | 69.21                 | 26.75               | 3.01                   | 175.64             | 69.21                 | 26.75             | 3.01      | 5.00                   | 103.97                     | 884.68  | 279.61  |
| 21                                                             | 19.11                           | 19.20                 | 2.89                 | 77.09              | 69.58                 | 26.75               | 3.01                   | 176.43             | 69.58                 | 26.75             | 3.01      | 5.00                   | 104.34                     | 889.71  | 280.77  |
| 22                                                             | 19.21                           | 19.30                 | 2.90                 | 77.47              | 69.93                 | 26.75               | 3.01                   | 177.16             | 69.93                 | 26.75             | 3.01      | 5.00                   | 104.69                     | 894.31  | 281.85  |
| 23                                                             | 19.31                           | 19.40                 | 2.92                 | 77.89              | 70.31                 | 26.75               | 3.01                   | 177.96             | 70.31                 | 26.75             | 3.01      | 5.00                   | 105.07                     | 899.33  | 283.03  |
| 24                                                             | 19.41                           | 19.50                 | 2.93                 | 78.28              | 70.65                 | 26.75               | 3.01                   | 178.69             | 70.65                 | 26.75             | 3.01      | 5.00                   | 105.41                     | 903.94  | 284.10  |
| 25                                                             | 19.51                           | 19.60                 | 2.95                 | 78.69              | 71.03                 | 26.75               | 3.01                   | 179.48             | 71.03                 | 26.75             | 3.01      | 5.00                   | 105.79                     | 908.96  | 285.27  |
| 26                                                             | 19.61                           | 19.70                 | 2.96                 | 79.08              | 71.38                 | 26.75               | 3.01                   | 180.22             | 71.38                 | 26.75             | 3.01      | 5.00                   | 106.14                     | 913.56  | 286.36  |
| 27                                                             | 19.71                           | 19.80                 | 2.98                 | 79.50              | 71.76                 | 26.75               | 3.01                   | 181.02             | 71.76                 | 26.75             | 3.01      | 5.00                   | 106.52                     | 918.58  | 287.54  |
| 28                                                             | 19.81                           | 19.90                 | 2.99                 | 79.88              | 72.10                 | 26.75               | 3.01                   | 181.74             | 72.10                 | 26.75             | 3.01      | 5.00                   | 106.86                     | 923.19  | 288.60  |
| VAK 29                                                         | 0.00                            | 20.22                 | 3.04                 | 81.17              | 73.27                 | 26.75               | 3.01                   | 184.20             | 73.27                 | 26.75             | 3.01      | 5.00                   | 108.03                     | 938.67  | 292.23  |
| 30                                                             | 20.23                           | 20.32                 | 3.05                 | 81.56              | 73.62                 | 26.75               | 3.01                   | 184.94             | 73.62                 | 26.75             | 3.01      | 5.00                   | 108.38                     | 943.27  | 293.32  |
| 31                                                             | 20.33                           | 20.42                 | 3.07                 | 81.98              | 73.99                 | 26.75               | 3.01                   | 185.73             | 73.99                 | 26.75             | 3.01      | 5.00                   | 108.75                     | 948.30  | 294.48  |
| 32                                                             | 20.43                           | 20.52                 | 3.08                 | 82.36              | 74.34                 | 26.75               | 3.01                   | 186.46             | 74.34                 | 26.75             | 3.01      | 5.00                   | 109.10                     | 952.90  | 295.56  |
| 33                                                             | 20.53                           | 20.62                 | 3.10                 | 82.78              | 74.72                 | 26.75               | 3.01                   | 187.26             | 74.72                 | 26.75             | 3.01      | 5.00                   | 109.48                     | 957.92  | 296.74  |
| 34                                                             | 20.63                           | 20.72                 | 3.11                 | 83.16              | 75.06                 | 26.75               | 3.01                   | 187.98             | 75.06                 | 26.75             | 3.01      | 5.00                   | 109.82                     | 962.53  | 297.80  |
| 35                                                             | 20.73                           | 20.82                 | 3.13                 | 83.58              | 75.44                 | 26.75               | 3.01                   | 188.78             | 75.44                 | 26.75             | 3.01      | 5.00                   | 110.20                     | 967.55  | 298.98  |
| 36                                                             | 20.83                           | 20.92                 | 3.14                 | 83.96              | 75.79                 | 26.75               | 3.01                   | 189.51             | 75.79                 | 26.75             | 3.01      | 5.00                   | 110.55                     | 972.15  | 300.06  |
| 37                                                             | 20.93                           | 21.02                 | 3.16                 | 84.38              | 76.17                 | 26.75               | 3.01                   | 190.31             | 76.17                 | 26.75             | 3.01      | 5.00                   | 110.93                     | 977.17  | 301.24  |
| 38                                                             | 21.03                           | 21.12                 | 3.17                 | 84.77              | 76.51                 | 26.75               | 3.01                   | 191.04             | 76.51                 | 26.75             | 3.01      | 5.00                   | 111.27                     | 981.78  | 302.31  |
| 39                                                             | 21.13                           | 21.22                 | 3.19                 | 85.19              | 76.89                 | 26.75               | 3.01                   | 191.84             | 76.89                 | 26.75             | 3.01      | 5.00                   | 111.65                     | 986.80  | 303.49  |
| 40                                                             | 21.23                           | 21.32                 | 3.20                 | 85.57              | 77.24                 | 26.75               | 3.01                   | 192.57             | 77.24                 | 26.75             | 3.01      | 5.00                   | 112.00                     | 991.40  | 304.57  |
| 41                                                             | 21.33                           | 21.42                 | 3.22                 | 85.99              | 77.62                 | 26.75               | 3.01                   | 193.37             | 77.62                 | 26.75             | 3.01      | 5.00                   | 112.38                     | 996.42  | 305.75  |
| 42                                                             | 21.43                           | 21.52                 | 3.23                 | 86.37              | 77.96                 | 26.75               | 3.01                   | 194.09             | 77.96                 | 26.75             | 3.01      | 5.00                   | 112.72                     | 1001.03 | 306.81  |
| 43                                                             | 21.53                           | 21.62                 | 3.25                 | 86.79              | 78.34                 | 26.75               | 3.01                   | 194.89             | 78.34                 | 26.75             | 3.01      | 5.00                   | 113.10                     | 1006.05 | 307.99  |
| 44                                                             | 21.63                           | 21.72                 | 3.26                 | 87.18              | 78.69                 | 26.75               | 3.01                   | 195.63             | 78.69                 | 26.75             | 3.01      | 5.00                   | 113.45                     | 1010.65 | 309.08  |
| 45                                                             | 21.73                           | 21.82                 | 3.28                 | 87.59              | 79.07                 | 26.75               | 3.01                   | 196.42             | 79.07                 | 26.75             | 3.01      | 5.00                   | 113.83                     | 1015.67 | 310.25  |
| 46                                                             | 21.83                           | 21.92                 | 3.29                 | 87.98              | 79.41                 | 26.75               | 3.01                   | 197.15             | 79.41                 | 26.75             | 3.01      | 5.00                   | 114.17                     | 1020.28 | 311.32  |
| 47                                                             | 21.93                           | 22.02                 | 3.31                 | 88.40              | 79.79                 | 26.75               | 3.01                   | 197.95             | 79.79                 | 26.75             | 3.01      | 5.00                   | 114.55                     | 1025.30 | 312.50  |
| 48                                                             | 22.03                           | 22.12                 | 3.32                 | 88.78              | 80.14                 | 26.75               | 3.01                   | 198.68             | 80.14                 | 26.75             | 3.01      | 5.00                   | 114.90                     | 1029.90 | 313.58  |
| 49                                                             | 22.13                           | 22.22                 | 3.34                 | 89.20              | 80.51                 | 26.75               | 3.01                   | 199.47             | 80.51                 | 26.75             | 3.01      | 5.00                   | 115.27                     | 1034.93 | 314.74  |
| 50                                                             | 22.23                           | 22.32                 | 3.35                 | 89.58              | 80.86                 | 26.75               | 3.01                   | 200.20             | 80.86                 | 26.75             | 3.01      | 5.00                   | 115.62                     | 1039.53 | 315.82  |
| KIMBERLEY VRYWILLIGE SEELS                                     |                                 |                       |                      |                    |                       |                     |                        |                    |                       |                   |           |                        |                            |         |         |
| OPT 1                                                          | 22.33                           | 26.98                 | 4.05                 | 108.29             | 97.74                 | 53.50               | 3.01                   | 262.54             | 97.74                 | 53.50             | 3.01      | 5.00                   | 159.25                     | 1237.10 | 421.79  |
| 2                                                              | 26.99                           | 32.38                 | 4.87                 | 129.99             | 117.34                | 53.50               | 3.01                   | 303.84             | 117.34                | 53.50             | 3.01      | 5.00                   | 178.85                     | 1497.40 | 482.69  |
| 3                                                              | 32.39                           | 38.86                 | 5.84                 | 155.99             | 140.81                | 53.50               | 3.01                   | 353.31             | 140.81                | 53.50             | 3.01      | 5.00                   | 202.32                     | 1809.18 | 555.63  |
| 4                                                              | 38.87                           | 46.63                 | 7.01                 | 187.19             | 168.97                | 53.50               | 3.01                   | 412.67             | 168.97                | 53.50             | 3.01      | 5.00                   | 230.48                     | 2183.32 | 643.15  |
| 5                                                              | 46.64                           | 55.96                 | 8.41                 | 224.64             | 202.77                | 53.50               | 3.01                   | 483.92             | 202.77                | 53.50             | 3.01      | 5.00                   | 264.28                     | 2632.37 | 748.20  |
| 6                                                              | 55.97                           | 67.15                 | 10.09                | 269.55             | 243.31                | 53.50               | 3.01                   | 569.37             | 243.31                | 53.50             | 3.01      | 5.00                   | 304.82                     | 3170.98 | 874.19  |
| 7                                                              | 67.16                           | 80.58                 | 12.11                | 323.47             | 291.97                | 53.50               | 3.01                   | 671.95             | 291.97                | 53.50             | 3.01      | 5.00                   | 353.48                     | 3817.57 | 1025.43 |
| 8                                                              | 80.59                           | 96.70                 | 14.53                | 388.17             | 350.37                | 53.50               | 3.01                   | 795.05             | 350.37                | 53.50             | 3.01      | 5.00                   | 411.88                     | 4593.47 | 1206.93 |
| 9                                                              | 96.71                           | 116.04                | 17.44                | 465.82             | 420.46                | 53.50               | 3.01                   | 942.79             | 420.46                | 53.50             | 3.01      | 5.00                   | 481.97                     | 5524.63 | 1424.76 |
| 10                                                             | 116.05                          | 139.25                | 20.92                | 558.96             | 504.54                | 53.50               | 3.01                   | 1120.01            | 504.54                | 53.50             | 3.01      | 5.00                   | 566.05                     | 6641.60 | 1686.06 |
| 11                                                             | 139.26                          | 167.10                | 25.11                | 670.77             | 605.46                | 53.50               | 3.01                   | 1332.74            | 605.46                | 53.50             | 3.01      |                        |                            |         |         |

| NEW WAGEBANDS JANUARIE 2012 KIMBERLEY NON ARTISANS |                                 |                    |                       |                      |                      |                      |                        |                      |                      |                      |             |                        |                           |        |        |        |
|----------------------------------------------------|---------------------------------|--------------------|-----------------------|----------------------|----------------------|----------------------|------------------------|----------------------|----------------------|----------------------|-------------|------------------------|---------------------------|--------|--------|--------|
| NON ARTISANS AND<br>SPECIFIED SKILLED              |                                 |                    | ANNEXURE A            |                      |                      |                      |                        | ANNEXURE B           |                      |                      |             |                        |                           |        |        |        |
|                                                    |                                 |                    | EMPLOYER CONTRIBUTION |                      |                      |                      | EMPLOYEE CONTRIBUTION  |                      |                      |                      |             |                        |                           |        |        |        |
| Wage<br>inter-<br>val                              | Min / Max<br>Tariff<br>per hour | Cash<br>Bonus<br>H | Holiday<br>Fund<br>A  | Pension<br>Fund<br>B | Benefit<br>Fund<br>D | Council<br>Levy<br>E | Employer<br>TOTAL<br>G | Pension<br>Fund<br>B | Benefit<br>Fund<br>D | Council<br>Levy<br>E | Saving<br>F | Employee<br>TOTAL<br>G | Cash<br>Bonus<br>Included | Stamp  |        |        |
| 1                                                  | 0.00                            | 8.23               | 1.17                  | 32.80                | 29.61                | 9.38                 | 3.00                   | 74.79                | 29.61                | 9.38                 | 3.00        | 5.00                   | 46.99                     | 376.01 | 121.78 |        |
| 2                                                  | 8.24                            | 8.33               | 1.19                  | 33.22                | 29.99                | 9.38                 | 3.00                   | 75.59                | 29.99                | 9.38                 | 3.00        | 5.00                   | 47.37                     | 381.03 | 122.96 |        |
| 3                                                  | 8.34                            | 8.43               | 1.20                  | 33.61                | 30.33                | 9.38                 | 3.00                   | 76.32                | 30.33                | 9.38                 | 3.00        | 5.00                   | 47.71                     | 385.64 | 124.03 |        |
| 4                                                  | 8.44                            | 8.53               | 1.21                  | 33.99                | 30.68                | 9.38                 | 3.00                   | 77.05                | 30.68                | 9.38                 | 3.00        | 5.00                   | 48.06                     | 390.24 | 125.11 |        |
| 5                                                  | 8.54                            | 8.63               | 1.23                  | 34.41                | 31.06                | 9.38                 | 3.00                   | 77.85                | 31.06                | 9.38                 | 3.00        | 5.00                   | 48.44                     | 395.26 | 126.29 |        |
| 6                                                  | 8.64                            | 8.73               | 1.24                  | 34.79                | 31.41                | 9.38                 | 3.00                   | 78.58                | 31.41                | 9.38                 | 3.00        | 5.00                   | 48.79                     | 399.86 | 127.37 |        |
| 7                                                  | 8.74                            | 8.83               | 1.26                  | 35.21                | 31.78                | 9.38                 | 3.00                   | 79.37                | 31.78                | 9.38                 | 3.00        | 5.00                   | 49.16                     | 404.89 | 128.53 |        |
| 8                                                  | 8.84                            | 8.93               | 1.27                  | 35.60                | 32.13                | 9.38                 | 3.00                   | 80.11                | 32.13                | 9.38                 | 3.00        | 5.00                   | 49.51                     | 409.49 | 129.62 |        |
| 9                                                  | 8.94                            | 9.03               | 1.29                  | 36.01                | 32.51                | 9.38                 | 3.00                   | 80.90                | 32.51                | 9.38                 | 3.00        | 5.00                   | 49.89                     | 414.51 | 130.79 |        |
| 10                                                 | 9.04                            | 9.13               | 1.30                  | 36.40                | 32.85                | 9.38                 | 3.00                   | 81.63                | 32.85                | 9.38                 | 3.00        | 5.00                   | 50.23                     | 419.12 | 131.86 |        |
| 11                                                 | 9.14                            | 9.23               | 1.31                  | 36.78                | 33.20                | 9.38                 | 3.00                   | 82.36                | 33.20                | 9.38                 | 3.00        | 5.00                   | 50.58                     | 423.72 | 132.94 |        |
| 12                                                 | 9.24                            | 9.33               | 1.33                  | 37.20                | 33.58                | 9.38                 | 3.00                   | 83.16                | 33.58                | 9.38                 | 3.00        | 5.00                   | 50.96                     | 428.74 | 134.12 |        |
| 13                                                 | 9.34                            | 9.43               | 1.34                  | 37.59                | 33.93                | 9.38                 | 3.00                   | 83.90                | 33.93                | 9.38                 | 3.00        | 5.00                   | 51.31                     | 433.34 | 135.21 |        |
| Class 3                                            | 14                              | 0.00               | 9.63                  | 1.37                 | 38.39                | 34.65                | 9.38                   | 3.00                 | 85.42                | 34.65                | 9.38        | 3.00                   | 5.00                      | 52.03  | 442.97 | 137.45 |
| Class 2                                            | 15                              | 9.64               | 9.73                  | 1.39                 | 38.81                | 35.03                | 9.38                   | 3.00                 | 86.22                | 35.03                | 9.38        | 3.00                   | 5.00                      | 52.41  | 447.99 | 138.63 |
| 16                                                 | 9.74                            | 9.83               | 1.40                  | 39.19                | 35.37                | 9.38                 | 3.00                   | 86.94                | 35.37                | 9.38                 | 3.00        | 5.00                   | 52.75                     | 452.60 | 139.69 |        |
| 17                                                 | 9.84                            | 9.93               | 1.41                  | 39.57                | 35.72                | 9.38                 | 3.00                   | 87.67                | 35.72                | 9.38                 | 3.00        | 5.00                   | 53.10                     | 457.20 | 140.77 |        |
| 18                                                 | 9.94                            | 10.03              | 1.43                  | 39.99                | 36.10                | 9.38                 | 3.00                   | 88.47                | 36.10                | 9.38                 | 3.00        | 5.00                   | 53.48                     | 462.22 | 141.95 |        |
| 19                                                 | 10.04                           | 10.13              | 1.44                  | 40.38                | 36.45                | 9.38                 | 3.00                   | 89.21                | 36.45                | 9.38                 | 3.00        | 5.00                   | 53.83                     | 466.82 | 143.04 |        |
| 20                                                 | 10.14                           | 10.23              | 1.46                  | 40.80                | 36.82                | 9.38                 | 3.00                   | 90.00                | 36.82                | 9.38                 | 3.00        | 5.00                   | 54.20                     | 471.85 | 144.20 |        |
| 21                                                 | 10.24                           | 10.33              | 1.47                  | 41.18                | 37.17                | 9.38                 | 3.00                   | 90.73                | 37.17                | 9.38                 | 3.00        | 5.00                   | 54.55                     | 476.45 | 145.28 |        |
| 22                                                 | 10.34                           | 10.43              | 1.49                  | 41.60                | 37.55                | 9.38                 | 3.00                   | 91.53                | 37.55                | 9.38                 | 3.00        | 5.00                   | 54.93                     | 481.47 | 146.46 |        |
| 23                                                 | 10.44                           | 10.53              | 1.50                  | 41.98                | 37.89                | 9.38                 | 3.00                   | 92.25                | 37.89                | 9.38                 | 3.00        | 5.00                   | 55.27                     | 486.08 | 147.52 |        |
| 24                                                 | 10.54                           | 10.63              | 1.51                  | 42.37                | 38.24                | 9.38                 | 3.00                   | 92.99                | 38.24                | 9.38                 | 3.00        | 5.00                   | 55.62                     | 490.68 | 148.61 |        |
| 25                                                 | 10.64                           | 10.73              | 1.53                  | 42.78                | 38.62                | 9.38                 | 3.00                   | 93.78                | 38.62                | 9.38                 | 3.00        | 5.00                   | 56.00                     | 495.70 | 149.78 |        |
| 26                                                 | 10.74                           | 10.83              | 1.54                  | 43.17                | 38.97                | 9.38                 | 3.00                   | 94.52                | 38.97                | 9.38                 | 3.00        | 5.00                   | 56.35                     | 500.30 | 150.87 |        |
| 27                                                 | 10.84                           | 10.93              | 1.56                  | 43.59                | 39.34                | 9.38                 | 3.00                   | 95.31                | 39.34                | 9.38                 | 3.00        | 5.00                   | 56.72                     | 505.33 | 152.03 |        |
| 28                                                 | 10.94                           | 11.03              | 1.57                  | 43.97                | 39.69                | 9.38                 | 3.00                   | 96.04                | 39.69                | 9.38                 | 3.00        | 5.00                   | 57.07                     | 509.93 | 153.11 |        |
| 29                                                 | 11.04                           | 11.13              | 1.59                  | 44.39                | 40.07                | 9.38                 | 3.00                   | 96.84                | 40.07                | 9.38                 | 3.00        | 5.00                   | 57.45                     | 514.95 | 154.29 |        |
| 30                                                 | 11.14                           | 11.23              | 1.60                  | 44.77                | 40.41                | 9.38                 | 3.00                   | 97.56                | 40.41                | 9.38                 | 3.00        | 5.00                   | 57.79                     | 519.56 | 155.35 |        |
| 31                                                 | 11.24                           | 11.33              | 1.61                  | 45.16                | 40.76                | 9.38                 | 3.00                   | 98.30                | 40.76                | 9.38                 | 3.00        | 5.00                   | 58.14                     | 524.16 | 156.44 |        |
| 32                                                 | 11.34                           | 11.43              | 1.63                  | 45.58                | 41.14                | 9.38                 | 3.00                   | 99.10                | 41.14                | 9.38                 | 3.00        | 5.00                   | 58.52                     | 529.18 | 157.62 |        |
| 33                                                 | 11.44                           | 11.53              | 1.64                  | 45.96                | 41.49                | 9.38                 | 3.00                   | 99.83                | 41.49                | 9.38                 | 3.00        | 5.00                   | 58.87                     | 533.78 | 158.70 |        |
| 34                                                 | 11.54                           | 11.63              | 1.66                  | 46.38                | 41.86                | 9.38                 | 3.00                   | 100.62               | 41.86                | 9.38                 | 3.00        | 5.00                   | 59.24                     | 538.81 | 159.86 |        |
| 35                                                 | 11.64                           | 11.73              | 1.67                  | 46.76                | 42.21                | 9.38                 | 3.00                   | 101.35               | 42.21                | 9.38                 | 3.00        | 5.00                   | 59.59                     | 543.41 | 160.94 |        |
| 36                                                 | 11.74                           | 11.83              | 1.68                  | 47.15                | 42.56                | 9.38                 | 3.00                   | 102.09               | 42.56                | 9.38                 | 3.00        | 5.00                   | 59.94                     | 548.01 | 162.03 |        |
| 37                                                 | 11.84                           | 11.93              | 1.70                  | 47.57                | 42.93                | 9.38                 | 3.00                   | 102.88               | 42.93                | 9.38                 | 3.00        | 5.00                   | 60.31                     | 553.04 | 163.19 |        |
| 38                                                 | 11.94                           | 12.03              | 1.71                  | 47.95                | 43.28                | 9.38                 | 3.00                   | 103.61               | 43.28                | 9.38                 | 3.00        | 5.00                   | 60.66                     | 557.64 | 164.27 |        |
| Class 1                                            | 39                              | 0.00               | 12.33                 | 1.76                 | 49.17                | 44.38                | 9.38                   | 3.00                 | 105.93               | 44.38                | 9.38        | 3.00                   | 5.00                      | 61.76  | 572.29 | 167.69 |
| 40                                                 | 12.34                           | 12.43              | 1.77                  | 49.56                | 44.73                | 9.38                 | 3.00                   | 106.67               | 44.73                | 9.38                 | 3.00        | 5.00                   | 62.11                     | 576.89 | 168.78 |        |
| 41                                                 | 12.44                           | 12.53              | 1.78                  | 49.94                | 45.08                | 9.38                 | 3.00                   | 107.40               | 45.08                | 9.38                 | 3.00        | 5.00                   | 62.46                     | 581.49 | 169.86 |        |
| 42                                                 | 12.54                           | 12.63              | 1.80                  | 50.36                | 45.45                | 9.38                 | 3.00                   | 108.19               | 45.45                | 9.38                 | 3.00        | 5.00                   | 62.83                     | 586.52 | 171.02 |        |
| 43                                                 | 12.64                           | 12.73              | 1.81                  | 50.74                | 45.80                | 9.38                 | 3.00                   | 108.92               | 45.80                | 9.38                 | 3.00        | 5.00                   | 63.18                     | 591.12 | 172.10 |        |
| 44                                                 | 12.74                           | 12.83              | 1.83                  | 51.16                | 46.18                | 9.38                 | 3.00                   | 109.72               | 46.18                | 9.38                 | 3.00        | 5.00                   | 63.56                     | 596.14 | 173.28 |        |
| 45                                                 | 12.84                           | 12.93              | 1.84                  | 51.54                | 46.53                | 9.38                 | 3.00                   | 110.45               | 46.53                | 9.38                 | 3.00        | 5.00                   | 63.91                     | 600.74 | 174.36 |        |
| 46                                                 | 12.94                           | 13.03              | 1.86                  | 51.96                | 46.90                | 9.38                 | 3.00                   | 111.24               | 46.90                | 9.38                 | 3.00        | 5.00                   | 64.28                     | 605.77 | 175.52 |        |
| 47                                                 | 13.04                           | 13.13              | 1.87                  | 52.35                | 47.25                | 9.38                 | 3.00                   | 111.98               | 47.25                | 9.38                 | 3.00        | 5.00                   | 64.63                     | 610.37 | 176.61 |        |
| 48                                                 | 13.14                           | 13.23              | 1.88                  | 52.73                | 47.60                | 9.38                 | 3.00                   | 112.71               | 47.60                | 9.38                 | 3.00        | 5.00                   | 64.98                     | 614.97 | 177.69 |        |
| 49                                                 | 13.24                           | 13.33              | 1.90                  | 53.15                | 47.97                | 9.38                 | 3.00                   | 113.50               | 47.97                | 9.38                 | 3.00        | 5.00                   | 65.35                     | 620.00 | 178.85 |        |
| 50                                                 | 13.34                           | 13.43              | 1.91                  | 53.53                | 48.32                | 9.38                 | 3.00                   | 114.23               | 48.32                | 9.38                 | 3.00        | 5.00                   | 65.70                     | 624.60 | 179.93 |        |

| NUWE LOONBANDE JANUARIE 2012 KIMBERLEY NIE AMBAGSMANNE |                          |                 |                  |                     |                 |             |                  |              |                 |                     |         |                  |                      |        |        |        |
|--------------------------------------------------------|--------------------------|-----------------|------------------|---------------------|-----------------|-------------|------------------|--------------|-----------------|---------------------|---------|------------------|----------------------|--------|--------|--------|
| NIE-AMBAGSMANNE EN VAARDIGHEIDSWERKERS                 |                          |                 |                  | AANHANGSEL A        |                 |             |                  |              |                 | AANHANGSEL B        |         |                  |                      |        |        |        |
|                                                        |                          |                 |                  | WERKGEWER SE BYDRAE |                 |             |                  |              |                 | WERKNEMER SE BYDRAE |         |                  |                      |        |        |        |
| 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 | Pens Fonds B | Bystand Fonds D | Raad Heff E         | Spaar F | W-Nemer TOTAAL G | Kontant Bonus Ingesl |        | Seel   |        |
| 1                                                      | 0.00                     | 8.23            | 1.17             | 32.80               | 29.61           | 9.38        | 3.00             | 74.79        | 29.61           | 9.38                | 3.00    | 5.00             | 46.99                | 376.01 | 121.78 |        |
| 2                                                      | 8.24                     | 8.33            | 1.19             | 33.22               | 29.99           | 9.38        | 3.00             | 75.59        | 29.99           | 9.38                | 3.00    | 5.00             | 47.37                | 381.03 | 122.96 |        |
| 3                                                      | 8.34                     | 8.43            | 1.20             | 33.61               | 30.33           | 9.38        | 3.00             | 76.32        | 30.33           | 9.38                | 3.00    | 5.00             | 47.71                | 385.64 | 124.03 |        |
| 4                                                      | 8.44                     | 8.53            | 1.21             | 33.99               | 30.68           | 9.38        | 3.00             | 77.05        | 30.68           | 9.38                | 3.00    | 5.00             | 48.06                | 390.24 | 125.11 |        |
| 5                                                      | 8.54                     | 8.63            | 1.23             | 34.41               | 31.06           | 9.38        | 3.00             | 77.85        | 31.06           | 9.38                | 3.00    | 5.00             | 48.44                | 395.26 | 126.29 |        |
| 6                                                      | 8.64                     | 8.73            | 1.24             | 34.79               | 31.41           | 9.38        | 3.00             | 78.58        | 31.41           | 9.38                | 3.00    | 5.00             | 48.79                | 399.86 | 127.37 |        |
| 7                                                      | 8.74                     | 8.83            | 1.26             | 35.21               | 31.78           | 9.38        | 3.00             | 79.37        | 31.78           | 9.38                | 3.00    | 5.00             | 49.16                | 404.89 | 128.53 |        |
| 8                                                      | 8.84                     | 8.93            | 1.27             | 35.60               | 32.13           | 9.38        | 3.00             | 80.11        | 32.13           | 9.38                | 3.00    | 5.00             | 49.51                | 409.49 | 129.62 |        |
| 9                                                      | 8.94                     | 9.03            | 1.29             | 36.01               | 32.51           | 9.38        | 3.00             | 80.90        | 32.51           | 9.38                | 3.00    | 5.00             | 49.89                | 414.51 | 130.79 |        |
| 10                                                     | 9.04                     | 9.13            | 1.30             | 36.40               | 32.85           | 9.38        | 3.00             | 81.63        | 32.85           | 9.38                | 3.00    | 5.00             | 50.23                | 419.12 | 131.86 |        |
| 11                                                     | 9.14                     | 9.23            | 1.31             | 36.78               | 33.20           | 9.38        | 3.00             | 82.36        | 33.20           | 9.38                | 3.00    | 5.00             | 50.58                | 423.72 | 132.94 |        |
| 12                                                     | 9.24                     | 9.33            | 1.33             | 37.20               | 33.58           | 9.38        | 3.00             | 83.16        | 33.58           | 9.38                | 3.00    | 5.00             | 50.96                | 428.74 | 134.12 |        |
| 13                                                     | 9.34                     | 9.43            | 1.34             | 37.59               | 33.93           | 9.38        | 3.00             | 83.90        | 33.93           | 9.38                | 3.00    | 5.00             | 51.31                | 433.34 | 135.21 |        |
| Klas 3                                                 | 14                       | 0.00            | 9.63             | 1.37                | 38.39           | 34.65       | 9.38             | 3.00         | 85.42           | 34.65               | 9.38    | 3.00             | 5.00                 | 52.03  | 442.97 | 137.45 |
| Klas 2                                                 | 15                       | 9.64            | 9.74             | 1.39                | 38.84           | 35.06       | 9.38             | 3.00         | 86.28           | 35.06               | 9.38    | 3.00             | 5.00                 | 52.44  | 448.41 | 138.72 |
| 16                                                     | 9.75                     | 9.84            | 1.40             | 39.23               | 35.41           | 9.38        | 3.00             | 87.02        | 35.41           | 9.38                | 3.00    | 5.00             | 52.79                | 453.01 | 139.81 |        |
| 17                                                     | 9.85                     | 9.94            | 1.42             | 39.64               | 35.78           | 9.38        | 3.00             | 87.80        | 35.78           | 9.38                | 3.00    | 5.00             | 53.16                | 458.04 | 140.96 |        |
| 18                                                     | 9.95                     | 10.04           | 1.43             | 40.03               | 36.13           | 9.38        | 3.00             | 88.54        | 36.13           | 9.38                | 3.00    | 5.00             | 53.51                | 462.64 | 142.05 |        |
| 19                                                     | 10.05                    | 10.14           | 1.44             | 40.41               | 36.48           | 9.38        | 3.00             | 89.27        | 36.48           | 9.38                | 3.00    | 5.00             | 53.86                | 467.24 | 143.13 |        |
| 20                                                     | 10.15                    | 10.24           | 1.46             | 40.83               | 36.86           | 9.38        | 3.00             | 90.07        | 36.86           | 9.38                | 3.00    | 5.00             | 54.24                | 472.26 | 144.31 |        |
| 21                                                     | 10.25                    | 10.34           | 1.47             | 41.21               | 37.20           | 9.38        | 3.00             | 90.79        | 37.20           | 9.38                | 3.00    | 5.00             | 54.58                | 476.87 | 145.37 |        |
| 22                                                     | 10.35                    | 10.44           | 1.49             | 41.63               | 37.58           | 9.38        | 3.00             | 91.59        | 37.58           | 9.38                | 3.00    | 5.00             | 54.96                | 481.89 | 146.55 |        |
| 23                                                     | 10.45                    | 10.54           | 1.50             | 42.02               | 37.93           | 9.38        | 3.00             | 92.33        | 37.93           | 9.38                | 3.00    | 5.00             | 55.31                | 486.49 | 147.64 |        |
| 24                                                     | 10.55                    | 10.64           | 1.52             | 42.44               | 38.30           | 9.38        | 3.00             | 93.12        | 38.30           | 9.38                | 3.00    | 5.00             | 55.68                | 491.52 | 148.80 |        |
| 25                                                     | 10.65                    | 10.74           | 1.53             | 42.82               | 38.65           | 9.38        | 3.00             | 93.85        | 38.65           | 9.38                | 3.00    | 5.00             | 56.03                | 496.12 | 149.88 |        |
| 26                                                     | 10.75                    | 10.84           | 1.54             | 43.20               | 39.00           | 9.38        | 3.00             | 94.58        | 39.00           | 9.38                | 3.00    | 5.00             | 56.38                | 500.72 | 150.96 |        |
| 27                                                     | 10.85                    | 10.94           | 1.56             | 43.62               | 39.38           | 9.38        | 3.00             | 95.38        | 39.38           | 9.38                | 3.00    | 5.00             | 56.76                | 505.74 | 152.14 |        |
| 28                                                     | 10.95                    | 11.04           | 1.57             | 44.01               | 39.72           | 9.38        | 3.00             | 96.11        | 39.72           | 9.38                | 3.00    | 5.00             | 57.10                | 510.35 | 153.21 |        |
| 29                                                     | 11.05                    | 11.14           | 1.59             | 44.43               | 40.10           | 9.38        | 3.00             | 96.91        | 40.10           | 9.38                | 3.00    | 5.00             | 57.48                | 515.37 | 154.39 |        |
| 30                                                     | 11.15                    | 11.24           | 1.60             | 44.81               | 40.45           | 9.38        | 3.00             | 97.64        | 40.45           | 9.38                | 3.00    | 5.00             | 57.83                | 519.97 | 155.47 |        |
| 31                                                     | 11.25                    | 11.34           | 1.61             | 45.19               | 40.79           | 9.38        | 3.00             | 98.36        | 40.79           | 9.38                | 3.00    | 5.00             | 58.17                | 524.58 | 156.53 |        |
| 32                                                     | 11.35                    | 11.44           | 1.63             | 45.61               | 41.17           | 9.38        | 3.00             | 99.16        | 41.17           | 9.38                | 3.00    | 5.00             | 58.55                | 529.60 | 157.71 |        |
| 33                                                     | 11.45                    | 11.54           | 1.64             | 46.00               | 41.52           | 9.38        | 3.00             | 99.90        | 41.52           | 9.38                | 3.00    | 5.00             | 58.90                | 534.20 | 158.80 |        |
| 34                                                     | 11.55                    | 11.64           | 1.66             | 46.41               | 41.90           | 9.38        | 3.00             | 100.69       | 41.90           | 9.38                | 3.00    | 5.00             | 59.28                | 539.22 | 159.97 |        |
| 35                                                     | 11.65                    | 11.74           | 1.67             | 46.80               | 42.24           | 9.38        | 3.00             | 101.42       | 42.24           | 9.38                | 3.00    | 5.00             | 59.62                | 543.83 | 161.04 |        |
| 36                                                     | 11.75                    | 11.84           | 1.69             | 47.22               | 42.62           | 9.38        | 3.00             | 102.22       | 42.62           | 9.38                | 3.00    | 5.00             | 60.00                | 548.85 | 162.22 |        |
| 37                                                     | 11.85                    | 11.94           | 1.70             | 47.60               | 42.97           | 9.38        | 3.00             | 102.95       | 42.97           | 9.38                | 3.00    | 5.00             | 60.35                | 553.45 | 163.30 |        |
| 38                                                     | 11.95                    | 12.04           | 1.71             | 47.98               | 43.31           | 9.38        | 3.00             | 103.67       | 43.31           | 9.38                | 3.00    | 5.00             | 60.69                | 558.06 | 164.36 |        |
| Klas 1                                                 | 39                       | 0.00            | 12.33            | 1.76                | 49.17           | 44.38       | 9.38             | 3.00         | 105.93          | 44.38               | 9.38    | 3.00             | 5.00                 | 61.76  | 572.29 | 167.69 |
| 40                                                     | 12.34                    | 12.43           | 1.77             | 49.56               | 44.73           | 9.38        | 3.00             | 106.67       | 44.73           | 9.38                | 3.00    | 5.00             | 62.11                | 576.89 | 168.78 |        |
| 41                                                     | 12.44                    | 12.53           | 1.78             | 49.94               | 45.08           | 9.38        | 3.00             | 107.40       | 45.08           | 9.38                | 3.00    | 5.00             | 62.46                | 581.49 | 169.86 |        |
| 42                                                     | 12.54                    | 12.63           | 1.80             | 50.36               | 45.45           | 9.38        | 3.00             | 108.19       | 45.45           | 9.38                | 3.00    | 5.00             | 62.83                | 586.52 | 171.02 |        |
| 43                                                     | 12.64                    | 12.73           | 1.81             | 50.74               | 45.80           | 9.38        | 3.00             | 108.92       | 45.80           | 9.38                | 3.00    | 5.00             | 63.18                | 591.12 | 172.10 |        |
| 44                                                     | 12.74                    | 12.83           | 1.83             | 51.16               | 46.18           | 9.38        | 3.00             | 109.72       | 46.18           | 9.38                | 3.00    | 5.00             | 63.56                | 596.14 | 173.28 |        |
| 45                                                     | 12.84                    | 12.93           | 1.84             | 51.54               | 46.53           | 9.38        | 3.00             | 110.45       | 46.53           | 9.38                | 3.00    | 5.00             | 63.91                | 600.74 | 174.36 |        |
| 46                                                     | 12.94                    | 13.03           | 1.86             | 51.96               | 46.90           | 9.38        | 3.00             | 111.24       | 46.90           | 9.38                | 3.00    | 5.00             | 64.28                | 605.77 | 175.52 |        |
| 47                                                     | 13.04                    | 13.13           | 1.87             | 52.35               | 47.25           | 9.38        | 3.00             | 111.98       | 47.25           | 9.38                | 3.00    | 5.00             | 64.63                | 610.37 | 176.61 |        |
| 48                                                     | 13.14                    | 13.23           | 1.88             | 52.73               | 47.60           | 9.38        | 3.00             | 112.71       | 47.60           | 9.38                | 3.00    | 5.00             | 64.98                | 614.97 | 177.69 |        |
| 49                                                     | 13.24                    | 13.33           | 1.90             | 53.15               | 47.97           | 9.38        | 3.00             | 113.50       | 47.97           | 9.38                | 3.00    | 5.00             | 65.35                | 620.00 | 178.85 |        |
| 50                                                     | 13.34                    | 13.43           | 1.91             | 53.53               | 48.32           | 9.38        | 3.00             | 114.23       | 48.32           | 9.38                | 3.00    | 5.00             | 65.70                | 624.60 | 179.93 |        |

| NEW WAGEBANDS MEI 2011 GORDONIA ARTISANS AND CRAFTSMEN |                                 |                    |                       |                      |                      |                      |                        |                      |                       |                      |             |                        |                           |         |         |
|--------------------------------------------------------|---------------------------------|--------------------|-----------------------|----------------------|----------------------|----------------------|------------------------|----------------------|-----------------------|----------------------|-------------|------------------------|---------------------------|---------|---------|
| ARTISANS & CRAFTSMEN                                   |                                 |                    | ANNEXURE A            |                      |                      |                      |                        |                      | ANNEXURE B            |                      |             |                        |                           |         |         |
|                                                        |                                 |                    | EMPLOYER CONTRIBUTION |                      |                      |                      |                        |                      | EMPLOYEE CONTRIBUTION |                      |             |                        |                           |         |         |
| Wage<br>inter-<br>val                                  | Min / Max<br>Tariff<br>per hour | Cash<br>Bonus<br>H | Holiday<br>Fund<br>A  | Pension<br>Fund<br>B | Benefit<br>Fund<br>D | Council<br>Levy<br>E | Employer<br>TOTAL<br>G | Pension<br>Fund<br>B | Benefit<br>Fund<br>D  | Council<br>Levy<br>E | Saving<br>F | Employee<br>TOTAL<br>G | Cash<br>Bonus<br>Included | Stamp   |         |
| ART 1                                                  | 0.00                            | 16.18              | 2.32                  | 64.56                | 58.28                | 26.06                | 6.07                   | 154.97               | 58.28                 | 26.06                | 6.07        | 5.00                   | 95.41                     | 737.09  | 250.38  |
| 2                                                      | 16.19                           | 16.28              | 2.33                  | 64.95                | 58.62                | 26.06                | 6.07                   | 155.70               | 58.62                 | 26.06                | 6.07        | 5.00                   | 95.75                     | 741.70  | 251.45  |
| 3                                                      | 16.29                           | 16.38              | 2.34                  | 65.33                | 58.97                | 26.06                | 6.07                   | 156.43               | 58.97                 | 26.06                | 6.07        | 5.00                   | 96.10                     | 746.30  | 252.53  |
| 4                                                      | 16.39                           | 16.48              | 2.36                  | 65.75                | 59.35                | 26.06                | 6.07                   | 157.23               | 59.35                 | 26.06                | 6.07        | 5.00                   | 96.48                     | 751.32  | 253.71  |
| 5                                                      | 16.49                           | 16.58              | 2.37                  | 66.13                | 59.69                | 26.06                | 6.07                   | 157.95               | 59.69                 | 26.06                | 6.07        | 5.00                   | 96.82                     | 755.93  | 254.77  |
| 6                                                      | 16.59                           | 16.68              | 2.39                  | 66.55                | 60.07                | 26.06                | 6.07                   | 158.75               | 60.07                 | 26.06                | 6.07        | 5.00                   | 97.20                     | 760.95  | 255.95  |
| 7                                                      | 16.69                           | 16.78              | 2.40                  | 66.93                | 60.42                | 26.06                | 6.07                   | 159.48               | 60.42                 | 26.06                | 6.07        | 5.00                   | 97.55                     | 765.55  | 257.03  |
| 8                                                      | 16.79                           | 16.88              | 2.42                  | 67.35                | 60.80                | 26.06                | 6.07                   | 160.28               | 60.80                 | 26.06                | 6.07        | 5.00                   | 97.93                     | 770.57  | 258.21  |
| 9                                                      | 16.89                           | 16.98              | 2.43                  | 67.74                | 61.14                | 26.06                | 6.07                   | 161.01               | 61.14                 | 26.06                | 6.07        | 5.00                   | 98.27                     | 775.18  | 259.28  |
| 10                                                     | 16.99                           | 17.08              | 2.44                  | 68.12                | 61.49                | 26.06                | 6.07                   | 161.74               | 61.49                 | 26.06                | 6.07        | 5.00                   | 98.62                     | 779.78  | 260.36  |
| 11                                                     | 17.09                           | 17.18              | 2.46                  | 68.54                | 61.87                | 26.06                | 6.07                   | 162.54               | 61.87                 | 26.06                | 6.07        | 5.00                   | 99.00                     | 784.80  | 261.54  |
| 12                                                     | 17.19                           | 17.28              | 2.47                  | 68.92                | 62.21                | 26.06                | 6.07                   | 163.26               | 62.21                 | 26.06                | 6.07        | 5.00                   | 99.34                     | 789.41  | 262.60  |
| 13                                                     | 17.29                           | 17.38              | 2.49                  | 69.34                | 62.59                | 26.06                | 6.07                   | 164.06               | 62.59                 | 26.06                | 6.07        | 5.00                   | 99.72                     | 794.43  | 263.78  |
| 14                                                     | 17.39                           | 17.48              | 2.50                  | 69.73                | 62.94                | 26.06                | 6.07                   | 164.80               | 62.94                 | 26.06                | 6.07        | 5.00                   | 100.07                    | 799.03  | 264.87  |
| 15                                                     | 17.49                           | 17.58              | 2.52                  | 70.14                | 63.32                | 26.06                | 6.07                   | 165.59               | 63.32                 | 26.06                | 6.07        | 5.00                   | 100.45                    | 804.05  | 266.04  |
| 16                                                     | 17.59                           | 17.68              | 2.53                  | 70.53                | 63.66                | 26.06                | 6.07                   | 166.32               | 63.66                 | 26.06                | 6.07        | 5.00                   | 100.79                    | 808.66  | 267.11  |
| 17                                                     | 17.69                           | 17.78              | 2.54                  | 70.91                | 64.01                | 26.06                | 6.07                   | 167.05               | 64.01                 | 26.06                | 6.07        | 5.00                   | 101.14                    | 813.26  | 268.19  |
| 18                                                     | 17.79                           | 17.88              | 2.56                  | 71.33                | 64.39                | 26.06                | 6.07                   | 167.85               | 64.39                 | 26.06                | 6.07        | 5.00                   | 101.52                    | 818.28  | 269.37  |
| 19                                                     | 17.89                           | 17.98              | 2.57                  | 71.72                | 64.73                | 26.06                | 6.07                   | 168.58               | 64.73                 | 26.06                | 6.07        | 5.00                   | 101.86                    | 822.89  | 270.44  |
| 20                                                     | 17.99                           | 18.08              | 2.59                  | 72.13                | 65.11                | 26.06                | 6.07                   | 169.37               | 65.11                 | 26.06                | 6.07        | 5.00                   | 102.24                    | 827.91  | 271.61  |
| 21                                                     | 18.09                           | 18.18              | 2.60                  | 72.52                | 65.46                | 26.06                | 6.07                   | 170.11               | 65.46                 | 26.06                | 6.07        | 5.00                   | 102.59                    | 832.51  | 272.70  |
| 22                                                     | 18.19                           | 18.28              | 2.62                  | 72.94                | 65.84                | 26.06                | 6.07                   | 170.91               | 65.84                 | 26.06                | 6.07        | 5.00                   | 102.97                    | 837.53  | 273.88  |
| 23                                                     | 18.29                           | 18.38              | 2.63                  | 73.32                | 66.18                | 26.06                | 6.07                   | 171.63               | 66.18                 | 26.06                | 6.07        | 5.00                   | 103.31                    | 842.14  | 274.94  |
| 24                                                     | 18.39                           | 18.48              | 2.64                  | 73.70                | 66.53                | 26.06                | 6.07                   | 172.36               | 66.53                 | 26.06                | 6.07        | 5.00                   | 103.66                    | 846.74  | 276.02  |
| 25                                                     | 18.49                           | 18.58              | 2.66                  | 74.12                | 66.91                | 26.06                | 6.07                   | 173.16               | 66.91                 | 26.06                | 6.07        | 5.00                   | 104.04                    | 851.76  | 277.20  |
| 26                                                     | 18.59                           | 18.68              | 2.67                  | 74.51                | 67.25                | 26.06                | 6.07                   | 173.89               | 67.25                 | 26.06                | 6.07        | 5.00                   | 104.38                    | 856.37  | 278.27  |
| 27                                                     | 18.69                           | 18.78              | 2.69                  | 74.93                | 67.63                | 26.06                | 6.07                   | 174.69               | 67.63                 | 26.06                | 6.07        | 5.00                   | 104.76                    | 861.39  | 279.45  |
| 28                                                     | 18.79                           | 18.88              | 2.70                  | 75.31                | 67.98                | 26.06                | 6.07                   | 175.42               | 67.98                 | 26.06                | 6.07        | 5.00                   | 105.11                    | 865.99  | 280.53  |
| CRAFT 29                                               | 0.00                            | 19.08              | 2.73                  | 76.11                | 68.70                | 26.06                | 6.07                   | 176.94               | 68.70                 | 26.06                | 6.07        | 5.00                   | 105.83                    | 875.62  | 282.77  |
| 30                                                     | 19.09                           | 19.18              | 2.74                  | 76.50                | 69.05                | 26.06                | 6.07                   | 177.68               | 69.05                 | 26.06                | 6.07        | 5.00                   | 106.18                    | 880.22  | 283.86  |
| 31                                                     | 19.19                           | 19.28              | 2.76                  | 76.92                | 69.43                | 26.06                | 6.07                   | 178.48               | 69.43                 | 26.06                | 6.07        | 5.00                   | 106.56                    | 885.24  | 285.04  |
| 32                                                     | 19.29                           | 19.38              | 2.77                  | 77.30                | 69.77                | 26.06                | 6.07                   | 179.20               | 69.77                 | 26.06                | 6.07        | 5.00                   | 106.90                    | 889.85  | 286.10  |
| 33                                                     | 19.39                           | 19.48              | 2.79                  | 77.72                | 70.15                | 26.06                | 6.07                   | 180.00               | 70.15                 | 26.06                | 6.07        | 5.00                   | 107.28                    | 894.87  | 287.28  |
| 34                                                     | 19.49                           | 19.58              | 2.80                  | 78.10                | 70.50                | 26.06                | 6.07                   | 180.73               | 70.50                 | 26.06                | 6.07        | 5.00                   | 107.63                    | 899.47  | 288.36  |
| 35                                                     | 19.59                           | 19.68              | 2.82                  | 78.52                | 70.88                | 26.06                | 6.07                   | 181.53               | 70.88                 | 26.06                | 6.07        | 5.00                   | 108.01                    | 904.49  | 289.54  |
| 36                                                     | 19.69                           | 19.78              | 2.83                  | 78.90                | 71.22                | 26.06                | 6.07                   | 182.25               | 71.22                 | 26.06                | 6.07        | 5.00                   | 108.35                    | 909.10  | 290.60  |
| 37                                                     | 19.79                           | 19.88              | 2.84                  | 79.29                | 71.57                | 26.06                | 6.07                   | 182.99               | 71.57                 | 26.06                | 6.07        | 5.00                   | 108.70                    | 913.70  | 291.69  |
| 38                                                     | 19.89                           | 19.98              | 2.86                  | 79.71                | 71.95                | 26.06                | 6.07                   | 183.79               | 71.95                 | 26.06                | 6.07        | 5.00                   | 109.08                    | 918.72  | 292.87  |
| 39                                                     | 19.99                           | 20.08              | 2.87                  | 80.09                | 72.29                | 26.06                | 6.07                   | 184.51               | 72.29                 | 26.06                | 6.07        | 5.00                   | 109.42                    | 923.33  | 293.93  |
| 40                                                     | 20.09                           | 20.18              | 2.89                  | 80.51                | 72.67                | 26.06                | 6.07                   | 185.31               | 72.67                 | 26.06                | 6.07        | 5.00                   | 109.80                    | 928.35  | 295.11  |
| 41                                                     | 20.19                           | 20.28              | 2.90                  | 80.89                | 73.02                | 26.06                | 6.07                   | 186.04               | 73.02                 | 26.06                | 6.07        | 5.00                   | 110.15                    | 932.95  | 296.19  |
| 42                                                     | 20.29                           | 20.38              | 2.92                  | 81.31                | 73.40                | 26.06                | 6.07                   | 186.84               | 73.40                 | 26.06                | 6.07        | 5.00                   | 110.53                    | 937.97  | 297.37  |
| 43                                                     | 20.39                           | 20.48              | 2.93                  | 81.70                | 73.74                | 26.06                | 6.07                   | 187.57               | 73.74                 | 26.06                | 6.07        | 5.00                   | 110.87                    | 942.58  | 298.44  |
| 44                                                     | 20.49                           | 20.58              | 2.94                  | 82.08                | 74.09                | 26.06                | 6.07                   | 188.30               | 74.09                 | 26.06                | 6.07        | 5.00                   | 111.22                    | 947.18  | 299.52  |
| 45                                                     | 20.59                           | 20.68              | 2.96                  | 82.50                | 74.47                | 26.06                | 6.07                   | 189.10               | 74.47                 | 26.06                | 6.07        | 5.00                   | 111.60                    | 952.20  | 300.70  |
| 46                                                     | 20.69                           | 20.78              | 2.97                  | 82.88                | 74.81                | 26.06                | 6.07                   | 189.82               | 74.81                 | 26.06                | 6.07        | 5.00                   | 111.94                    | 956.81  | 301.76  |
| 47                                                     | 20.79                           | 20.88              | 2.99                  | 83.30                | 75.19                | 26.06                | 6.07                   | 190.62               | 75.19                 | 26.06                | 6.07        | 5.00                   | 112.32                    | 961.83  | 302.94  |
| 48                                                     | 20.89                           | 20.98              | 3.00                  | 83.69                | 75.54                | 26.06                | 6.07                   | 191.36               | 75.54                 | 26.06                | 6.07        | 5.00                   | 112.67                    | 966.43  | 304.03  |
| 49                                                     | 20.99                           | 21.08              | 3.02                  | 84.10                | 75.92                | 26.06                | 6.07                   | 192.15               | 75.92                 | 26.06                | 6.07        | 5.00                   | 113.05                    | 971.45  | 305.20  |
| 50                                                     | 21.09                           | 21.18              | 3.03                  | 84.49                | 76.26                | 26.06                | 6.07                   | 192.88               | 76.26                 | 26.06                | 6.07        | 5.00                   | 113.39                    | 976.06  | 306.27  |
| GORDONIA OPTIONAL STAMPS                               |                                 |                    |                       |                      |                      |                      |                        |                      |                       |                      |             |                        |                           |         |         |
| OPT 1                                                  | 21.19                           | 25.53              | 3.65                  | 101.83               | 91.92                | 52.12                | 6.07                   | 251.94               | 91.92                 | 52.12                | 6.07        | 5.00                   | 135.11                    | 1157.99 | 407.05  |
| 2                                                      | 25.54                           | 30.64              | 4.38                  | 122.21               | 110.31               | 52.12                | 6.07                   | 290.71               | 110.31                | 52.12                | 6.07        | 5.00                   | 173.50                    | 1402.40 | 464.21  |
| 3                                                      | 30.65                           | 36.77              | 5.26                  | 146.68               | 132.39               | 52.12                | 6.07                   | 337.26               | 132.39                | 52.12                | 6.07        | 5.00                   | 195.58                    | 1695.77 | 532.84  |
| 4                                                      | 36.78                           | 44.12              | 6.31                  | 175.99               | 158.85               | 52.12                | 6.07                   | 393.03               | 158.85                | 52.12                | 6.07        | 5.00                   | 222.04                    | 2047.31 | 615.07  |
| 5                                                      | 44.13                           | 52.94              | 7.58                  | 211.20               | 190.64               | 52.12                | 6.07                   | 460.03               | 190.64                | 52.12                | 6.07        | 5.00                   | 253.83                    | 2469.57 | 713.86  |
| 6                                                      | 52.95                           | 63.53              | 9.09                  | 253.43               | 228.75               | 52.12                | 6.07                   | 540.37               | 228.75                | 52.12                | 6.07        | 5.00                   | 291.94                    | 2975.96 | 832.31  |
| 7                                                      | 63.54                           | 76.24              | 10.91                 | 304.14               | 274.52               | 52.12                | 6.07                   | 636.85               | 274.52                | 52.12                | 6.07        | 5.00                   | 337.71                    | 3584.04 | 974.56  |
| 8                                                      | 76.25                           | 91.49              | 13.09                 | 364.96               | 329.43               | 52.12                | 6.07                   | 752.58               | 329.43                | 52.12                | 6.07        | 5.00                   | 392.62                    | 4313.48 | 1145.20 |
| 9                                                      | 91.50                           | 109.79             | 15.71                 | 437.97               | 395.33               | 52.12                | 6.07                   | 891.49               | 395.33                | 52.12                | 6.07        | 5.00                   | 458.52                    | 5188.98 | 1350.01 |
| 10                                                     | 109.80                          | 131.75             | 18.85                 | 525.56               | 474.39               | 52.12                | 6.07                   | 1058.14              | 474.39                | 52.12                | 6.07        | 5.00                   | 537.58                    | 6239.42 | 1595.72 |
| 11                                                     | 131.76                          | 158.10             | 22.62                 | 630.68               | 569.27               | 52.12                | 6.07                   | 1258.14              | 569.27                | 52.12                | 6.07        | 5.00                   | 632.46                    | 7499.94 | 1890.60 |

| NUWE LOONBANDE MEI 2011 GORDONIA AMBAGSMANNE EN VAKMANNE |                                 |                       |                      |                    |                      |                   |                        |                    |                      |                   |      |       |             |         |                  |         |      |       |  |         |  |
|----------------------------------------------------------|---------------------------------|-----------------------|----------------------|--------------------|----------------------|-------------------|------------------------|--------------------|----------------------|-------------------|------|-------|-------------|---------|------------------|---------|------|-------|--|---------|--|
| AMBAGS- & VAKMANNE                                       |                                 |                       |                      | AANHANGSEL A       |                      |                   |                        |                    |                      | AANHANGSEL B      |      |       |             |         |                  |         |      |       |  |         |  |
|                                                          |                                 |                       |                      | WERGEWER SE BYDRAE |                      |                   | WERGNEMER SE BYDRAE    |                    |                      | Pens              |      |       | Bystan      |         |                  | Raad    |      | Spear |  | W-Nemer |  |
| Loon<br>inter-<br>val                                    | Min / Max<br>Tariefl<br>per uur | Kontant<br>Bonus<br>G | Vakans<br>Fonds<br>A | Pens<br>Fonds<br>B | Bystan<br>Fonds<br>C | Raad<br>Heff<br>D | W-Gewer<br>TOTAAL<br>F | Pens<br>Fonds<br>B | Bystan<br>Fonds<br>C | Raad<br>Heff<br>D | E    | Spear | TOTAAL<br>F | W-Nemer | Kontant<br>Bonus | Ingesl. | Seel |       |  |         |  |
| AMB 1                                                    | 0.00                            | 16.18                 | 2.32                 | 64.56              | 58.28                | 26.06             | 6.07                   | 154.97             | 58.28                | 26.06             | 6.07 | 5.00  | 95.41       | 737.09  | 250.38           |         |      |       |  |         |  |
| 2                                                        | 16.19                           | 16.28                 | 2.33                 | 64.95              | 58.62                | 26.06             | 6.07                   | 155.70             | 58.62                | 26.06             | 6.07 | 5.00  | 95.75       | 741.70  | 251.45           |         |      |       |  |         |  |
| 3                                                        | 16.29                           | 16.38                 | 2.34                 | 65.33              | 58.97                | 26.06             | 6.07                   | 156.43             | 58.97                | 26.06             | 6.07 | 5.00  | 96.10       | 746.30  | 252.53           |         |      |       |  |         |  |
| 4                                                        | 16.39                           | 16.48                 | 2.36                 | 65.75              | 59.35                | 26.06             | 6.07                   | 157.23             | 59.35                | 26.06             | 6.07 | 5.00  | 96.48       | 751.32  | 253.71           |         |      |       |  |         |  |
| 5                                                        | 16.49                           | 16.58                 | 2.37                 | 66.13              | 59.69                | 26.06             | 6.07                   | 157.95             | 59.69                | 26.06             | 6.07 | 5.00  | 96.82       | 755.93  | 254.77           |         |      |       |  |         |  |
| 6                                                        | 16.59                           | 16.68                 | 2.39                 | 66.55              | 60.07                | 26.06             | 6.07                   | 158.75             | 60.07                | 26.06             | 6.07 | 5.00  | 97.20       | 760.95  | 255.95           |         |      |       |  |         |  |
| 7                                                        | 16.69                           | 16.78                 | 2.40                 | 66.93              | 60.42                | 26.06             | 6.07                   | 159.48             | 60.42                | 26.06             | 6.07 | 5.00  | 97.55       | 765.55  | 257.03           |         |      |       |  |         |  |
| 8                                                        | 16.79                           | 16.88                 | 2.42                 | 67.35              | 60.80                | 26.06             | 6.07                   | 160.28             | 60.80                | 26.06             | 6.07 | 5.00  | 97.93       | 770.57  | 258.21           |         |      |       |  |         |  |
| 9                                                        | 16.89                           | 16.98                 | 2.43                 | 67.74              | 61.14                | 26.06             | 6.07                   | 161.01             | 61.14                | 26.06             | 6.07 | 5.00  | 98.27       | 775.18  | 259.28           |         |      |       |  |         |  |
| 10                                                       | 16.99                           | 17.08                 | 2.44                 | 68.12              | 61.49                | 26.06             | 6.07                   | 161.74             | 61.49                | 26.06             | 6.07 | 5.00  | 98.62       | 779.78  | 260.36           |         |      |       |  |         |  |
| 11                                                       | 17.09                           | 17.18                 | 2.46                 | 68.54              | 61.87                | 26.06             | 6.07                   | 162.54             | 61.87                | 26.06             | 6.07 | 5.00  | 99.00       | 784.80  | 261.54           |         |      |       |  |         |  |
| 12                                                       | 17.19                           | 17.28                 | 2.47                 | 68.92              | 62.21                | 26.06             | 6.07                   | 163.26             | 62.21                | 26.06             | 6.07 | 5.00  | 99.34       | 789.41  | 262.60           |         |      |       |  |         |  |
| 13                                                       | 17.29                           | 17.38                 | 2.49                 | 69.34              | 62.59                | 26.06             | 6.07                   | 164.06             | 62.59                | 26.06             | 6.07 | 5.00  | 99.72       | 794.43  | 263.78           |         |      |       |  |         |  |
| 14                                                       | 17.39                           | 17.48                 | 2.50                 | 69.73              | 62.94                | 26.06             | 6.07                   | 164.80             | 62.94                | 26.06             | 6.07 | 5.00  | 100.07      | 799.03  | 264.87           |         |      |       |  |         |  |
| 15                                                       | 17.49                           | 17.58                 | 2.52                 | 70.14              | 63.32                | 26.06             | 6.07                   | 165.59             | 63.32                | 26.06             | 6.07 | 5.00  | 100.45      | 804.05  | 266.04           |         |      |       |  |         |  |
| 16                                                       | 17.59                           | 17.68                 | 2.53                 | 70.53              | 63.66                | 26.06             | 6.07                   | 166.32             | 63.66                | 26.06             | 6.07 | 5.00  | 100.79      | 808.66  | 267.11           |         |      |       |  |         |  |
| 17                                                       | 17.69                           | 17.78                 | 2.54                 | 70.91              | 64.01                | 26.06             | 6.07                   | 167.05             | 64.01                | 26.06             | 6.07 | 5.00  | 101.14      | 813.26  | 268.19           |         |      |       |  |         |  |
| 18                                                       | 17.79                           | 17.88                 | 2.56                 | 71.33              | 64.39                | 26.06             | 6.07                   | 167.85             | 64.39                | 26.06             | 6.07 | 5.00  | 101.52      | 818.28  | 269.37           |         |      |       |  |         |  |
| 19                                                       | 17.89                           | 17.98                 | 2.57                 | 71.72              | 64.73                | 26.06             | 6.07                   | 168.58             | 64.73                | 26.06             | 6.07 | 5.00  | 101.86      | 822.89  | 270.44           |         |      |       |  |         |  |
| 20                                                       | 17.99                           | 18.08                 | 2.59                 | 72.13              | 65.11                | 26.06             | 6.07                   | 169.37             | 65.11                | 26.06             | 6.07 | 5.00  | 102.24      | 827.91  | 271.61           |         |      |       |  |         |  |
| 21                                                       | 18.09                           | 18.18                 | 2.60                 | 72.52              | 65.46                | 26.06             | 6.07                   | 170.11             | 65.46                | 26.06             | 6.07 | 5.00  | 102.59      | 832.51  | 272.70           |         |      |       |  |         |  |
| 22                                                       | 18.19                           | 18.28                 | 2.62                 | 72.94              | 65.84                | 26.06             | 6.07                   | 170.91             | 65.84                | 26.06             | 6.07 | 5.00  | 102.97      | 837.53  | 273.88           |         |      |       |  |         |  |
| 23                                                       | 18.29                           | 18.38                 | 2.63                 | 73.32              | 66.18                | 26.06             | 6.07                   | 171.63             | 66.18                | 26.06             | 6.07 | 5.00  | 103.31      | 842.14  | 274.94           |         |      |       |  |         |  |
| 24                                                       | 18.39                           | 18.48                 | 2.64                 | 73.70              | 66.53                | 26.06             | 6.07                   | 172.36             | 66.53                | 26.06             | 6.07 | 5.00  | 103.66      | 846.74  | 276.02           |         |      |       |  |         |  |
| 25                                                       | 18.49                           | 18.58                 | 2.66                 | 74.12              | 66.91                | 26.06             | 6.07                   | 173.16             | 66.91                | 26.06             | 6.07 | 5.00  | 104.04      | 851.76  | 277.20           |         |      |       |  |         |  |
| 26                                                       | 18.59                           | 18.68                 | 2.67                 | 74.51              | 67.25                | 26.06             | 6.07                   | 173.89             | 67.25                | 26.06             | 6.07 | 5.00  | 104.38      | 856.37  | 278.27           |         |      |       |  |         |  |
| 27                                                       | 18.69                           | 18.78                 | 2.69                 | 74.93              | 67.63                | 26.06             | 6.07                   | 174.69             | 67.63                | 26.06             | 6.07 | 5.00  | 104.76      | 861.39  | 279.45           |         |      |       |  |         |  |
| 28                                                       | 18.79                           | 18.88                 | 2.70                 | 75.31              | 67.98                | 26.06             | 6.07                   | 175.42             | 67.98                | 26.06             | 6.07 | 5.00  | 105.11      | 865.99  | 280.53           |         |      |       |  |         |  |
| VAK 29                                                   | 0.00                            | 19.08                 | 2.73                 | 76.11              | 68.70                | 26.06             | 6.07                   | 176.94             | 68.70                | 26.06             | 6.07 | 5.00  | 105.83      | 875.62  | 282.77           |         |      |       |  |         |  |
| 30                                                       | 19.09                           | 19.18                 | 2.74                 | 76.50              | 69.05                | 26.06             | 6.07                   | 177.68             | 69.05                | 26.06             | 6.07 | 5.00  | 106.18      | 880.22  | 283.86           |         |      |       |  |         |  |
| 31                                                       | 19.19                           | 19.28                 | 2.76                 | 76.92              | 69.43                | 26.06             | 6.07                   | 178.48             | 69.43                | 26.06             | 6.07 | 5.00  | 106.56      | 885.24  | 285.04           |         |      |       |  |         |  |
| 32                                                       | 19.29                           | 19.38                 | 2.77                 | 77.30              | 69.77                | 26.06             | 6.07                   | 179.20             | 69.77                | 26.06             | 6.07 | 5.00  | 106.90      | 889.85  | 286.10           |         |      |       |  |         |  |
| 33                                                       | 19.39                           | 19.48                 | 2.79                 | 77.72              | 70.15                | 26.06             | 6.07                   | 180.00             | 70.15                | 26.06             | 6.07 | 5.00  | 107.28      | 894.87  | 287.28           |         |      |       |  |         |  |
| 34                                                       | 19.49                           | 19.58                 | 2.80                 | 78.10              | 70.50                | 26.06             | 6.07                   | 180.73             | 70.50                | 26.06             | 6.07 | 5.00  | 107.63      | 899.47  | 288.36           |         |      |       |  |         |  |
| 35                                                       | 19.59                           | 19.68                 | 2.82                 | 78.52              | 70.88                | 26.06             | 6.07                   | 181.53             | 70.88                | 26.06             | 6.07 | 5.00  | 108.01      | 904.49  | 289.54           |         |      |       |  |         |  |
| 36                                                       | 19.69                           | 19.78                 | 2.83                 | 78.90              | 71.22                | 26.06             | 6.07                   | 182.25             | 71.22                | 26.06             | 6.07 | 5.00  | 108.35      | 909.10  | 290.60           |         |      |       |  |         |  |
| 37                                                       | 19.79                           | 19.88                 | 2.84                 | 79.29              | 71.57                | 26.06             | 6.07                   | 182.99             | 71.57                | 26.06             | 6.07 | 5.00  | 108.70      | 913.70  | 291.69           |         |      |       |  |         |  |
| 38                                                       | 19.89                           | 19.98                 | 2.86                 | 79.71              | 71.95                | 26.06             | 6.07                   | 183.79             | 71.95                | 26.06             | 6.07 | 5.00  | 109.08      | 918.72  | 292.87           |         |      |       |  |         |  |
| 39                                                       | 19.99                           | 20.08                 | 2.87                 | 80.09              | 72.29                | 26.06             | 6.07                   | 184.51             | 72.29                | 26.06             | 6.07 | 5.00  | 109.42      | 923.33  | 293.93           |         |      |       |  |         |  |
| 40                                                       | 20.09                           | 20.18                 | 2.89                 | 80.51              | 72.67                | 26.06             | 6.07                   | 185.31             | 72.67                | 26.06             | 6.07 | 5.00  | 109.80      | 928.35  | 295.11           |         |      |       |  |         |  |
| 41                                                       | 20.19                           | 20.28                 | 2.90                 | 80.89              | 73.02                | 26.06             | 6.07                   | 186.04             | 73.02                | 26.06             | 6.07 | 5.00  | 110.15      | 932.95  | 296.19           |         |      |       |  |         |  |
| 42                                                       | 20.29                           | 20.38                 | 2.92                 | 81.31              | 73.40                | 26.06             | 6.07                   | 186.84             | 73.40                | 26.06             | 6.07 | 5.00  | 110.53      | 937.97  | 297.37           |         |      |       |  |         |  |
| 43                                                       | 20.39                           | 20.48                 | 2.93                 | 81.70              | 73.74                | 26.06             | 6.07                   | 187.57             | 73.74                | 26.06             | 6.07 | 5.00  | 110.87      | 942.58  | 298.44           |         |      |       |  |         |  |
| 44                                                       | 20.49                           | 20.58                 | 2.94                 | 82.08              | 74.09                | 26.06             | 6.07                   | 188.30             | 74.09                | 26.06             | 6.07 | 5.00  | 111.22      | 947.18  | 299.52           |         |      |       |  |         |  |
| 45                                                       | 20.59                           | 20.68                 | 2.96                 | 82.50              | 74.47                | 26.06             | 6.07                   | 189.10             | 74.47                | 26.06             | 6.07 | 5.00  | 111.60      | 952.20  | 300.70           |         |      |       |  |         |  |
| 46                                                       | 20.69                           | 20.78                 | 2.97                 | 82.88              | 74.81                | 26.06             | 6.07                   | 189.82             | 74.81                | 26.06             | 6.07 | 5.00  | 111.94      | 956.81  | 301.76           |         |      |       |  |         |  |
| 47                                                       | 20.79                           | 20.88                 | 2.99                 | 83.30              | 75.19                | 26.06             | 6.07                   | 190.62             | 75.19                | 26.06             | 6.07 | 5.00  | 112.32      | 961.83  | 302.94           |         |      |       |  |         |  |
| 48                                                       | 20.89                           | 20.98                 | 3.00                 | 83.69              | 75.54                | 26.06             | 6.07                   | 191.36             | 75.54                | 26.06             | 6.07 | 5.00  | 112.67      | 966.43  | 304.03           |         |      |       |  |         |  |
| 49                                                       | 20.99                           | 21.08                 | 3.02                 | 84.10              | 75.92                | 26.06             | 6.07                   | 192.15             | 75.92                | 26.06             | 6.07 | 5.00  | 113.05      | 971.45  | 305.20           |         |      |       |  |         |  |
| 50                                                       | 21.09                           | 21.18                 | 3.03                 | 84.49              | 76.26                | 26.06             | 6.07                   | 192.88             | 76.26                | 26.06             | 6.07 | 5.00  | 113.39      | 976.06  | 306.27           |         |      |       |  |         |  |
| GORDONIA VRYWILLIGE SEELS                                |                                 |                       |                      |                    |                      |                   |                        |                    |                      |                   |      |       |             |         |                  |         |      |       |  |         |  |
| OPT 1                                                    | 21.19                           | 25.53                 | 3.65                 | 101.83             | 91.92                | 52.12             | 6.07                   | 251.94             | 91.92                | 52.12             | 6.07 | 5.00  | 155.11      | 1157.99 | 407.05           |         |      |       |  |         |  |
| 2                                                        | 25.54                           | 30.64                 | 4.38                 | 122.21             | 110.31               | 52.12             | 6.07                   | 290.71             | 110.31               | 52.12             | 6.07 | 5.00  | 173.50      | 1402.40 | 464.21           |         |      |       |  |         |  |
| 3                                                        | 30.65                           | 36.77                 | 5.26                 | 146.68             | 132.39               | 52.12             | 6.07                   | 337.26             | 132.39               | 52.12             | 6.07 | 5.00  | 195.58      | 1695.77 | 532.84           |         |      |       |  |         |  |
| 4                                                        | 36.78                           | 44.12                 | 6.31                 | 175.99             | 158.85               | 52.12             | 6.07                   | 393.03             | 158.85               | 52.12             | 6.07 | 5.00  | 222.04      | 2047.31 | 615.07           |         |      |       |  |         |  |
| 5                                                        | 44.13                           | 52.94                 | 7.58                 | 211.20             | 190.64               | 52.12             | 6.07                   | 460.03             | 190.64               | 52.12             | 6.07 | 5.00  | 253.83      | 2469.57 | 713.86           |         |      |       |  |         |  |
| 6                                                        | 52.95                           | 63.53                 | 9.09                 | 253.43             | 228.75               | 52.12             | 6.07                   | 540.37             | 228.75               | 52.12             | 6.07 | 5.00  | 291.94      | 2975.96 | 832.31           |         |      |       |  |         |  |
| 7                                                        | 63.54                           | 76.24                 | 10.91                | 304.14             | 274.52               | 52.12             | 6.07                   | 636.85             | 274.52               | 52.12             | 6.07 | 5.00  | 337.71      | 3584.04 | 974.56           |         |      |       |  |         |  |
|                                                          |                                 |                       |                      |                    |                      |                   |                        |                    |                      |                   |      |       |             |         |                  |         |      |       |  |         |  |

| NEW WAGEBANDS MEI 2011 GORDONIA NON ARTISANS |                                 |                    |                       |                      |                      |                      |                        |                      |                       |                      |             |                        |                           |        |        |        |
|----------------------------------------------|---------------------------------|--------------------|-----------------------|----------------------|----------------------|----------------------|------------------------|----------------------|-----------------------|----------------------|-------------|------------------------|---------------------------|--------|--------|--------|
| NON ARTISANS AND<br>SPECIFIED SKILLED        |                                 |                    | ANNEXURE A            |                      |                      |                      |                        |                      | ANNEXURE B            |                      |             |                        |                           |        |        |        |
|                                              |                                 |                    | EMPLOYER CONTRIBUTION |                      |                      |                      |                        |                      | EMPLOYEE CONTRIBUTION |                      |             |                        |                           |        |        |        |
| Wage<br>inter-<br>val                        | Min / Max<br>Tariff<br>per hour | Cash<br>Bonus<br>H | Holiday<br>Fund<br>A  | Pension<br>Fund<br>B | Benefit<br>Fund<br>D | Council<br>Levy<br>E | Employer<br>TOTAL<br>G | Pension<br>Fund<br>B | Benefit<br>Fund<br>D  | Council<br>Levy<br>E | Saving<br>F | Employee<br>TOTAL<br>G | Cash<br>Bonus<br>Included | Stamp  |        |        |
| 1                                            | 0.00                            | 7.44               | 106                   | 29.66                | 26.78                | 8.48                 | 6.30                   | 71.22                | 26.78                 | 8.48                 | 6.30        | 5.00                   | 46.56                     | 335.94 | 117.78 |        |
| 2                                            | 7.45                            | 7.54               | 107                   | 30.05                | 27.12                | 8.48                 | 6.30                   | 71.95                | 27.12                 | 8.48                 | 6.30        | 5.00                   | 46.90                     | 340.55 | 118.85 |        |
| 3                                            | 7.55                            | 7.64               | 109                   | 30.47                | 27.50                | 8.48                 | 6.30                   | 72.75                | 27.50                 | 8.48                 | 6.30        | 5.00                   | 47.28                     | 345.57 | 120.03 |        |
| 4                                            | 7.65                            | 7.74               | 110                   | 30.85                | 27.85                | 8.48                 | 6.30                   | 73.48                | 27.85                 | 8.48                 | 6.30        | 5.00                   | 47.63                     | 350.17 | 121.11 |        |
| 5                                            | 7.75                            | 7.84               | 112                   | 31.27                | 28.22                | 8.48                 | 6.30                   | 74.27                | 28.22                 | 8.48                 | 6.30        | 5.00                   | 48.00                     | 355.20 | 122.27 |        |
| 6                                            | 7.85                            | 7.94               | 113                   | 31.65                | 28.57                | 8.48                 | 6.30                   | 75.00                | 28.57                 | 8.48                 | 6.30        | 5.00                   | 48.35                     | 359.80 | 123.35 |        |
| 7                                            | 7.95                            | 8.04               | 115                   | 32.07                | 28.95                | 8.48                 | 6.30                   | 75.80                | 28.95                 | 8.48                 | 6.30        | 5.00                   | 48.73                     | 364.82 | 124.53 |        |
| 8                                            | 8.05                            | 8.14               | 116                   | 32.46                | 29.30                | 8.48                 | 6.30                   | 76.54                | 29.30                 | 8.48                 | 6.30        | 5.00                   | 49.08                     | 369.42 | 125.62 |        |
| 9                                            | 8.15                            | 8.24               | 117                   | 32.84                | 29.64                | 8.48                 | 6.30                   | 77.26                | 29.64                 | 8.48                 | 6.30        | 5.00                   | 49.42                     | 374.03 | 126.68 |        |
| 10                                           | 8.25                            | 8.34               | 119                   | 33.26                | 30.02                | 8.48                 | 6.30                   | 78.06                | 30.02                 | 8.48                 | 6.30        | 5.00                   | 49.80                     | 379.05 | 127.86 |        |
| 11                                           | 8.35                            | 8.44               | 120                   | 33.64                | 30.37                | 8.48                 | 6.30                   | 78.79                | 30.37                 | 8.48                 | 6.30        | 5.00                   | 50.15                     | 383.65 | 128.94 |        |
| 12                                           | 8.45                            | 8.54               | 122                   | 34.06                | 30.74                | 8.48                 | 6.30                   | 79.58                | 30.74                 | 8.48                 | 6.30        | 5.00                   | 50.52                     | 388.68 | 130.10 |        |
| 13                                           | 8.55                            | 8.64               | 123                   | 34.44                | 31.09                | 8.48                 | 6.30                   | 80.31                | 31.09                 | 8.48                 | 6.30        | 5.00                   | 50.87                     | 393.28 | 131.18 |        |
| Class 3                                      | 14                              | 0.00               | 8.78                  | 125                  | 35.00                | 31.59                | 8.48                   | 6.30                 | 81.37                 | 31.59                | 8.48        | 6.30                   | 5.00                      | 51.37  | 399.98 | 132.74 |
| Class 2                                      | 15                              | 8.79               | 8.88                  | 126                  | 35.39                | 31.94                | 8.48                   | 6.30                 | 82.11                 | 31.94                | 8.48        | 6.30                   | 5.00                      | 51.72  | 404.58 | 133.83 |
| 16                                           | 8.89                            | 8.98               | 128                   | 35.81                | 32.32                | 8.48                 | 6.30                   | 82.91                | 32.32                 | 8.48                 | 6.30        | 5.00                   | 52.10                     | 409.60 | 135.01 |        |
| 17                                           | 8.99                            | 9.08               | 129                   | 36.19                | 32.67                | 8.48                 | 6.30                   | 83.64                | 32.67                 | 8.48                 | 6.30        | 5.00                   | 52.45                     | 414.20 | 136.09 |        |
| 18                                           | 9.09                            | 9.18               | 131                   | 36.61                | 33.04                | 8.48                 | 6.30                   | 84.43                | 33.04                 | 8.48                 | 6.30        | 5.00                   | 52.82                     | 419.23 | 137.25 |        |
| 19                                           | 9.19                            | 9.28               | 132                   | 36.99                | 33.39                | 8.48                 | 6.30                   | 85.16                | 33.39                 | 8.48                 | 6.30        | 5.00                   | 53.17                     | 423.83 | 138.33 |        |
| 20                                           | 9.29                            | 9.38               | 134                   | 37.41                | 33.77                | 8.48                 | 6.30                   | 85.96                | 33.77                 | 8.48                 | 6.30        | 5.00                   | 53.55                     | 428.85 | 139.51 |        |
| 21                                           | 9.39                            | 9.48               | 135                   | 37.79                | 34.11                | 8.48                 | 6.30                   | 86.68                | 34.11                 | 8.48                 | 6.30        | 5.00                   | 53.89                     | 433.46 | 140.57 |        |
| 22                                           | 9.49                            | 9.58               | 136                   | 38.18                | 34.46                | 8.48                 | 6.30                   | 87.42                | 34.46                 | 8.48                 | 6.30        | 5.00                   | 54.24                     | 438.06 | 141.66 |        |
| 23                                           | 9.59                            | 9.68               | 138                   | 38.60                | 34.84                | 8.48                 | 6.30                   | 88.22                | 34.84                 | 8.48                 | 6.30        | 5.00                   | 54.62                     | 443.08 | 142.84 |        |
| 24                                           | 9.69                            | 9.78               | 139                   | 38.98                | 35.19                | 8.48                 | 6.30                   | 88.95                | 35.19                 | 8.48                 | 6.30        | 5.00                   | 54.97                     | 447.68 | 143.92 |        |
| 25                                           | 9.79                            | 9.88               | 141                   | 39.40                | 35.56                | 8.48                 | 6.30                   | 89.74                | 35.56                 | 8.48                 | 6.30        | 5.00                   | 55.34                     | 452.71 | 145.08 |        |
| 26                                           | 9.89                            | 9.98               | 142                   | 39.78                | 35.91                | 8.48                 | 6.30                   | 90.47                | 35.91                 | 8.48                 | 6.30        | 5.00                   | 55.69                     | 457.31 | 146.16 |        |
| 27                                           | 9.99                            | 10.08              | 144                   | 40.20                | 36.29                | 8.48                 | 6.30                   | 91.27                | 36.29                 | 8.48                 | 6.30        | 5.00                   | 56.07                     | 462.33 | 147.34 |        |
| 28                                           | 10.09                           | 10.18              | 145                   | 40.59                | 36.63                | 8.48                 | 6.30                   | 92.00                | 36.63                 | 8.48                 | 6.30        | 5.00                   | 56.41                     | 466.94 | 148.41 |        |
| 29                                           | 10.19                           | 10.28              | 146                   | 40.97                | 36.98                | 8.48                 | 6.30                   | 92.73                | 36.98                 | 8.48                 | 6.30        | 5.00                   | 56.76                     | 471.54 | 149.49 |        |
| 30                                           | 10.29                           | 10.38              | 148                   | 41.39                | 37.36                | 8.48                 | 6.30                   | 93.53                | 37.36                 | 8.48                 | 6.30        | 5.00                   | 57.14                     | 476.56 | 150.67 |        |
| 31                                           | 10.39                           | 10.48              | 149                   | 41.77                | 37.71                | 8.48                 | 6.30                   | 94.26                | 37.71                 | 8.48                 | 6.30        | 5.00                   | 57.49                     | 481.16 | 151.75 |        |
| 32                                           | 10.49                           | 10.58              | 151                   | 42.19                | 38.08                | 8.48                 | 6.30                   | 95.05                | 38.08                 | 8.48                 | 6.30        | 5.00                   | 57.86                     | 486.19 | 152.91 |        |
| 33                                           | 10.59                           | 10.68              | 152                   | 42.58                | 38.43                | 8.48                 | 6.30                   | 95.79                | 38.43                 | 8.48                 | 6.30        | 5.00                   | 58.21                     | 490.79 | 154.00 |        |
| 34                                           | 10.69                           | 10.78              | 154                   | 42.99                | 38.81                | 8.48                 | 6.30                   | 96.58                | 38.81                 | 8.48                 | 6.30        | 5.00                   | 58.59                     | 495.81 | 155.17 |        |
| 35                                           | 10.79                           | 10.88              | 155                   | 43.38                | 39.15                | 8.48                 | 6.30                   | 97.31                | 39.15                 | 8.48                 | 6.30        | 5.00                   | 58.93                     | 500.42 | 156.24 |        |
| 36                                           | 10.89                           | 10.98              | 156                   | 43.76                | 39.50                | 8.48                 | 6.30                   | 98.04                | 39.50                 | 8.48                 | 6.30        | 5.00                   | 59.28                     | 505.02 | 157.32 |        |
| 37                                           | 10.99                           | 11.08              | 158                   | 44.18                | 39.88                | 8.48                 | 6.30                   | 98.84                | 39.88                 | 8.48                 | 6.30        | 5.00                   | 59.66                     | 510.04 | 158.50 |        |
| 38                                           | 11.09                           | 11.18              | 159                   | 44.56                | 40.23                | 8.48                 | 6.30                   | 99.57                | 40.23                 | 8.48                 | 6.30        | 5.00                   | 60.01                     | 514.64 | 159.58 |        |
| Class 1                                      | 39                              | 0.00               | 11.38                 | 162                  | 45.37                | 40.95                | 8.48                   | 6.30                 | 101.10                | 40.95                | 8.48        | 6.30                   | 5.00                      | 60.73  | 524.27 | 161.83 |
| 40                                           | 11.39                           | 11.48              | 163                   | 45.75                | 41.30                | 8.48                 | 6.30                   | 101.83               | 41.30                 | 8.48                 | 6.30        | 5.00                   | 61.08                     | 528.87 | 162.91 |        |
| 41                                           | 11.49                           | 11.58              | 165                   | 46.17                | 41.67                | 8.48                 | 6.30                   | 102.62               | 41.67                 | 8.48                 | 6.30        | 5.00                   | 61.45                     | 533.90 | 164.07 |        |
| 42                                           | 11.59                           | 11.68              | 166                   | 46.55                | 42.02                | 8.48                 | 6.30                   | 103.35               | 42.02                 | 8.48                 | 6.30        | 5.00                   | 61.80                     | 538.50 | 165.15 |        |
| 43                                           | 11.69                           | 11.78              | 168                   | 46.97                | 42.40                | 8.48                 | 6.30                   | 104.15               | 42.40                 | 8.48                 | 6.30        | 5.00                   | 62.18                     | 543.52 | 166.33 |        |
| 44                                           | 11.79                           | 11.88              | 169                   | 47.36                | 42.75                | 8.48                 | 6.30                   | 104.89               | 42.75                 | 8.48                 | 6.30        | 5.00                   | 62.53                     | 548.12 | 167.42 |        |
| 45                                           | 11.89                           | 11.98              | 171                   | 47.78                | 43.12                | 8.48                 | 6.30                   | 105.68               | 43.12                 | 8.48                 | 6.30        | 5.00                   | 62.90                     | 553.15 | 168.58 |        |
| 46                                           | 11.99                           | 12.08              | 172                   | 48.16                | 43.47                | 8.48                 | 6.30                   | 106.41               | 43.47                 | 8.48                 | 6.30        | 5.00                   | 63.25                     | 557.75 | 169.66 |        |
| 47                                           | 12.09                           | 12.18              | 173                   | 48.54                | 43.82                | 8.48                 | 6.30                   | 107.14               | 43.82                 | 8.48                 | 6.30        | 5.00                   | 63.60                     | 562.35 | 170.74 |        |
| 48                                           | 12.19                           | 12.28              | 175                   | 48.96                | 44.19                | 8.48                 | 6.30                   | 107.93               | 44.19                 | 8.48                 | 6.30        | 5.00                   | 63.97                     | 567.38 | 171.90 |        |
| 49                                           | 12.29                           | 12.38              | 176                   | 49.35                | 44.54                | 8.48                 | 6.30                   | 108.67               | 44.54                 | 8.48                 | 6.30        | 5.00                   | 64.32                     | 571.98 | 172.99 |        |
| 50                                           | 12.39                           | 12.48              | 178                   | 49.76                | 44.92                | 8.48                 | 6.30                   | 109.46               | 44.92                 | 8.48                 | 6.30        | 5.00                   | 64.70                     | 577.00 | 174.16 |        |

| NUWE LOONBANDE MEI 2011 GORDONIA NIE AMBAGSMANNE |                                |                       |                        |                    |                       |                   |                        |                    |                       |                    |            |                        |                            |        |        |        |  |
|--------------------------------------------------|--------------------------------|-----------------------|------------------------|--------------------|-----------------------|-------------------|------------------------|--------------------|-----------------------|--------------------|------------|------------------------|----------------------------|--------|--------|--------|--|
| NIE-AMBAGSMANNE EN<br>VAARDIGHEIDSWERKERS        |                                |                       | AANHANGSEL A           |                    |                       |                   |                        |                    |                       | AANHANGSEL B       |            |                        |                            |        |        |        |  |
|                                                  |                                |                       | WERGEWER SE BYDRAE     |                    |                       |                   |                        |                    |                       | WERGEMER SE BYDRAE |            |                        |                            |        |        |        |  |
| Loon<br>Inter-<br>val                            | Min / Max<br>Tarief<br>per uur | Kontant<br>Bonus<br>H | Vakansie<br>Fonds<br>A | Pens<br>Fonds<br>B | Bystand<br>Fonds<br>D | Raad<br>Heff<br>E | W-Gewer<br>TOTAAL<br>G | Pens<br>Fonds<br>B | Bystand<br>Fonds<br>D | Raad<br>Heff<br>E  | Spaar<br>F | W-Nemer<br>TOTAAL<br>G | Kontant<br>Bonus<br>Ingesl | Seel   |        |        |  |
| 1                                                | 0.00                           | 7.44                  | 1.06                   | 29.66              | 26.78                 | 8.48              | 6.30                   | 71.22              | 26.78                 | 8.48               | 6.30       | 5.00                   | 46.56                      | 335.94 | 117.78 |        |  |
| 2                                                | 7.45                           | 7.54                  | 1.07                   | 30.05              | 27.12                 | 8.48              | 6.30                   | 71.95              | 27.12                 | 8.48               | 6.30       | 5.00                   | 46.90                      | 340.55 | 118.85 |        |  |
| 3                                                | 7.55                           | 7.64                  | 1.09                   | 30.47              | 27.50                 | 8.48              | 6.30                   | 72.75              | 27.50                 | 8.48               | 6.30       | 5.00                   | 47.28                      | 345.57 | 120.03 |        |  |
| 4                                                | 7.65                           | 7.74                  | 1.10                   | 30.85              | 27.85                 | 8.48              | 6.30                   | 73.48              | 27.85                 | 8.48               | 6.30       | 5.00                   | 47.63                      | 350.17 | 121.11 |        |  |
| 5                                                | 7.75                           | 7.84                  | 1.12                   | 31.27              | 28.22                 | 8.48              | 6.30                   | 74.27              | 28.22                 | 8.48               | 6.30       | 5.00                   | 48.00                      | 355.20 | 122.27 |        |  |
| 6                                                | 7.85                           | 7.94                  | 1.13                   | 31.65              | 28.57                 | 8.48              | 6.30                   | 75.00              | 28.57                 | 8.48               | 6.30       | 5.00                   | 48.35                      | 359.80 | 123.35 |        |  |
| 7                                                | 7.95                           | 8.04                  | 1.15                   | 32.07              | 28.95                 | 8.48              | 6.30                   | 75.80              | 28.95                 | 8.48               | 6.30       | 5.00                   | 48.73                      | 364.82 | 124.53 |        |  |
| 8                                                | 8.05                           | 8.14                  | 1.16                   | 32.46              | 29.30                 | 8.48              | 6.30                   | 76.54              | 29.30                 | 8.48               | 6.30       | 5.00                   | 49.08                      | 369.42 | 125.62 |        |  |
| 9                                                | 8.15                           | 8.24                  | 1.17                   | 32.84              | 29.64                 | 8.48              | 6.30                   | 77.26              | 29.64                 | 8.48               | 6.30       | 5.00                   | 49.42                      | 374.03 | 126.68 |        |  |
| 10                                               | 8.25                           | 8.34                  | 1.19                   | 33.26              | 30.02                 | 8.48              | 6.30                   | 78.06              | 30.02                 | 8.48               | 6.30       | 5.00                   | 49.80                      | 379.05 | 127.86 |        |  |
| 11                                               | 8.35                           | 8.44                  | 1.20                   | 33.64              | 30.37                 | 8.48              | 6.30                   | 78.79              | 30.37                 | 8.48               | 6.30       | 5.00                   | 50.15                      | 383.65 | 128.94 |        |  |
| 12                                               | 8.45                           | 8.54                  | 1.22                   | 34.06              | 30.74                 | 8.48              | 6.30                   | 79.58              | 30.74                 | 8.48               | 6.30       | 5.00                   | 50.52                      | 388.68 | 130.10 |        |  |
| 13                                               | 8.55                           | 8.64                  | 1.23                   | 34.44              | 31.09                 | 8.48              | 6.30                   | 80.31              | 31.09                 | 8.48               | 6.30       | 5.00                   | 50.87                      | 393.28 | 131.18 |        |  |
| Klas 3                                           | 14                             | 0.00                  | 8.78                   | 1.25               | 35.00                 | 31.59             | 8.48                   | 6.30               | 81.37                 | 31.59              | 8.48       | 6.30                   | 5.00                       | 51.37  | 399.98 | 132.74 |  |
| Klas 2                                           | 15                             | 8.79                  | 8.88                   | 1.26               | 35.39                 | 31.94             | 8.48                   | 6.30               | 82.11                 | 31.94              | 8.48       | 6.30                   | 5.00                       | 51.72  | 404.58 | 133.83 |  |
| 16                                               | 8.89                           | 8.98                  | 1.28                   | 35.81              | 32.32                 | 8.48              | 6.30                   | 82.91              | 32.32                 | 8.48               | 6.30       | 5.00                   | 52.10                      | 409.60 | 135.01 |        |  |
| 17                                               | 8.99                           | 9.08                  | 1.29                   | 36.19              | 32.67                 | 8.48              | 6.30                   | 83.64              | 32.67                 | 8.48               | 6.30       | 5.00                   | 52.45                      | 414.20 | 136.09 |        |  |
| 18                                               | 9.09                           | 9.18                  | 1.31                   | 36.61              | 33.04                 | 8.48              | 6.30                   | 84.43              | 33.04                 | 8.48               | 6.30       | 5.00                   | 52.82                      | 419.23 | 137.25 |        |  |
| 19                                               | 9.19                           | 9.28                  | 1.32                   | 36.99              | 33.39                 | 8.48              | 6.30                   | 85.16              | 33.39                 | 8.48               | 6.30       | 5.00                   | 53.17                      | 423.83 | 138.33 |        |  |
| 20                                               | 9.29                           | 9.38                  | 1.34                   | 37.41              | 33.77                 | 8.48              | 6.30                   | 85.96              | 33.77                 | 8.48               | 6.30       | 5.00                   | 53.55                      | 428.85 | 139.51 |        |  |
| 21                                               | 9.39                           | 9.48                  | 1.35                   | 37.79              | 34.11                 | 8.48              | 6.30                   | 86.68              | 34.11                 | 8.48               | 6.30       | 5.00                   | 53.89                      | 433.46 | 140.57 |        |  |
| 22                                               | 9.49                           | 9.58                  | 1.36                   | 38.18              | 34.46                 | 8.48              | 6.30                   | 87.42              | 34.46                 | 8.48               | 6.30       | 5.00                   | 54.24                      | 438.06 | 141.66 |        |  |
| 23                                               | 9.59                           | 9.68                  | 1.38                   | 38.60              | 34.84                 | 8.48              | 6.30                   | 88.22              | 34.84                 | 8.48               | 6.30       | 5.00                   | 54.62                      | 443.08 | 142.84 |        |  |
| 24                                               | 9.69                           | 9.78                  | 1.39                   | 38.98              | 35.19                 | 8.48              | 6.30                   | 88.95              | 35.19                 | 8.48               | 6.30       | 5.00                   | 54.97                      | 447.68 | 143.92 |        |  |
| 25                                               | 9.79                           | 9.88                  | 1.41                   | 39.40              | 35.56                 | 8.48              | 6.30                   | 89.74              | 35.56                 | 8.48               | 6.30       | 5.00                   | 55.34                      | 452.71 | 145.08 |        |  |
| 26                                               | 9.89                           | 9.98                  | 1.42                   | 39.78              | 35.91                 | 8.48              | 6.30                   | 90.47              | 35.91                 | 8.48               | 6.30       | 5.00                   | 55.69                      | 457.31 | 146.16 |        |  |
| 27                                               | 9.99                           | 10.08                 | 1.44                   | 40.20              | 36.29                 | 8.48              | 6.30                   | 91.27              | 36.29                 | 8.48               | 6.30       | 5.00                   | 56.07                      | 462.33 | 147.34 |        |  |
| 28                                               | 10.09                          | 10.18                 | 1.45                   | 40.59              | 36.63                 | 8.48              | 6.30                   | 92.00              | 36.63                 | 8.48               | 6.30       | 5.00                   | 56.41                      | 466.94 | 148.41 |        |  |
| 29                                               | 10.19                          | 10.28                 | 1.46                   | 40.97              | 36.98                 | 8.48              | 6.30                   | 92.73              | 36.98                 | 8.48               | 6.30       | 5.00                   | 56.76                      | 471.54 | 149.49 |        |  |
| 30                                               | 10.29                          | 10.38                 | 1.48                   | 41.39              | 37.36                 | 8.48              | 6.30                   | 93.53              | 37.36                 | 8.48               | 6.30       | 5.00                   | 57.14                      | 476.56 | 150.67 |        |  |
| 31                                               | 10.39                          | 10.48                 | 1.49                   | 41.77              | 37.71                 | 8.48              | 6.30                   | 94.26              | 37.71                 | 8.48               | 6.30       | 5.00                   | 57.49                      | 481.16 | 151.75 |        |  |
| 32                                               | 10.49                          | 10.58                 | 1.51                   | 42.19              | 38.08                 | 8.48              | 6.30                   | 95.05              | 38.08                 | 8.48               | 6.30       | 5.00                   | 57.86                      | 486.19 | 152.91 |        |  |
| 33                                               | 10.59                          | 10.68                 | 1.52                   | 42.58              | 38.43                 | 8.48              | 6.30                   | 95.79              | 38.43                 | 8.48               | 6.30       | 5.00                   | 58.21                      | 490.79 | 154.00 |        |  |
| 34                                               | 10.69                          | 10.78                 | 1.54                   | 42.99              | 38.81                 | 8.48              | 6.30                   | 96.58              | 38.81                 | 8.48               | 6.30       | 5.00                   | 58.59                      | 495.81 | 155.17 |        |  |
| 35                                               | 10.79                          | 10.88                 | 1.55                   | 43.38              | 39.15                 | 8.48              | 6.30                   | 97.31              | 39.15                 | 8.48               | 6.30       | 5.00                   | 58.93                      | 500.42 | 156.24 |        |  |
| 36                                               | 10.89                          | 10.98                 | 1.56                   | 43.76              | 39.50                 | 8.48              | 6.30                   | 98.04              | 39.50                 | 8.48               | 6.30       | 5.00                   | 59.28                      | 505.02 | 157.32 |        |  |
| 37                                               | 10.99                          | 11.08                 | 1.58                   | 44.18              | 39.88                 | 8.48              | 6.30                   | 98.84              | 39.88                 | 8.48               | 6.30       | 5.00                   | 59.66                      | 510.04 | 158.50 |        |  |
| 38                                               | 11.09                          | 11.18                 | 1.59                   | 44.56              | 40.23                 | 8.48              | 6.30                   | 99.57              | 40.23                 | 8.48               | 6.30       | 5.00                   | 60.01                      | 514.64 | 159.58 |        |  |
| Klas 1                                           | 39                             | 0.00                  | 11.38                  | 1.62               | 45.37                 | 40.95             | 8.48                   | 6.30               | 101.10                | 40.95              | 8.48       | 6.30                   | 5.00                       | 60.73  | 524.27 | 161.83 |  |
| 40                                               | 11.39                          | 11.48                 | 1.63                   | 45.75              | 41.30                 | 8.48              | 6.30                   | 101.83             | 41.30                 | 8.48               | 6.30       | 5.00                   | 61.08                      | 528.87 | 162.91 |        |  |
| 41                                               | 11.49                          | 11.58                 | 1.65                   | 46.17              | 41.67                 | 8.48              | 6.30                   | 102.62             | 41.67                 | 8.48               | 6.30       | 5.00                   | 61.45                      | 533.90 | 164.07 |        |  |
| 42                                               | 11.59                          | 11.68                 | 1.66                   | 46.55              | 42.02                 | 8.48              | 6.30                   | 103.35             | 42.02                 | 8.48               | 6.30       | 5.00                   | 61.80                      | 538.50 | 165.15 |        |  |
| 43                                               | 11.69                          | 11.78                 | 1.68                   | 46.97              | 42.40                 | 8.48              | 6.30                   | 104.15             | 42.40                 | 8.48               | 6.30       | 5.00                   | 62.18                      | 543.52 | 166.33 |        |  |
| 44                                               | 11.79                          | 11.88                 | 1.69                   | 47.36              | 42.75                 | 8.48              | 6.30                   | 104.89             | 42.75                 | 8.48               | 6.30       | 5.00                   | 62.53                      | 548.12 | 167.42 |        |  |
| 45                                               | 11.89                          | 11.98                 | 1.71                   | 47.78              | 43.12                 | 8.48              | 6.30                   | 105.68             | 43.12                 | 8.48               | 6.30       | 5.00                   | 62.90                      | 553.15 | 168.58 |        |  |
| 46                                               | 11.99                          | 12.08                 | 1.72                   | 48.16              | 43.47                 | 8.48              | 6.30                   | 106.41             | 43.47                 | 8.48               | 6.30       | 5.00                   | 63.25                      | 557.75 | 169.66 |        |  |
| 47                                               | 12.09                          | 12.18                 | 1.73                   | 48.54              | 43.82                 | 8.48              | 6.30                   | 107.14             | 43.82                 | 8.48               | 6.30       | 5.00                   | 63.60                      | 562.35 | 170.74 |        |  |
| 48                                               | 12.19                          | 12.28                 | 1.75                   | 48.96              | 44.19                 | 8.48              | 6.30                   | 107.93             | 44.19                 | 8.48               | 6.30       | 5.00                   | 63.97                      | 567.38 | 171.90 |        |  |
| 49                                               | 12.29                          | 12.38                 | 1.76                   | 49.35              | 44.54                 | 8.48              | 6.30                   | 108.67             | 44.54                 | 8.48               | 6.30       | 5.00                   | 64.32                      | 571.98 | 172.99 |        |  |
| 50                                               | 12.39                          | 12.48                 | 1.78                   | 49.76              | 44.92                 | 8.48              | 6.30                   | 109.46             | 44.92                 | 8.48               | 6.30       | 5.00                   | 64.70                      | 577.00 | 174.16 |        |  |

| NEW WAGEBANDS JANUARIE 2012 GORDONIA ARTISANS AND CRAFTSMEN |                                 |                    |                       |                      |                      |                      |                        |                      |                      |                      |             |                        |                           |         |         |
|-------------------------------------------------------------|---------------------------------|--------------------|-----------------------|----------------------|----------------------|----------------------|------------------------|----------------------|----------------------|----------------------|-------------|------------------------|---------------------------|---------|---------|
| ARTISANS & CRAFTSMEN                                        |                                 |                    | ANNEXURE A            |                      |                      |                      |                        | ANNEXURE B           |                      |                      |             |                        |                           |         |         |
|                                                             |                                 |                    | EMPLOYER CONTRIBUTION |                      |                      |                      | EMPLOYEE CONTRIBUTION  |                      |                      |                      |             |                        |                           |         |         |
| Wage<br>inter-<br>val                                       | Min / Max<br>Tariff<br>per hour | Cash<br>Bonus<br>H | Holiday<br>Fund<br>A  | Pension<br>Fund<br>B | Benefit<br>Fund<br>D | Council<br>Levy<br>E | Employer<br>TOTAL<br>G | Pension<br>Fund<br>B | Benefit<br>Fund<br>D | Council<br>Levy<br>E | Saving<br>F | Employee<br>TOTAL<br>G | Cash<br>Bonus<br>Included | Stamp   |         |
| ART 1                                                       | 0.00                            | 16.83              | 2.41                  | 67.14                | 60.61                | 27.10                | 6.31                   | 161.16               | 60.61                | 27.10                | 6.31        | 5.00                   | 99.02                     | 766.78  | 260.18  |
| 2                                                           | 16.84                           | 16.93              | 2.42                  | 67.53                | 60.95                | 27.10                | 6.31                   | 161.89               | 60.95                | 27.10                | 6.31        | 5.00                   | 99.36                     | 771.39  | 261.25  |
| 3                                                           | 16.94                           | 17.03              | 2.44                  | 67.95                | 61.33                | 27.10                | 6.31                   | 162.69               | 61.33                | 27.10                | 6.31        | 5.00                   | 99.74                     | 776.41  | 262.43  |
| 4                                                           | 17.04                           | 17.13              | 2.45                  | 68.33                | 61.68                | 27.10                | 6.31                   | 163.42               | 61.68                | 27.10                | 6.31        | 5.00                   | 100.09                    | 781.01  | 263.51  |
| 5                                                           | 17.14                           | 17.23              | 2.47                  | 68.75                | 62.06                | 27.10                | 6.31                   | 164.22               | 62.06                | 27.10                | 6.31        | 5.00                   | 100.47                    | 786.03  | 264.69  |
| 6                                                           | 17.24                           | 17.33              | 2.48                  | 69.13                | 62.40                | 27.10                | 6.31                   | 164.94               | 62.40                | 27.10                | 6.31        | 5.00                   | 100.81                    | 790.64  | 265.75  |
| 7                                                           | 17.34                           | 17.43              | 2.49                  | 69.52                | 62.75                | 27.10                | 6.31                   | 165.68               | 62.75                | 27.10                | 6.31        | 5.00                   | 101.16                    | 795.24  | 266.84  |
| 8                                                           | 17.44                           | 17.53              | 2.51                  | 69.94                | 63.13                | 27.10                | 6.31                   | 166.48               | 63.13                | 27.10                | 6.31        | 5.00                   | 101.54                    | 800.26  | 268.02  |
| 9                                                           | 17.54                           | 17.63              | 2.52                  | 70.32                | 63.47                | 27.10                | 6.31                   | 167.20               | 63.47                | 27.10                | 6.31        | 5.00                   | 101.88                    | 804.87  | 269.08  |
| 10                                                          | 17.64                           | 17.73              | 2.54                  | 70.74                | 63.85                | 27.10                | 6.31                   | 168.00               | 63.85                | 27.10                | 6.31        | 5.00                   | 102.26                    | 809.89  | 270.26  |
| 11                                                          | 17.74                           | 17.83              | 2.55                  | 71.12                | 64.20                | 27.10                | 6.31                   | 168.73               | 64.20                | 27.10                | 6.31        | 5.00                   | 102.61                    | 814.49  | 271.34  |
| 12                                                          | 17.84                           | 17.93              | 2.57                  | 71.54                | 64.58                | 27.10                | 6.31                   | 169.53               | 64.58                | 27.10                | 6.31        | 5.00                   | 102.99                    | 819.51  | 272.52  |
| 13                                                          | 17.94                           | 18.03              | 2.58                  | 71.92                | 64.92                | 27.10                | 6.31                   | 170.25               | 64.92                | 27.10                | 6.31        | 5.00                   | 103.33                    | 824.12  | 273.58  |
| 14                                                          | 18.04                           | 18.13              | 2.59                  | 72.31                | 65.27                | 27.10                | 6.31                   | 170.99               | 65.27                | 27.10                | 6.31        | 5.00                   | 103.68                    | 828.72  | 274.67  |
| 15                                                          | 18.14                           | 18.23              | 2.61                  | 72.73                | 65.65                | 27.10                | 6.31                   | 171.79               | 65.65                | 27.10                | 6.31        | 5.00                   | 104.06                    | 833.74  | 275.85  |
| 16                                                          | 18.24                           | 18.33              | 2.62                  | 73.11                | 65.99                | 27.10                | 6.31                   | 172.51               | 65.99                | 27.10                | 6.31        | 5.00                   | 104.40                    | 838.35  | 276.91  |
| 17                                                          | 18.34                           | 18.43              | 2.64                  | 73.53                | 66.37                | 27.10                | 6.31                   | 173.31               | 66.37                | 27.10                | 6.31        | 5.00                   | 104.78                    | 843.37  | 278.09  |
| 18                                                          | 18.44                           | 18.53              | 2.65                  | 73.91                | 66.72                | 27.10                | 6.31                   | 174.04               | 66.72                | 27.10                | 6.31        | 5.00                   | 105.13                    | 847.97  | 279.17  |
| 19                                                          | 18.54                           | 18.63              | 2.67                  | 74.33                | 67.10                | 27.10                | 6.31                   | 174.84               | 67.10                | 27.10                | 6.31        | 5.00                   | 105.51                    | 852.99  | 280.35  |
| 20                                                          | 18.64                           | 18.73              | 2.68                  | 74.72                | 67.44                | 27.10                | 6.31                   | 175.57               | 67.44                | 27.10                | 6.31        | 5.00                   | 105.85                    | 857.60  | 281.42  |
| 21                                                          | 18.74                           | 18.83              | 2.69                  | 75.10                | 67.79                | 27.10                | 6.31                   | 176.30               | 67.79                | 27.10                | 6.31        | 5.00                   | 106.20                    | 862.20  | 282.50  |
| 22                                                          | 18.84                           | 18.93              | 2.71                  | 75.52                | 68.17                | 27.10                | 6.31                   | 177.10               | 68.17                | 27.10                | 6.31        | 5.00                   | 106.58                    | 867.22  | 283.68  |
| 23                                                          | 18.94                           | 19.03              | 2.72                  | 75.90                | 68.51                | 27.10                | 6.31                   | 177.82               | 68.51                | 27.10                | 6.31        | 5.00                   | 106.92                    | 871.83  | 284.74  |
| 24                                                          | 19.04                           | 19.13              | 2.74                  | 76.32                | 68.89                | 27.10                | 6.31                   | 178.62               | 68.89                | 27.10                | 6.31        | 5.00                   | 107.30                    | 876.85  | 285.92  |
| 25                                                          | 19.14                           | 19.23              | 2.75                  | 76.71                | 69.24                | 27.10                | 6.31                   | 179.36               | 69.24                | 27.10                | 6.31        | 5.00                   | 107.65                    | 881.45  | 287.01  |
| 26                                                          | 19.24                           | 19.33              | 2.77                  | 77.12                | 69.62                | 27.10                | 6.31                   | 180.15               | 69.62                | 27.10                | 6.31        | 5.00                   | 108.03                    | 886.47  | 288.18  |
| 27                                                          | 19.34                           | 19.43              | 2.78                  | 77.51                | 69.96                | 27.10                | 6.31                   | 180.88               | 69.96                | 27.10                | 6.31        | 5.00                   | 108.37                    | 891.08  | 289.25  |
| 28                                                          | 19.44                           | 19.53              | 2.79                  | 77.89                | 70.31                | 27.10                | 6.31                   | 181.61               | 70.31                | 27.10                | 6.31        | 5.00                   | 108.72                    | 895.68  | 290.33  |
| CRAFT 29                                                    | 0.00                            | 19.85              | 2.84                  | 79.18                | 71.47                | 27.10                | 6.31                   | 184.06               | 71.47                | 27.10                | 6.31        | 5.00                   | 109.88                    | 911.17  | 293.94  |
| 30                                                          | 19.86                           | 19.95              | 2.85                  | 79.57                | 71.82                | 27.10                | 6.31                   | 184.80               | 71.82                | 27.10                | 6.31        | 5.00                   | 110.23                    | 915.77  | 295.03  |
| 31                                                          | 19.96                           | 20.05              | 2.87                  | 79.99                | 72.20                | 27.10                | 6.31                   | 185.60               | 72.20                | 27.10                | 6.31        | 5.00                   | 110.61                    | 920.79  | 296.21  |
| 32                                                          | 20.06                           | 20.15              | 2.88                  | 80.37                | 72.54                | 27.10                | 6.31                   | 186.32               | 72.54                | 27.10                | 6.31        | 5.00                   | 110.95                    | 925.40  | 297.27  |
| 33                                                          | 20.16                           | 20.25              | 2.90                  | 80.79                | 72.92                | 27.10                | 6.31                   | 187.12               | 72.92                | 27.10                | 6.31        | 5.00                   | 111.33                    | 930.42  | 298.45  |
| 34                                                          | 20.26                           | 20.35              | 2.91                  | 81.17                | 73.27                | 27.10                | 6.31                   | 187.85               | 73.27                | 27.10                | 6.31        | 5.00                   | 111.68                    | 935.02  | 299.53  |
| 35                                                          | 20.36                           | 20.45              | 2.93                  | 81.59                | 73.65                | 27.10                | 6.31                   | 188.65               | 73.65                | 27.10                | 6.31        | 5.00                   | 112.06                    | 940.04  | 300.71  |
| 36                                                          | 20.46                           | 20.55              | 2.94                  | 81.98                | 73.99                | 27.10                | 6.31                   | 189.38               | 73.99                | 27.10                | 6.31        | 5.00                   | 112.40                    | 944.65  | 301.78  |
| 37                                                          | 20.56                           | 20.65              | 2.95                  | 82.36                | 74.34                | 27.10                | 6.31                   | 190.11               | 74.34                | 27.10                | 6.31        | 5.00                   | 112.75                    | 949.25  | 302.86  |
| 38                                                          | 20.66                           | 20.75              | 2.97                  | 82.78                | 74.72                | 27.10                | 6.31                   | 190.91               | 74.72                | 27.10                | 6.31        | 5.00                   | 113.13                    | 954.27  | 304.04  |
| 39                                                          | 20.76                           | 20.85              | 2.98                  | 83.16                | 75.06                | 27.10                | 6.31                   | 191.63               | 75.06                | 27.10                | 6.31        | 5.00                   | 113.47                    | 958.88  | 305.10  |
| 40                                                          | 20.86                           | 20.95              | 3.00                  | 83.58                | 75.44                | 27.10                | 6.31                   | 192.43               | 75.44                | 27.10                | 6.31        | 5.00                   | 113.85                    | 963.90  | 306.28  |
| 41                                                          | 20.96                           | 21.05              | 3.01                  | 83.96                | 75.79                | 27.10                | 6.31                   | 193.16               | 75.79                | 27.10                | 6.31        | 5.00                   | 114.20                    | 968.50  | 307.36  |
| 42                                                          | 21.06                           | 21.15              | 3.03                  | 84.38                | 76.17                | 27.10                | 6.31                   | 193.96               | 76.17                | 27.10                | 6.31        | 5.00                   | 114.58                    | 973.52  | 308.54  |
| 43                                                          | 21.16                           | 21.25              | 3.04                  | 84.77                | 76.51                | 27.10                | 6.31                   | 194.69               | 76.51                | 27.10                | 6.31        | 5.00                   | 114.92                    | 978.13  | 309.61  |
| 44                                                          | 21.26                           | 21.35              | 3.05                  | 85.15                | 76.86                | 27.10                | 6.31                   | 195.42               | 76.86                | 27.10                | 6.31        | 5.00                   | 115.27                    | 982.73  | 310.69  |
| 45                                                          | 21.36                           | 21.45              | 3.07                  | 85.57                | 77.24                | 27.10                | 6.31                   | 196.22               | 77.24                | 27.10                | 6.31        | 5.00                   | 115.65                    | 987.75  | 311.87  |
| 46                                                          | 21.46                           | 21.55              | 3.08                  | 85.95                | 77.58                | 27.10                | 6.31                   | 196.94               | 77.58                | 27.10                | 6.31        | 5.00                   | 115.99                    | 992.36  | 312.93  |
| 47                                                          | 21.56                           | 21.65              | 3.10                  | 86.37                | 77.96                | 27.10                | 6.31                   | 197.74               | 77.96                | 27.10                | 6.31        | 5.00                   | 116.37                    | 997.38  | 314.11  |
| 48                                                          | 21.66                           | 21.75              | 3.11                  | 86.76                | 78.31                | 27.10                | 6.31                   | 198.48               | 78.31                | 27.10                | 6.31        | 5.00                   | 116.72                    | 1001.98 | 315.20  |
| 49                                                          | 21.76                           | 21.85              | 3.13                  | 87.18                | 78.69                | 27.10                | 6.31                   | 199.28               | 78.69                | 27.10                | 6.31        | 5.00                   | 117.10                    | 1007.00 | 316.38  |
| 50                                                          | 21.86                           | 21.95              | 3.14                  | 87.56                | 79.03                | 27.10                | 6.31                   | 200.00               | 79.03                | 27.10                | 6.31        | 5.00                   | 117.44                    | 1011.61 | 317.44  |
| GORDONIA OPTIONAL STAMPS                                    |                                 |                    |                       |                      |                      |                      |                        |                      |                      |                      |             |                        |                           |         |         |
| OPT 1                                                       | 21.96                           | 26.55              | 3.80                  | 105.92               | 95.60                | 54.20                | 6.31                   | 262.03               | 95.60                | 54.20                | 6.31        | 5.00                   | 161.11                    | 1204.64 | 423.14  |
| 2                                                           | 26.56                           | 31.86              | 4.56                  | 127.10               | 114.72               | 54.20                | 6.31                   | 302.33               | 114.72               | 54.20                | 6.31        | 5.00                   | 180.23                    | 1458.67 | 482.56  |
| 3                                                           | 31.87                           | 38.23              | 5.47                  | 152.50               | 137.66               | 54.20                | 6.31                   | 350.67               | 137.66               | 54.20                | 6.31        | 5.00                   | 203.17                    | 1763.33 | 553.84  |
| 4                                                           | 38.24                           | 45.88              | 6.56                  | 183.00               | 165.19               | 54.20                | 6.31                   | 408.70               | 165.19               | 54.20                | 6.31        | 5.00                   | 230.70                    | 2129.10 | 639.40  |
| 5                                                           | 45.89                           | 55.06              | 7.88                  | 219.65               | 198.26               | 54.20                | 6.31                   | 478.42               | 198.26               | 54.20                | 6.31        | 5.00                   | 263.77                    | 2568.53 | 742.19  |
| 6                                                           | 55.07                           | 66.07              | 9.45                  | 263.55               | 237.89               | 54.20                | 6.31                   | 561.95               | 237.89               | 54.20                | 6.31        | 5.00                   | 303.40                    | 3095.00 | 865.35  |
| 7                                                           | 66.08                           | 79.28              | 11.34                 | 316.25               | 285.45               | 54.20                | 6.31                   | 662.21               | 285.45               | 54.20                | 6.31        | 5.00                   | 350.96                    | 3726.94 | 1013.17 |
| 8                                                           | 79.29                           | 95.14              | 13.61                 | 379.52               | 342.56               | 54.20                | 6.31                   | 782.59               | 342.56               | 54.20                | 6.31        | 5.00                   | 408.07                    | 4485.68 | 1190.66 |
| 9                                                           | 95.15                           | 114.17             | 16.34                 | 455.45               | 411.11               | 54.20                | 6.31                   | 927.07               | 411.11               | 54.20                | 6.31        | 5.00                   | 476.62                    | 5396.33 | 1403.69 |
| 10                                                          | 114.18                          | 137.00             | 19.60                 | 546.50               | 493.29               | 54.20                | 6.31                   | 1100.30              | 493.29               | 54.20                | 6.31        | 5.00                   | 558.80                    | 6488.20 | 1659.10 |
| 11                                                          | 137.01                          | 164.40             | 23.52                 | 655.80               | 591.95               | 54.20                | 6.31                   | 1308.26              | 591.95               | 54.20                | 6.31        | 5.00                   | 657.46                    | 7798.94 | 1965.72 |

| NUWE LOONBANDE JANUARIE 2012 GORDONIA AMBAGSMANNE EN VAKMANNE |                                 |                       |                      |                    |                      |                   |                        |                    |                      |                   |                     |                        |                            |         |         |  |  |
|---------------------------------------------------------------|---------------------------------|-----------------------|----------------------|--------------------|----------------------|-------------------|------------------------|--------------------|----------------------|-------------------|---------------------|------------------------|----------------------------|---------|---------|--|--|
| AMBAGS- & VAJOJANNE                                           |                                 |                       |                      | AANHANGSEL A       |                      |                   |                        |                    |                      |                   | AANHANGSEL B        |                        |                            |         |         |  |  |
|                                                               |                                 |                       |                      | WERGEWER SE BYDRAE |                      |                   |                        |                    |                      |                   | WERKNEMER SE BYDRAE |                        |                            |         |         |  |  |
| Loon<br>inter<br>val                                          | Min / Max<br>Tariefl<br>per uur | Kontant<br>Bonus<br>G | Vakans<br>Fonds<br>A | Pens<br>Fonds<br>B | Bystan<br>Fonds<br>C | Raad<br>Heff<br>D | W-Gewer<br>TOTAAL<br>F | Pens<br>Fonds<br>B | Bystan<br>Fonds<br>C | Raad<br>Heff<br>D | Spaar<br>E          | W-Nemer<br>TOTAAL<br>F | Kontant<br>Bonus<br>Ingesl |         | See!    |  |  |
| AMB 1                                                         | 0.00                            | 16.83                 | 2.41                 | 67.14              | 60.61                | 27.10             | 6.31                   | 161.16             | 60.61                | 27.10             | 6.31                | 5.00                   | 99.02                      | 766.78  | 260.18  |  |  |
| 2                                                             | 16.84                           | 16.93                 | 2.42                 | 67.53              | 60.95                | 27.10             | 6.31                   | 161.89             | 60.95                | 27.10             | 6.31                | 5.00                   | 99.36                      | 771.39  | 261.25  |  |  |
| 3                                                             | 16.94                           | 17.03                 | 2.44                 | 67.95              | 61.33                | 27.10             | 6.31                   | 162.69             | 61.33                | 27.10             | 6.31                | 5.00                   | 99.74                      | 776.41  | 262.43  |  |  |
| 4                                                             | 17.04                           | 17.13                 | 2.45                 | 68.33              | 61.68                | 27.10             | 6.31                   | 163.42             | 61.68                | 27.10             | 6.31                | 5.00                   | 100.09                     | 781.01  | 263.51  |  |  |
| 5                                                             | 17.14                           | 17.23                 | 2.47                 | 68.75              | 62.06                | 27.10             | 6.31                   | 164.22             | 62.06                | 27.10             | 6.31                | 5.00                   | 100.47                     | 786.03  | 264.69  |  |  |
| 6                                                             | 17.24                           | 17.33                 | 2.48                 | 69.13              | 62.40                | 27.10             | 6.31                   | 164.94             | 62.40                | 27.10             | 6.31                | 5.00                   | 100.81                     | 790.64  | 265.75  |  |  |
| 7                                                             | 17.34                           | 17.43                 | 2.49                 | 69.52              | 62.75                | 27.10             | 6.31                   | 165.68             | 62.75                | 27.10             | 6.31                | 5.00                   | 101.16                     | 795.24  | 266.84  |  |  |
| 8                                                             | 17.44                           | 17.53                 | 2.51                 | 69.94              | 63.13                | 27.10             | 6.31                   | 166.48             | 63.13                | 27.10             | 6.31                | 5.00                   | 101.54                     | 800.26  | 268.02  |  |  |
| 9                                                             | 17.54                           | 17.63                 | 2.52                 | 70.32              | 63.47                | 27.10             | 6.31                   | 167.20             | 63.47                | 27.10             | 6.31                | 5.00                   | 101.88                     | 804.87  | 269.08  |  |  |
| 10                                                            | 17.64                           | 17.73                 | 2.54                 | 70.74              | 63.85                | 27.10             | 6.31                   | 168.00             | 63.85                | 27.10             | 6.31                | 5.00                   | 102.26                     | 809.89  | 270.26  |  |  |
| 11                                                            | 17.74                           | 17.83                 | 2.55                 | 71.12              | 64.20                | 27.10             | 6.31                   | 168.73             | 64.20                | 27.10             | 6.31                | 5.00                   | 102.61                     | 814.49  | 271.34  |  |  |
| 12                                                            | 17.84                           | 17.93                 | 2.57                 | 71.54              | 64.58                | 27.10             | 6.31                   | 169.53             | 64.58                | 27.10             | 6.31                | 5.00                   | 102.99                     | 819.51  | 272.52  |  |  |
| 13                                                            | 17.94                           | 18.03                 | 2.58                 | 71.92              | 64.92                | 27.10             | 6.31                   | 170.25             | 64.92                | 27.10             | 6.31                | 5.00                   | 103.33                     | 824.12  | 273.58  |  |  |
| 14                                                            | 18.04                           | 18.13                 | 2.59                 | 72.31              | 65.27                | 27.10             | 6.31                   | 170.99             | 65.27                | 27.10             | 6.31                | 5.00                   | 103.68                     | 828.72  | 274.67  |  |  |
| 15                                                            | 18.14                           | 18.23                 | 2.61                 | 72.73              | 65.65                | 27.10             | 6.31                   | 171.79             | 65.65                | 27.10             | 6.31                | 5.00                   | 104.06                     | 833.74  | 275.85  |  |  |
| 16                                                            | 18.24                           | 18.33                 | 2.62                 | 73.11              | 65.99                | 27.10             | 6.31                   | 172.51             | 65.99                | 27.10             | 6.31                | 5.00                   | 104.40                     | 838.35  | 276.91  |  |  |
| 17                                                            | 18.34                           | 18.43                 | 2.64                 | 73.53              | 66.37                | 27.10             | 6.31                   | 173.31             | 66.37                | 27.10             | 6.31                | 5.00                   | 104.78                     | 843.37  | 278.09  |  |  |
| 18                                                            | 18.44                           | 18.53                 | 2.65                 | 73.91              | 66.72                | 27.10             | 6.31                   | 174.04             | 66.72                | 27.10             | 6.31                | 5.00                   | 105.13                     | 847.97  | 279.17  |  |  |
| 19                                                            | 18.54                           | 18.63                 | 2.67                 | 74.33              | 67.10                | 27.10             | 6.31                   | 174.84             | 67.10                | 27.10             | 6.31                | 5.00                   | 105.51                     | 852.99  | 280.35  |  |  |
| 20                                                            | 18.64                           | 18.73                 | 2.68                 | 74.72              | 67.44                | 27.10             | 6.31                   | 175.57             | 67.44                | 27.10             | 6.31                | 5.00                   | 105.85                     | 857.60  | 281.42  |  |  |
| 21                                                            | 18.74                           | 18.83                 | 2.69                 | 75.10              | 67.79                | 27.10             | 6.31                   | 176.30             | 67.79                | 27.10             | 6.31                | 5.00                   | 106.20                     | 862.20  | 282.50  |  |  |
| 22                                                            | 18.84                           | 18.93                 | 2.71                 | 75.52              | 68.17                | 27.10             | 6.31                   | 177.10             | 68.17                | 27.10             | 6.31                | 5.00                   | 106.58                     | 867.22  | 283.68  |  |  |
| 23                                                            | 18.94                           | 19.03                 | 2.72                 | 75.90              | 68.51                | 27.10             | 6.31                   | 177.82             | 68.51                | 27.10             | 6.31                | 5.00                   | 106.92                     | 871.83  | 284.74  |  |  |
| 24                                                            | 19.04                           | 19.13                 | 2.74                 | 76.32              | 68.89                | 27.10             | 6.31                   | 178.62             | 68.89                | 27.10             | 6.31                | 5.00                   | 107.30                     | 876.85  | 285.92  |  |  |
| 25                                                            | 19.14                           | 19.23                 | 2.75                 | 76.71              | 69.24                | 27.10             | 6.31                   | 179.36             | 69.24                | 27.10             | 6.31                | 5.00                   | 107.65                     | 881.45  | 287.01  |  |  |
| 26                                                            | 19.24                           | 19.33                 | 2.77                 | 77.12              | 69.62                | 27.10             | 6.31                   | 180.15             | 69.62                | 27.10             | 6.31                | 5.00                   | 108.03                     | 886.47  | 288.18  |  |  |
| 27                                                            | 19.34                           | 19.43                 | 2.78                 | 77.51              | 69.96                | 27.10             | 6.31                   | 180.88             | 69.96                | 27.10             | 6.31                | 5.00                   | 108.37                     | 891.08  | 289.25  |  |  |
| 28                                                            | 19.44                           | 19.53                 | 2.79                 | 77.89              | 70.31                | 27.10             | 6.31                   | 181.61             | 70.31                | 27.10             | 6.31                | 5.00                   | 108.72                     | 895.68  | 290.33  |  |  |
| VAK 29                                                        | 0.00                            | 19.85                 | 2.84                 | 79.18              | 71.47                | 27.10             | 6.31                   | 184.06             | 71.47                | 27.10             | 6.31                | 5.00                   | 109.88                     | 911.17  | 293.94  |  |  |
| 30                                                            | 19.86                           | 19.95                 | 2.85                 | 79.57              | 71.82                | 27.10             | 6.31                   | 184.80             | 71.82                | 27.10             | 6.31                | 5.00                   | 110.23                     | 915.77  | 295.03  |  |  |
| 31                                                            | 19.96                           | 20.05                 | 2.87                 | 79.99              | 72.20                | 27.10             | 6.31                   | 185.60             | 72.20                | 27.10             | 6.31                | 5.00                   | 110.61                     | 920.79  | 296.21  |  |  |
| 32                                                            | 20.06                           | 20.15                 | 2.88                 | 80.37              | 72.54                | 27.10             | 6.31                   | 186.32             | 72.54                | 27.10             | 6.31                | 5.00                   | 110.95                     | 925.40  | 297.27  |  |  |
| 33                                                            | 20.16                           | 20.25                 | 2.90                 | 80.79              | 72.92                | 27.10             | 6.31                   | 187.12             | 72.92                | 27.10             | 6.31                | 5.00                   | 111.33                     | 930.42  | 298.45  |  |  |
| 34                                                            | 20.26                           | 20.35                 | 2.91                 | 81.17              | 73.27                | 27.10             | 6.31                   | 187.85             | 73.27                | 27.10             | 6.31                | 5.00                   | 111.68                     | 935.02  | 299.53  |  |  |
| 35                                                            | 20.36                           | 20.45                 | 2.93                 | 81.59              | 73.65                | 27.10             | 6.31                   | 188.65             | 73.65                | 27.10             | 6.31                | 5.00                   | 112.06                     | 940.04  | 300.71  |  |  |
| 36                                                            | 20.46                           | 20.55                 | 2.94                 | 81.98              | 73.99                | 27.10             | 6.31                   | 189.38             | 73.99                | 27.10             | 6.31                | 5.00                   | 112.40                     | 944.65  | 301.78  |  |  |
| 37                                                            | 20.56                           | 20.65                 | 2.95                 | 82.36              | 74.34                | 27.10             | 6.31                   | 190.11             | 74.34                | 27.10             | 6.31                | 5.00                   | 112.75                     | 949.25  | 302.86  |  |  |
| 38                                                            | 20.66                           | 20.75                 | 2.97                 | 82.78              | 74.72                | 27.10             | 6.31                   | 190.91             | 74.72                | 27.10             | 6.31                | 5.00                   | 113.13                     | 954.27  | 304.04  |  |  |
| 39                                                            | 20.76                           | 20.85                 | 2.98                 | 83.16              | 75.06                | 27.10             | 6.31                   | 191.63             | 75.06                | 27.10             | 6.31                | 5.00                   | 113.47                     | 958.88  | 305.10  |  |  |
| 40                                                            | 20.86                           | 20.95                 | 3.00                 | 83.58              | 75.44                | 27.10             | 6.31                   | 192.43             | 75.44                | 27.10             | 6.31                | 5.00                   | 113.85                     | 963.90  | 306.28  |  |  |
| 41                                                            | 20.96                           | 21.05                 | 3.01                 | 83.96              | 75.79                | 27.10             | 6.31                   | 193.16             | 75.79                | 27.10             | 6.31                | 5.00                   | 114.20                     | 968.50  | 307.36  |  |  |
| 42                                                            | 21.06                           | 21.15                 | 3.03                 | 84.38              | 76.17                | 27.10             | 6.31                   | 193.96             | 76.17                | 27.10             | 6.31                | 5.00                   | 114.58                     | 973.52  | 308.54  |  |  |
| 43                                                            | 21.16                           | 21.25                 | 3.04                 | 84.77              | 76.51                | 27.10             | 6.31                   | 194.69             | 76.51                | 27.10             | 6.31                | 5.00                   | 114.92                     | 978.13  | 309.61  |  |  |
| 44                                                            | 21.26                           | 21.35                 | 3.05                 | 85.15              | 76.86                | 27.10             | 6.31                   | 195.42             | 76.86                | 27.10             | 6.31                | 5.00                   | 115.27                     | 982.73  | 310.69  |  |  |
| 45                                                            | 21.36                           | 21.45                 | 3.07                 | 85.57              | 77.24                | 27.10             | 6.31                   | 196.22             | 77.24                | 27.10             | 6.31                | 5.00                   | 115.65                     | 987.75  | 311.87  |  |  |
| 46                                                            | 21.46                           | 21.55                 | 3.08                 | 85.95              | 77.58                | 27.10             | 6.31                   | 196.94             | 77.58                | 27.10             | 6.31                | 5.00                   | 115.99                     | 992.36  | 312.93  |  |  |
| 47                                                            | 21.56                           | 21.65                 | 3.10                 | 86.37              | 77.96                | 27.10             | 6.31                   | 197.74             | 77.96                | 27.10             | 6.31                | 5.00                   | 116.37                     | 997.38  | 314.11  |  |  |
| 48                                                            | 21.66                           | 21.75                 | 3.11                 | 86.76              | 78.31                | 27.10             | 6.31                   | 198.48             | 78.31                | 27.10             | 6.31                | 5.00                   | 116.72                     | 1001.98 | 315.20  |  |  |
| 49                                                            | 21.76                           | 21.85                 | 3.13                 | 87.18              | 78.69                | 27.10             | 6.31                   | 199.28             | 78.69                | 27.10             | 6.31                | 5.00                   | 117.10                     | 1007.00 | 316.38  |  |  |
| 50                                                            | 21.86                           | 21.95                 | 3.14                 | 87.56              | 79.03                | 27.10             | 6.31                   | 200.00             | 79.03                | 27.10             | 6.31                | 5.00                   | 117.44                     | 1011.61 | 317.44  |  |  |
| GORDONIA VRYWILLIGE SEELE                                     |                                 |                       |                      |                    |                      |                   |                        |                    |                      |                   |                     |                        |                            |         |         |  |  |
| OPT 1                                                         | 2196                            | 26.55                 | 3.80                 | 105.92             | 95.60                | 54.20             | 6.31                   | 262.03             | 95.60                | 54.20             | 6.31                | 5.00                   | 161.11                     | 1204.64 | 423.14  |  |  |
| 2                                                             | 26.56                           | 31.86                 | 4.56                 | 127.10             | 114.72               | 54.20             | 6.31                   | 302.33             | 114.72               | 54.20             | 6.31                | 5.00                   | 180.23                     | 1458.67 | 482.56  |  |  |
| 3                                                             | 31.87                           | 38.23                 | 5.47                 | 152.50             | 137.66               | 54.20             | 6.31                   | 350.67             | 137.66               | 54.20             | 6.31                | 5.00                   | 203.17                     | 1763.33 | 553.84  |  |  |
| 4                                                             | 38.24                           | 45.88                 | 6.56                 | 183.00             | 165.19               | 54.20             | 6.31                   | 408.70             | 165.19               | 54.20             | 6.31                | 5.00                   | 230.70                     | 2129.10 | 639.40  |  |  |
| 5                                                             | 45.89                           | 55.06                 | 7.88                 | 219.65             | 198.26               | 54.20             | 6.31                   | 478.42             | 198.26               | 54.20             | 6.31                | 5.00                   | 263.77                     | 2568.53 | 742.19  |  |  |
| 6                                                             | 55.07                           | 66.07                 | 9.45                 | 263.55             | 237.89               | 54.20             | 6.31                   | 561.95             | 237.89               | 54.20             | 6.31                | 5.00                   | 303.40                     | 3095.00 | 865.35  |  |  |
| 7                                                             | 66.08                           | 79.28                 | 11.34                | 316.25             | 285.45               | 54.20             | 6.31                   | 662.21             | 285.45               | 54.20             | 6.31                | 5.00                   | 350.96                     | 3726.94 | 1013.17 |  |  |
| 8                                                             | 79.29                           | 95.14                 | 13.61                | 379.52             | 342.56               | 54.20             | 6.31                   | 782.59             | 342.56               | 54.20             | 6.31                | 5.00                   | 408.07                     | 4485.68 | 1190.66 |  |  |
| 9                                                             | 95.15                           | 114.17                | 16.34                | 455.45             | 411.11               | 54.20             | 6.31                   | 927.07             | 411.11               | 54.20             | 6.31                | 5.00                   | 476.62                     | 5396.33 | 1403.69 |  |  |
| 10                                                            | 114.18                          | 137.00                | 19.60                | 546.50             | 493.29               | 54.20             | 6.31                   | 1100.30            | 493.29               | 54.20             | 6.31                | 5.00                   | 558.80                     | 6488.20 | 1659.10 |  |  |
| 11                                                            | 137.01                          | 164.40                | 23.52                | 655.80             | 591.95               | 54.20             | 6.31                   | 1308.26            | 591.95               |                   |                     |                        |                            |         |         |  |  |

| NEW WAGEBANDS JANUARIE 2012 GORDONIA NON ARTISANS |                                 |                    |                       |                      |                      |                      |                        |                      |                      |                      |             |                        |                           |        |        |        |  |
|---------------------------------------------------|---------------------------------|--------------------|-----------------------|----------------------|----------------------|----------------------|------------------------|----------------------|----------------------|----------------------|-------------|------------------------|---------------------------|--------|--------|--------|--|
| NON ARTISANS AND<br>SPECIFIED SKILLED             |                                 |                    | ANNEXURE A            |                      |                      |                      |                        |                      |                      | ANNEXURE B           |             |                        |                           |        |        |        |  |
|                                                   |                                 |                    | EMPLOYER CONTRIBUTION |                      |                      |                      | EMPLOYEE CONTRIBUTION  |                      |                      |                      |             |                        |                           |        |        |        |  |
| Wage<br>inter-<br>val                             | Min / Max<br>Tariff<br>per hour | Cash<br>Bonus<br>H | Holiday<br>Fund<br>A  | Pension<br>Fund<br>B | Benefit<br>Fund<br>D | Council<br>Levy<br>E | Employer<br>TOTAL<br>G | Pension<br>Fund<br>B | Benefit<br>Fund<br>D | Council<br>Levy<br>E | Saving<br>F | Employee<br>TOTAL<br>G | Cash<br>Bonus<br>Included |        |        |        |  |
| 1                                                 | 0.00                            | 7.74               | 1.10                  | 30.85                | 27.85                | 8.82                 | 6.30                   | 73.82                | 27.85                | 8.82                 | 6.30        | 5.00                   | 47.97                     | 349.83 | 121.79 |        |  |
| 2                                                 | 7.75                            | 7.84               | 1.12                  | 31.27                | 28.22                | 8.82                 | 6.30                   | 74.61                | 28.22                | 8.82                 | 6.30        | 5.00                   | 48.34                     | 354.86 | 122.95 |        |  |
| 3                                                 | 7.85                            | 7.94               | 1.13                  | 31.65                | 28.57                | 8.82                 | 6.30                   | 75.34                | 28.57                | 8.82                 | 6.30        | 5.00                   | 48.69                     | 359.46 | 124.03 |        |  |
| 4                                                 | 7.95                            | 8.04               | 1.15                  | 32.07                | 28.95                | 8.82                 | 6.30                   | 76.14                | 28.95                | 8.82                 | 6.30        | 5.00                   | 49.07                     | 364.48 | 125.21 |        |  |
| 5                                                 | 8.05                            | 8.14               | 1.16                  | 32.46                | 29.30                | 8.82                 | 6.30                   | 76.88                | 29.30                | 8.82                 | 6.30        | 5.00                   | 49.42                     | 369.08 | 126.30 |        |  |
| 6                                                 | 8.15                            | 8.24               | 1.17                  | 32.84                | 29.64                | 8.82                 | 6.30                   | 77.60                | 29.64                | 8.82                 | 6.30        | 5.00                   | 49.76                     | 373.69 | 127.36 |        |  |
| 7                                                 | 8.25                            | 8.34               | 1.19                  | 33.26                | 30.02                | 8.82                 | 6.30                   | 78.40                | 30.02                | 8.82                 | 6.30        | 5.00                   | 50.14                     | 378.71 | 128.54 |        |  |
| 8                                                 | 8.35                            | 8.44               | 1.20                  | 33.64                | 30.37                | 8.82                 | 6.30                   | 79.13                | 30.37                | 8.82                 | 6.30        | 5.00                   | 50.49                     | 383.31 | 129.62 |        |  |
| 9                                                 | 8.45                            | 8.54               | 1.22                  | 34.06                | 30.74                | 8.82                 | 6.30                   | 79.92                | 30.74                | 8.82                 | 6.30        | 5.00                   | 50.86                     | 388.34 | 130.78 |        |  |
| 10                                                | 8.55                            | 8.64               | 1.23                  | 34.44                | 31.09                | 8.82                 | 6.30                   | 80.65                | 31.09                | 8.82                 | 6.30        | 5.00                   | 51.21                     | 392.94 | 131.86 |        |  |
| 11                                                | 8.65                            | 8.74               | 1.24                  | 34.83                | 31.44                | 8.82                 | 6.30                   | 81.39                | 31.44                | 8.82                 | 6.30        | 5.00                   | 51.56                     | 397.54 | 132.95 |        |  |
| 12                                                | 8.75                            | 8.84               | 1.26                  | 35.25                | 31.82                | 8.82                 | 6.30                   | 82.19                | 31.82                | 8.82                 | 6.30        | 5.00                   | 51.94                     | 402.56 | 134.13 |        |  |
| 13                                                | 8.85                            | 8.94               | 1.27                  | 35.63                | 32.16                | 8.82                 | 6.30                   | 82.91                | 32.16                | 8.82                 | 6.30        | 5.00                   | 52.28                     | 407.17 | 135.19 |        |  |
| Class 3                                           | 14                              | 0.00               | 9.13                  | 1.30                 | 36.40                | 32.85                | 8.82                   | 6.30                 | 84.37                | 32.85                | 8.82        | 6.30                   | 5.00                      | 52.97  | 416.38 | 137.34 |  |
| Class 2                                           | 15                              | 9.14               | 9.23                  | 1.31                 | 36.78                | 33.20                | 8.82                   | 6.30                 | 85.10                | 33.20                | 8.82        | 6.30                   | 5.00                      | 53.32  | 420.98 | 138.42 |  |
| 16                                                | 9.24                            | 9.33               | 1.33                  | 37.20                | 33.58                | 8.82                 | 6.30                   | 85.90                | 33.58                | 8.82                 | 6.30        | 5.00                   | 53.70                     | 426.00 | 139.60 |        |  |
| 17                                                | 9.34                            | 9.43               | 1.34                  | 37.59                | 33.93                | 8.82                 | 6.30                   | 86.64                | 33.93                | 8.82                 | 6.30        | 5.00                   | 54.05                     | 430.60 | 140.69 |        |  |
| 18                                                | 9.44                            | 9.53               | 1.36                  | 38.00                | 34.30                | 8.82                 | 6.30                   | 87.42                | 34.30                | 8.82                 | 6.30        | 5.00                   | 54.42                     | 435.63 | 141.84 |        |  |
| 19                                                | 9.54                            | 9.63               | 1.37                  | 38.39                | 34.65                | 8.82                 | 6.30                   | 88.16                | 34.65                | 8.82                 | 6.30        | 5.00                   | 54.77                     | 440.23 | 142.93 |        |  |
| 20                                                | 9.64                            | 9.73               | 1.39                  | 38.81                | 35.03                | 8.82                 | 6.30                   | 88.96                | 35.03                | 8.82                 | 6.30        | 5.00                   | 55.15                     | 445.25 | 144.11 |        |  |
| 21                                                | 9.74                            | 9.83               | 1.40                  | 39.19                | 35.37                | 8.82                 | 6.30                   | 89.68                | 35.37                | 8.82                 | 6.30        | 5.00                   | 55.49                     | 449.86 | 145.17 |        |  |
| 22                                                | 9.84                            | 9.93               | 1.41                  | 39.57                | 35.72                | 8.82                 | 6.30                   | 90.41                | 35.72                | 8.82                 | 6.30        | 5.00                   | 55.84                     | 454.46 | 146.25 |        |  |
| 23                                                | 9.94                            | 10.03              | 1.43                  | 39.99                | 36.10                | 8.82                 | 6.30                   | 91.21                | 36.10                | 8.82                 | 6.30        | 5.00                   | 56.22                     | 459.48 | 147.43 |        |  |
| 24                                                | 10.04                           | 10.13              | 1.44                  | 40.38                | 36.45                | 8.82                 | 6.30                   | 91.95                | 36.45                | 8.82                 | 6.30        | 5.00                   | 56.57                     | 464.08 | 148.52 |        |  |
| 25                                                | 10.14                           | 10.23              | 1.46                  | 40.80                | 36.82                | 8.82                 | 6.30                   | 92.74                | 36.82                | 8.82                 | 6.30        | 5.00                   | 56.94                     | 469.11 | 149.68 |        |  |
| 26                                                | 10.24                           | 10.33              | 1.47                  | 41.18                | 37.17                | 8.82                 | 6.30                   | 93.47                | 37.17                | 8.82                 | 6.30        | 5.00                   | 57.29                     | 473.71 | 150.76 |        |  |
| 27                                                | 10.34                           | 10.43              | 1.49                  | 41.60                | 37.55                | 8.82                 | 6.30                   | 94.27                | 37.55                | 8.82                 | 6.30        | 5.00                   | 57.67                     | 478.73 | 151.94 |        |  |
| 28                                                | 10.44                           | 10.53              | 1.50                  | 41.98                | 37.89                | 8.82                 | 6.30                   | 94.99                | 37.89                | 8.82                 | 6.30        | 5.00                   | 58.01                     | 483.34 | 153.00 |        |  |
| 29                                                | 10.54                           | 10.63              | 1.51                  | 42.37                | 38.24                | 8.82                 | 6.30                   | 95.73                | 38.24                | 8.82                 | 6.30        | 5.00                   | 58.36                     | 487.94 | 154.09 |        |  |
| 30                                                | 10.64                           | 10.73              | 1.53                  | 42.78                | 38.62                | 8.82                 | 6.30                   | 96.52                | 38.62                | 8.82                 | 6.30        | 5.00                   | 58.74                     | 492.96 | 155.26 |        |  |
| 31                                                | 10.74                           | 10.83              | 1.54                  | 43.17                | 38.97                | 8.82                 | 6.30                   | 97.26                | 38.97                | 8.82                 | 6.30        | 5.00                   | 59.09                     | 497.56 | 156.35 |        |  |
| 32                                                | 10.84                           | 10.93              | 1.56                  | 43.59                | 39.34                | 8.82                 | 6.30                   | 98.05                | 39.34                | 8.82                 | 6.30        | 5.00                   | 59.46                     | 502.59 | 157.51 |        |  |
| 33                                                | 10.94                           | 11.03              | 1.57                  | 43.97                | 39.69                | 8.82                 | 6.30                   | 98.78                | 39.69                | 8.82                 | 6.30        | 5.00                   | 59.81                     | 507.19 | 158.59 |        |  |
| 34                                                | 11.04                           | 11.13              | 1.59                  | 44.39                | 40.07                | 8.82                 | 6.30                   | 99.58                | 40.07                | 8.82                 | 6.30        | 5.00                   | 60.19                     | 512.21 | 159.77 |        |  |
| 35                                                | 11.14                           | 11.23              | 1.60                  | 44.77                | 40.41                | 8.82                 | 6.30                   | 100.30               | 40.41                | 8.82                 | 6.30        | 5.00                   | 60.53                     | 516.82 | 160.83 |        |  |
| 36                                                | 11.24                           | 11.33              | 1.61                  | 45.16                | 40.76                | 8.82                 | 6.30                   | 101.04               | 40.76                | 8.82                 | 6.30        | 5.00                   | 60.88                     | 521.42 | 161.92 |        |  |
| 37                                                | 11.34                           | 11.43              | 1.63                  | 45.58                | 41.14                | 8.82                 | 6.30                   | 101.84               | 41.14                | 8.82                 | 6.30        | 5.00                   | 61.26                     | 526.44 | 163.10 |        |  |
| 38                                                | 11.44                           | 11.53              | 1.64                  | 45.96                | 41.49                | 8.82                 | 6.30                   | 102.57               | 41.49                | 8.82                 | 6.30        | 5.00                   | 61.61                     | 531.04 | 164.18 |        |  |
| Class 1                                           | 39                              | 0.00               | 11.83                 | 1.68                 | 47.15                | 42.56                | 8.82                   | 6.30                 | 104.83               | 42.56                | 8.82        | 6.30                   | 5.00                      | 62.68  | 545.27 | 167.51 |  |
| 40                                                | 11.84                           | 11.93              | 1.70                  | 47.57                | 42.93                | 8.82                 | 6.30                   | 105.62               | 42.93                | 8.82                 | 6.30        | 5.00                   | 63.05                     | 550.30 | 168.67 |        |  |
| 41                                                | 11.94                           | 12.03              | 1.71                  | 47.95                | 43.28                | 8.82                 | 6.30                   | 106.35               | 43.28                | 8.82                 | 6.30        | 5.00                   | 63.40                     | 554.90 | 169.75 |        |  |
| 42                                                | 12.04                           | 12.13              | 1.73                  | 48.37                | 43.66                | 8.82                 | 6.30                   | 107.15               | 43.66                | 8.82                 | 6.30        | 5.00                   | 63.78                     | 559.92 | 170.93 |        |  |
| 43                                                | 12.14                           | 12.23              | 1.74                  | 48.75                | 44.01                | 8.82                 | 6.30                   | 107.88               | 44.01                | 8.82                 | 6.30        | 5.00                   | 64.13                     | 564.52 | 172.01 |        |  |
| 44                                                | 12.24                           | 12.33              | 1.76                  | 49.17                | 44.38                | 8.82                 | 6.30                   | 108.67               | 44.38                | 8.82                 | 6.30        | 5.00                   | 64.50                     | 569.55 | 173.17 |        |  |
| 45                                                | 12.34                           | 12.43              | 1.77                  | 49.56                | 44.73                | 8.82                 | 6.30                   | 109.41               | 44.73                | 8.82                 | 6.30        | 5.00                   | 64.85                     | 574.15 | 174.26 |        |  |
| 46                                                | 12.44                           | 12.53              | 1.78                  | 49.94                | 45.08                | 8.82                 | 6.30                   | 110.14               | 45.08                | 8.82                 | 6.30        | 5.00                   | 65.20                     | 578.75 | 175.34 |        |  |
| 47                                                | 12.54                           | 12.63              | 1.80                  | 50.36                | 45.45                | 8.82                 | 6.30                   | 110.93               | 45.45                | 8.82                 | 6.30        | 5.00                   | 65.57                     | 583.78 | 176.50 |        |  |
| 48                                                | 12.64                           | 12.73              | 1.81                  | 50.74                | 45.80                | 8.82                 | 6.30                   | 111.66               | 45.80                | 8.82                 | 6.30        | 5.00                   | 65.92                     | 588.38 | 177.58 |        |  |
| 49                                                | 12.74                           | 12.83              | 1.83                  | 51.16                | 46.18                | 8.82                 | 6.30                   | 112.46               | 46.18                | 8.82                 | 6.30        | 5.00                   | 66.30                     | 593.40 | 178.76 |        |  |
| 50                                                | 12.84                           | 12.93              | 1.84                  | 51.54                | 46.53                | 8.82                 | 6.30                   | 113.19               | 46.53                | 8.82                 | 6.30        | 5.00                   | 66.65                     | 598.00 | 179.84 |        |  |

| NUWE LOONBANDE JANUARIE 2012 GORDONIA NIE AMBAGSMANNE |                                |                       |                        |                    |                       |                   |                        |                    |                       |                     |            |                        |                            |        |        |        |      |
|-------------------------------------------------------|--------------------------------|-----------------------|------------------------|--------------------|-----------------------|-------------------|------------------------|--------------------|-----------------------|---------------------|------------|------------------------|----------------------------|--------|--------|--------|------|
| NIE-AMBAGSMANNE EN<br>VAARDIGHEIDSWERKERS             |                                |                       | AANHANGSEL A           |                    |                       |                   |                        |                    |                       | AANHANGSEL B        |            |                        |                            |        |        |        |      |
|                                                       |                                |                       | WERGEWER SE BYDRAE     |                    |                       |                   |                        |                    |                       | WERKNEMER SE BYDRAE |            |                        |                            |        |        |        |      |
| Loon<br>inter-<br>val                                 | Min / Max<br>Tarief<br>per uur | Kontant<br>Bonus<br>H | Vakansie<br>Fonds<br>A | Pens<br>Fonds<br>B | Bystand<br>Fonds<br>D | Raad<br>Heff<br>E | W-Gewer<br>TOTAAL<br>G | Pens<br>Fonds<br>B | Bystand<br>Fonds<br>D | Raad<br>Heff<br>E   | Spaar<br>F | W-Nemer<br>TOTAAL<br>G | Kontant<br>Bonus<br>Ingesl |        |        |        | Seel |
| 1                                                     | 0.00                           | 7.74                  | 1.10                   | 30.85              | 27.85                 | 8.82              | 6.30                   | 73.82              | 27.85                 | 8.82                | 6.30       | 5.00                   | 47.97                      | 349.83 | 121.79 |        |      |
| 2                                                     | 7.75                           | 7.84                  | 1.12                   | 31.27              | 28.22                 | 8.82              | 6.30                   | 74.61              | 28.22                 | 8.82                | 6.30       | 5.00                   | 48.34                      | 354.86 | 122.95 |        |      |
| 3                                                     | 7.85                           | 7.94                  | 1.13                   | 31.65              | 28.57                 | 8.82              | 6.30                   | 75.34              | 28.57                 | 8.82                | 6.30       | 5.00                   | 48.69                      | 359.46 | 124.03 |        |      |
| 4                                                     | 7.95                           | 8.04                  | 1.15                   | 32.07              | 28.95                 | 8.82              | 6.30                   | 76.14              | 28.95                 | 8.82                | 6.30       | 5.00                   | 49.07                      | 364.48 | 125.21 |        |      |
| 5                                                     | 8.05                           | 8.14                  | 1.16                   | 32.46              | 29.30                 | 8.82              | 6.30                   | 76.88              | 29.30                 | 8.82                | 6.30       | 5.00                   | 49.42                      | 369.08 | 126.30 |        |      |
| 6                                                     | 8.15                           | 8.24                  | 1.17                   | 32.84              | 29.64                 | 8.82              | 6.30                   | 77.60              | 29.64                 | 8.82                | 6.30       | 5.00                   | 49.76                      | 373.69 | 127.36 |        |      |
| 7                                                     | 8.25                           | 8.34                  | 1.19                   | 33.26              | 30.02                 | 8.82              | 6.30                   | 78.40              | 30.02                 | 8.82                | 6.30       | 5.00                   | 50.14                      | 378.71 | 128.54 |        |      |
| 8                                                     | 8.35                           | 8.44                  | 1.20                   | 33.64              | 30.37                 | 8.82              | 6.30                   | 79.13              | 30.37                 | 8.82                | 6.30       | 5.00                   | 50.49                      | 383.31 | 129.62 |        |      |
| 9                                                     | 8.45                           | 8.54                  | 1.22                   | 34.06              | 30.74                 | 8.82              | 6.30                   | 79.92              | 30.74                 | 8.82                | 6.30       | 5.00                   | 50.86                      | 388.34 | 130.78 |        |      |
| 10                                                    | 8.55                           | 8.64                  | 1.23                   | 34.44              | 31.09                 | 8.82              | 6.30                   | 80.65              | 31.09                 | 8.82                | 6.30       | 5.00                   | 51.21                      | 392.94 | 131.86 |        |      |
| 11                                                    | 8.65                           | 8.74                  | 1.24                   | 34.83              | 31.44                 | 8.82              | 6.30                   | 81.39              | 31.44                 | 8.82                | 6.30       | 5.00                   | 51.56                      | 397.54 | 132.95 |        |      |
| 12                                                    | 8.75                           | 8.84                  | 1.26                   | 35.25              | 31.82                 | 8.82              | 6.30                   | 82.19              | 31.82                 | 8.82                | 6.30       | 5.00                   | 51.94                      | 402.56 | 134.13 |        |      |
| 13                                                    | 8.85                           | 8.94                  | 1.27                   | 35.63              | 32.16                 | 8.82              | 6.30                   | 82.91              | 32.16                 | 8.82                | 6.30       | 5.00                   | 52.28                      | 407.17 | 135.19 |        |      |
| Klas 3                                                | 14                             | 0.00                  | 9.13                   | 1.30               | 36.40                 | 32.85             | 8.82                   | 6.30               | 84.37                 | 32.85               | 8.82       | 6.30                   | 5.00                       | 52.97  | 416.38 | 137.34 |      |
| Klas 2                                                | 15                             | 9.14                  | 9.23                   | 1.31               | 36.78                 | 33.20             | 8.82                   | 6.30               | 85.10                 | 33.20               | 8.82       | 6.30                   | 5.00                       | 53.32  | 420.98 | 138.42 |      |
| 16                                                    | 9.24                           | 9.33                  | 1.33                   | 37.20              | 33.58                 | 8.82              | 6.30                   | 85.90              | 33.58                 | 8.82                | 6.30       | 5.00                   | 53.70                      | 426.00 | 139.60 |        |      |
| 17                                                    | 9.34                           | 9.43                  | 1.34                   | 37.59              | 33.93                 | 8.82              | 6.30                   | 86.64              | 33.93                 | 8.82                | 6.30       | 5.00                   | 54.05                      | 430.60 | 140.69 |        |      |
| 18                                                    | 9.44                           | 9.53                  | 1.36                   | 38.00              | 34.30                 | 8.82              | 6.30                   | 87.42              | 34.30                 | 8.82                | 6.30       | 5.00                   | 54.42                      | 435.63 | 141.84 |        |      |
| 19                                                    | 9.54                           | 9.63                  | 1.37                   | 38.39              | 34.65                 | 8.82              | 6.30                   | 88.16              | 34.65                 | 8.82                | 6.30       | 5.00                   | 54.77                      | 440.23 | 142.93 |        |      |
| 20                                                    | 9.64                           | 9.73                  | 1.39                   | 38.81              | 35.03                 | 8.82              | 6.30                   | 88.96              | 35.03                 | 8.82                | 6.30       | 5.00                   | 55.15                      | 445.25 | 144.11 |        |      |
| 21                                                    | 9.74                           | 9.83                  | 1.40                   | 39.19              | 35.37                 | 8.82              | 6.30                   | 89.68              | 35.37                 | 8.82                | 6.30       | 5.00                   | 55.49                      | 449.86 | 145.17 |        |      |
| 22                                                    | 9.84                           | 9.93                  | 1.41                   | 39.57              | 35.72                 | 8.82              | 6.30                   | 90.41              | 35.72                 | 8.82                | 6.30       | 5.00                   | 55.84                      | 454.46 | 146.25 |        |      |
| 23                                                    | 9.94                           | 10.03                 | 1.43                   | 39.99              | 36.10                 | 8.82              | 6.30                   | 91.21              | 36.10                 | 8.82                | 6.30       | 5.00                   | 56.22                      | 459.48 | 147.43 |        |      |
| 24                                                    | 10.04                          | 10.13                 | 1.44                   | 40.38              | 36.45                 | 8.82              | 6.30                   | 91.95              | 36.45                 | 8.82                | 6.30       | 5.00                   | 56.57                      | 464.08 | 148.52 |        |      |
| 25                                                    | 10.14                          | 10.23                 | 1.46                   | 40.80              | 36.82                 | 8.82              | 6.30                   | 92.74              | 36.82                 | 8.82                | 6.30       | 5.00                   | 56.94                      | 469.11 | 149.68 |        |      |
| 26                                                    | 10.24                          | 10.33                 | 1.47                   | 41.18              | 37.17                 | 8.82              | 6.30                   | 93.47              | 37.17                 | 8.82                | 6.30       | 5.00                   | 57.29                      | 473.71 | 150.76 |        |      |
| 27                                                    | 10.34                          | 10.43                 | 1.49                   | 41.60              | 37.55                 | 8.82              | 6.30                   | 94.27              | 37.55                 | 8.82                | 6.30       | 5.00                   | 57.67                      | 478.73 | 151.94 |        |      |
| 28                                                    | 10.44                          | 10.53                 | 1.50                   | 41.98              | 37.89                 | 8.82              | 6.30                   | 94.99              | 37.89                 | 8.82                | 6.30       | 5.00                   | 58.01                      | 483.34 | 153.00 |        |      |
| 29                                                    | 10.54                          | 10.63                 | 1.51                   | 42.37              | 38.24                 | 8.82              | 6.30                   | 95.73              | 38.24                 | 8.82                | 6.30       | 5.00                   | 58.36                      | 487.94 | 154.09 |        |      |
| 30                                                    | 10.64                          | 10.73                 | 1.53                   | 42.78              | 38.62                 | 8.82              | 6.30                   | 96.52              | 38.62                 | 8.82                | 6.30       | 5.00                   | 58.74                      | 492.96 | 155.26 |        |      |
| 31                                                    | 10.74                          | 10.83                 | 1.54                   | 43.17              | 38.97                 | 8.82              | 6.30                   | 97.26              | 38.97                 | 8.82                | 6.30       | 5.00                   | 59.09                      | 497.56 | 156.35 |        |      |
| 32                                                    | 10.84                          | 10.93                 | 1.56                   | 43.59              | 39.34                 | 8.82              | 6.30                   | 98.05              | 39.34                 | 8.82                | 6.30       | 5.00                   | 59.46                      | 502.59 | 157.51 |        |      |
| 33                                                    | 10.94                          | 11.03                 | 1.57                   | 43.97              | 39.69                 | 8.82              | 6.30                   | 98.78              | 39.69                 | 8.82                | 6.30       | 5.00                   | 59.81                      | 507.19 | 158.59 |        |      |
| 34                                                    | 11.04                          | 11.13                 | 1.59                   | 44.39              | 40.07                 | 8.82              | 6.30                   | 99.58              | 40.07                 | 8.82                | 6.30       | 5.00                   | 60.19                      | 512.21 | 159.77 |        |      |
| 35                                                    | 11.14                          | 11.23                 | 1.60                   | 44.77              | 40.41                 | 8.82              | 6.30                   | 100.30             | 40.41                 | 8.82                | 6.30       | 5.00                   | 60.53                      | 516.82 | 160.83 |        |      |
| 36                                                    | 11.24                          | 11.33                 | 1.61                   | 45.16              | 40.76                 | 8.82              | 6.30                   | 101.04             | 40.76                 | 8.82                | 6.30       | 5.00                   | 60.88                      | 521.42 | 161.92 |        |      |
| 37                                                    | 11.34                          | 11.43                 | 1.63                   | 45.58              | 41.14                 | 8.82              | 6.30                   | 101.84             | 41.14                 | 8.82                | 6.30       | 5.00                   | 61.26                      | 526.44 | 163.10 |        |      |
| 38                                                    | 11.44                          | 11.53                 | 1.64                   | 45.96              | 41.49                 | 8.82              | 6.30                   | 102.57             | 41.49                 | 8.82                | 6.30       | 5.00                   | 61.61                      | 531.04 | 164.18 |        |      |
| Klas 1                                                | 39                             | 0.00                  | 11.83                  | 1.68               | 47.15                 | 42.56             | 8.82                   | 6.30               | 104.83                | 42.56               | 8.82       | 6.30                   | 5.00                       | 62.68  | 545.27 | 167.51 |      |
| 40                                                    | 11.84                          | 11.93                 | 1.70                   | 47.57              | 42.93                 | 8.82              | 6.30                   | 105.62             | 42.93                 | 8.82                | 6.30       | 5.00                   | 63.05                      | 550.30 | 168.67 |        |      |
| 41                                                    | 11.94                          | 12.03                 | 1.71                   | 47.95              | 43.28                 | 8.82              | 6.30                   | 106.35             | 43.28                 | 8.82                | 6.30       | 5.00                   | 63.40                      | 554.90 | 169.75 |        |      |
| 42                                                    | 12.04                          | 12.13                 | 1.73                   | 48.37              | 43.66                 | 8.82              | 6.30                   | 107.15             | 43.66                 | 8.82                | 6.30       | 5.00                   | 63.78                      | 559.92 | 170.93 |        |      |
| 43                                                    | 12.14                          | 12.23                 | 1.74                   | 48.75              | 44.01                 | 8.82              | 6.30                   | 107.88             | 44.01                 | 8.82                | 6.30       | 5.00                   | 64.13                      | 564.52 | 172.01 |        |      |
| 44                                                    | 12.24                          | 12.33                 | 1.76                   | 49.17              | 44.38                 | 8.82              | 6.30                   | 108.67             | 44.38                 | 8.82                | 6.30       | 5.00                   | 64.50                      | 569.55 | 173.17 |        |      |
| 45                                                    | 12.34                          | 12.43                 | 1.77                   | 49.56              | 44.73                 | 8.82              | 6.30                   | 109.41             | 44.73                 | 8.82                | 6.30       | 5.00                   | 64.85                      | 574.15 | 174.26 |        |      |
| 46                                                    | 12.44                          | 12.53                 | 1.78                   | 49.94              | 45.08                 | 8.82              | 6.30                   | 110.14             | 45.08                 | 8.82                | 6.30       | 5.00                   | 65.20                      | 578.75 | 175.34 |        |      |
| 47                                                    | 12.54                          | 12.63                 | 1.80                   | 50.36              | 45.45                 | 8.82              | 6.30                   | 110.93             | 45.45                 | 8.82                | 6.30       | 5.00                   | 65.57                      | 583.78 | 176.50 |        |      |
| 48                                                    | 12.64                          | 12.73                 | 1.81                   | 50.74              | 45.80                 | 8.82              | 6.30                   | 111.66             | 45.80                 | 8.82                | 6.30       | 5.00                   | 65.92                      | 588.38 | 177.58 |        |      |
| 49                                                    | 12.74                          | 12.83                 | 1.83                   | 51.16              | 46.18                 | 8.82              | 6.30                   | 112.46             | 46.18                 | 8.82                | 6.30       | 5.00                   | 66.30                      | 593.40 | 178.76 |        |      |
| 50                                                    | 12.84                          | 12.93                 | 1.84                   | 51.54              | 46.53                 | 8.82              | 6.30                   | 113.19             | 46.53                 | 8.82                | 6.30       | 5.00                   | 66.65                      | 598.00 | 179.84 |        |      |

**DEPARTMENT OF TRADE AND INDUSTRY  
DEPARTEMENT VAN HANDEL EN NYWERHEID**

No. R. 711

9 September 2011

**NATIONAL BUILDING REGULATIONS AND BUILDING STANDARDS  
ACT, 1977 (ACT 103 of 1977)**

**INTRODUCTION OF AMENDMENTS TO THE NATIONAL BUILDING  
REGULATIONS TO INTRODUCE REQUIREMENTS FOR ENERGY USAGE IN  
BUILDINGS**

I, Dr Rob Davies, Minister of Trade and Industry, hereby under section 17 (1) of the National Building Regulations and Building Standards Act (Act 103 of 1977) and on the recommendation of the Board of the National Regulator of Compulsory Specifications, amend the National Building Regulations, as set out in the Schedule, with effect from the date two (2) months from publication of this notice.



Dr R Davies MP

Minister of Trade and Industry

**NATIONAL BUILDING REGULATIONS AND BUILDING STANDARDS ACT (ACT NO. 103 OF 1977) AS AMENDED****SCHEDULE****AMENDMENTS TO THE NATIONAL BUILDING REGULATIONS TO INTRODUCE REQUIREMENTS FOR ENERGY USAGE IN BUILDINGS**

**1 Regulation A7 is amended as follows:**

**A7 Layout Drawing**

**Add the following additional requirements:**

- (m) where provided, the location, type and capacity of water heating installations; and
- (n) where provided, details of fenestration and insulation required to satisfy the energy usage requirements of Regulation XA.

**2 Regulation A19 is amended as follows:**

**A19 Competent persons**

**Add the following additional requirement to sub-regulation A19 (1)(a)(i):**

XA 3 (b).

**Add the following additional requirement to sub-regulation A19 (12):**

- (c) Where regulation XA is satisfied by a competent person in accordance with the requirements of SANS 10400 Part XA, the competent person who is responsible for such determination shall on completion of the construction and commissioning of the building submit to the local authority a fully completed Form 4 as contained in SANS 10400-A.

**3 Regulation AZ2 is amended as follows:**

**AZ2 Definitions**

**Add the following additional definitions to Regulation AZ2:**

**“building envelope”** means the elements of a building that separate a habitable room from the exterior of a building or a garage or storage area;

**"certified thermal calculation software"** means software certified by the Board of Agrément South Africa in terms of Ágrément South Africa's Energy Software Protocols as being fit for thermal modelling or calculation purposes in terms of these regulations;

**"reference building"** means a hypothetical building that is used to determine the maximum allowable heating load for the proposed building.

**"orientation"** means the direction a building envelope element faces, i.e. the direction of a vector perpendicular to and pointing away from the surface outside of the element.

**4 Renumber Regulation X (Repeal of regulations) as Regulation AZ5 (Repeal of regulations).**

Delete Part X Repeal of regulations and add the following AZ5:

**AZ5 Repeal of regulations**

The National Building Regulations published under Government Notice no. R 1081 of 10 June 1988 as amended by Government Notice no. R 1726 of 26 August 1988 is repealed from the date of the coming into operation of these regulations.

**5 Add the following new regulation Part X:**

**Part X: Environmental sustainability**

**REGULATION**

**XA: Energy usage in buildings**

**XA1** In order to contribute to the reduction of greenhouse gases buildings, and extensions to buildings in respect of which plans and specifications are to be drawn and submitted in terms of the Act, having A1, A2, A3, A4, C1, C2, E1, E2, E3, E4, F1, F2, F3, G1, H1, H2, H3, H4 and H5 occupancies or building classifications in accordance with regulation A20, excluding garage and storage areas contained within such occupancies, shall be designed and constructed so that they

(a) are capable of using energy efficiently while fulfilling user needs in relation to vertical transport, if any, thermal comfort, lighting and hot water; or

(b) have a building envelope and services which facilitate the efficient use of energy appropriate to their function and use, internal environment and geographical location.

Equipment and plant required for conducting the business of the occupant shall be excluded from these requirements.

**XA2** At least 50% (volume fraction) of the annual average hot water heating requirement shall be provided by means other than electrical resistance heating including but not limited to solar heating, heat pumps, heat recovery from other systems or processes and renewable combustible fuel.

**XA3** The requirements of sub-regulation XA1 shall be deemed to be satisfied when such building is designed and constructed in accordance with the following requirements:

- a) has an orientation, shading, services and building envelope in accordance with SANS 10400 Part XA; or
  - b) is the subject of a rational design by a competent person, which demonstrates that the energy usage of such building is equivalent to or better than that which would have been achieved by compliance with the requirements of SANS 10400 XA, or
  - c) has a theoretical energy usage performance, determined using certified thermal calculation software, less than or equal to that of a reference building in accordance with SANS 10400 Part XA.
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