



Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID-AFRIKA

Regulation Gazette

No. 9857

Regulasiekoerant

Vol. 569

Pretoria, 23 November 2012

No. 35884

N.B. The Government Printing Works will not be held responsible for the quality of "Hard Copies" or "Electronic Files" submitted for publication purposes



AIDS HELPLINE: 0800-0123-22 Prevention is the cure

IMPORTANT NOTICE

The Government Printing Works will not be held responsible for faxed documents not received due to errors on the fax machine or faxes received which are unclear or incomplete. Please be advised that an "OK" slip, received from a fax machine, will not be accepted as proof that documents were received by the GPW for printing. If documents are faxed to the GPW it will be the sender's responsibility to phone and confirm that the documents were received in good order.

Furthermore the Government Printing Works will also not be held responsible for cancellations and amendments which have not been done on original documents received from clients.

CONTENTS**INHOUD**

No.		Page No.	Gazette No.	No.		Bladsy No.	Koerant No.
GOVERNMENT NOTICES				GOEWERMENSKENNISGEWINGS			
Labour, Department of				Arbeid, Departement van			
<i>Government Notices</i>				<i>Goewermenskennisgewings</i>			
R. 948	Labour Relations Act, 1995: Bargaining Council for the Building Industry, Kimberley: Extension of amendment of collective agreement to non-parties	3	35884	R. 948	Labour Relations Act, 1995: Bargaining Council for the Building Industry, Kimberley: Extension of amendment of collective agreement to non-parties	3	35884
R. 949	do.: do.: Renewal of period of operation of electrical installation section collective agreement	17	35884	R. 949	do.: do.: Renewal of period of operation of electrical installation section collective agreement	17	35884
R. 950	do.: do.: Extension of amendment of electrical installation section collective agreement to non-parties	19	35884	R. 950	do.: do.: Extension of amendment of electrical installation section collective agreement to non-parties	19	35884

IMPORTANT ANNOUNCEMENT

Closing times **PRIOR TO PUBLIC HOLIDAYS for
GOVERNMENT NOTICES, GENERAL NOTICES,
REGULATION NOTICES AND PROCLAMATIONS**

2012

The closing time is **15:00** sharp on the following days:

13 December, Thursday, for the issue of Friday **21 December 2012**
18 December, Tuesday, for the issue of Friday **28 December 2012**
21 December, Friday, for the issue of Friday **4 January 2013**

Late notices will be published in the subsequent issue, if under special circumstances, a late notice is accepted, a double tariff will be charged

The copy for a **SEPARATE Government Gazette** must be handed in not later than three calendar weeks before date of publication

**GOVERNMENT NOTICES
GOEWERMENSKENNISGEWINGS**

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

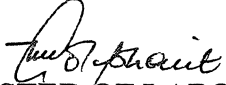
No. R. 948

23 November 2012

LABOUR RELATIONS ACT, 1995

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

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **Bargaining Council for the Building Industry, Kimberley**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from...*3 December 2012*..... and for the period ending 31 July 2015.


MINISTER OF LABOUR
01/11/2012

No. R. 948

23 November 2012

UMNYANGO WEZABASEBENZI

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI

EMBONINI YEZOKWAKHA EKIMBERLEY

UKWELULELWA KWESIVUMELWANO SABAQASHI NABASEBENZI

ESICHIBIYELAYO SESIGABA SOKUFAKELWA KUKAGESI 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, eKimberley**, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni, kusukela mhlaka.....3.....kuZibandlela 2012.....kuze kube mhlaka 31 kuNtulikazi 2015.


UNGQONGQOSHE WEZABASEBENZI

01/11/2012

SCHEDULE

BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY COLLECTIVE AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1995, made and entered into by and between the -

Northern Cape Master Builders' and Allied Trades Association

(hereinafter referred to as "employers" or the "employers" organisation') of the one part, and the

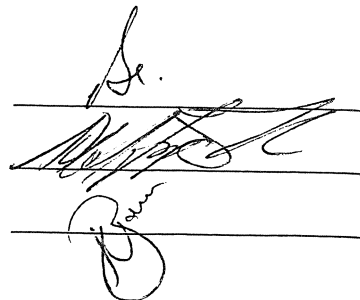
Amalgamated Union of Building Trade Workers of South Africa

(hereinafter referred to as the "employees" or "trade union") on the other part being parties to the Bargaining Council for the Building Industry, Kimberley to amend the Agreement published under Government Notice No. R. 957 of 7 August 1998, as further amended, extended and renewed by Government Notices Nos R. 745 of 11 June 1999, R.1365 of 15 December 2000, R. 1018 of 18 July 2003, R. 1049 of 25 July 2003, R. 865 of 23 July 2204, R. 906 and R. 907 of 29 August 2008, R. 9 of 22 January 2010, R. 592 of 22 July 2011, R. 710 of 9 September 2011 and R. 984 van 2 December 2011.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Building Industry -
- (a) by the employers and employees who are members of the employers' organisation and the trade union, respectively;
 - (b) in an area bounded by and included in a radius of 20 kilometers of the General Post Office, Kimberley, in the Magisterial District of Kimberley,
 - (c) In the Magisterial District of Gordonia
- (2) Notwithstanding the provisions of sub-clause (1), (a) and 1A, the terms of this Agreement shall apply to -

CHAIRMAN VN SMAILES :
V/CHAIRMAN CA APPOLLIS :
SECRETARY PR SERFONTEIN :



- (a) apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, and the Skills Development Act 1998 or any contract entered into or any conditions fixed there under;
- (b) trainees under the Manpower Training Act, 1981 and the Skills Development Act 1998 only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed there under;
- (c) labour-only contractors, working partners and working directors, principals and contractors.
- (3) Notwithstanding the provisions of sub-clause (1) (a), the terms of this Agreement shall not apply to-
- (a) clerical employees and administrative staff;
- (b) university students and graduates in building science, and to construction supervisors, construction surveyors and other persons doing practical work, in the completion of their academic training;
- (c) non-parties in respect of clauses 1 (1) (a, and 1A of the Collective Agreement as extended or amended from time to time.

CLAUSE 1 A: PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of Section 32 of the Labour Relations Act, 1995, and shall remain in force until 31 July 2015.

CLAUSE 21: MINIMUM WAGES

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

CHAIRMAN VN SMAILES :

V/CHAIRMAN CA APPOLLIS :

SECRETARY PR SERFONTEIN :

The image shows three handwritten signatures on horizontal lines. The first signature is a small, stylized mark. The second signature is a large, complex scribble. The third signature is a large, stylized letter 'B' with a flourish.

3. APPENDIXES:

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

SIGNED AT KIMBERLEY ON BEHALF OF THE PARTIES ON THIS THE 1ST OF OCTOBER 2012.

CHAIRMAN VN SMAILES

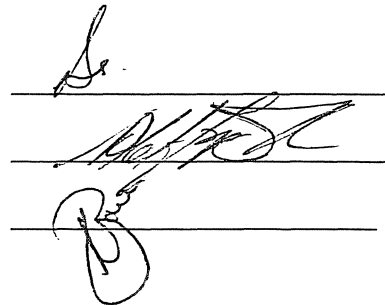
:

V/CHAIRMAN CA APPOLLIS


:

SECRETARY PR SERFONTEIN

:

Three handwritten signatures are written on three horizontal lines. The first signature is a simple 'S'. The second signature is a more complex, cursive script. The third signature is a large, stylized 'B'.

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

CHAIRMAN VN SMAILES : 

VICE CHAIRMAN CA APOLLIS : 

SECRETARY PR SERFONTEIN : 

NUWE LOONBANDE KIMBERLEY NIE AMBAGSMANNE - 48 WEKE

NIE-AMBAGSMANNE EN VAARDIGHEIDSWERKERS			AANHANGSEL A WERKGEWER SE BYDRAE					AANHANGSEL B 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	9.05	1.29	46.53	32.57	10.70	3.50	93.30	32.57	10.70	3.50	5.00	51.77	413.53	145.07	
2	9.06	9.15	1.30	47.03	32.92	10.70	3.50	94.15	32.92	10.70	3.50	5.00	52.12	418.13	146.27	
3	9.16	9.25	1.32	47.57	33.30	10.70	3.50	95.07	33.30	10.70	3.50	5.00	52.50	423.15	147.57	
4	9.26	9.35	1.33	48.06	33.64	10.70	3.50	95.90	33.64	10.70	3.50	5.00	52.84	427.76	148.74	
5	9.36	9.45	1.35	48.60	34.02	10.70	3.50	96.82	34.02	10.70	3.50	5.00	53.22	432.78	150.04	
6	9.46	9.55	1.36	49.10	34.37	10.70	3.50	97.67	34.37	10.70	3.50	5.00	53.57	437.38	151.24	
7	9.56	9.65	1.37	49.59	34.71	10.70	3.50	98.50	34.71	10.70	3.50	5.00	53.91	441.99	152.41	
8	9.66	9.75	1.39	50.13	35.09	10.70	3.50	99.42	35.09	10.70	3.50	5.00	54.29	447.01	153.71	
9	9.76	9.85	1.40	50.63	35.44	10.70	3.50	100.27	35.44	10.70	3.50	5.00	54.64	451.61	154.91	
10	9.86	9.95	1.42	51.17	35.82	10.70	3.50	101.19	35.82	10.70	3.50	5.00	55.02	456.63	156.21	
11	9.96	10.05	1.43	51.66	36.16	10.70	3.50	102.02	36.16	10.70	3.50	5.00	55.36	461.24	157.38	
12	10.06	10.15	1.45	52.20	36.54	10.70	3.50	102.94	36.54	10.70	3.50	5.00	55.74	466.26	158.68	
13	10.16	10.25	1.46	52.70	36.89	10.70	3.50	103.79	36.89	10.70	3.50	5.00	56.09	470.86	159.88	
Klas 3	14	0.00	10.59	1.51	54.45	38.12	10.70	3.50	106.77	38.12	10.70	3.50	5.00	57.32	487.18	164.09
Klas 2	15	10.60	10.71	1.53	55.08	38.56	10.70	3.50	107.84	38.56	10.70	3.50	5.00	57.76	493.04	165.60
16	10.72	10.81	1.54	55.58	38.90	10.70	3.50	108.68	38.90	10.70	3.50	5.00	58.10	497.65	166.78	
17	10.82	10.91	1.55	56.07	39.25	10.70	3.50	109.52	39.25	10.70	3.50	5.00	58.45	502.25	167.97	
18	10.92	11.01	1.57	56.61	39.63	10.70	3.50	110.44	39.63	10.70	3.50	5.00	58.83	507.27	169.27	
19	11.02	11.11	1.58	57.11	39.97	10.70	3.50	111.28	39.97	10.70	3.50	5.00	59.17	511.88	170.45	
20	11.12	11.21	1.60	57.65	40.35	10.70	3.50	112.20	40.35	10.70	3.50	5.00	59.55	516.90	171.75	
21	11.22	11.31	1.61	58.14	40.70	10.70	3.50	113.04	40.70	10.70	3.50	5.00	59.90	521.50	172.94	
22	11.32	11.41	1.62	58.64	41.04	10.70	3.50	113.88	41.04	10.70	3.50	5.00	60.24	526.11	174.12	
23	11.42	11.51	1.64	59.18	41.42	10.70	3.50	114.80	41.42	10.70	3.50	5.00	60.62	531.13	175.42	
24	11.52	11.61	1.65	59.67	41.77	10.70	3.50	115.64	41.77	10.70	3.50	5.00	60.97	535.73	176.61	
25	11.62	11.71	1.67	60.21	42.15	10.70	3.50	116.56	42.15	10.70	3.50	5.00	61.35	540.75	177.91	
26	11.72	11.81	1.68	60.71	42.49	10.70	3.50	117.40	42.49	10.70	3.50	5.00	61.69	545.36	179.09	
27	11.82	11.91	1.70	61.25	42.87	10.70	3.50	118.32	42.87	10.70	3.50	5.00	62.07	550.38	180.39	
28	11.92	12.01	1.71	61.74	43.22	10.70	3.50	119.16	43.22	10.70	3.50	5.00	62.42	554.98	181.58	
29	12.02	12.11	1.72	62.24	43.56	10.70	3.50	120.00	43.56	10.70	3.50	5.00	62.76	559.59	182.76	
30	12.12	12.21	1.74	62.78	43.94	10.70	3.50	120.92	43.94	10.70	3.50	5.00	63.14	564.61	184.06	
31	12.22	12.31	1.75	63.27	44.29	10.70	3.50	121.76	44.29	10.70	3.50	5.00	63.49	569.21	185.25	
32	12.32	12.41	1.77	63.81	44.67	10.70	3.50	122.68	44.67	10.70	3.50	5.00	63.87	574.23	186.55	
33	12.42	12.51	1.78	64.31	45.01	10.70	3.50	123.52	45.01	10.70	3.50	5.00	64.21	578.84	187.73	
34	12.52	12.61	1.80	64.85	45.39	10.70	3.50	124.44	45.39	10.70	3.50	5.00	64.59	583.86	189.03	
35	12.62	12.71	1.81	65.34	45.74	10.70	3.50	125.28	45.74	10.70	3.50	5.00	64.94	588.46	190.22	
36	12.72	12.81	1.82	65.84	46.08	10.70	3.50	126.12	46.08	10.70	3.50	5.00	65.28	593.07	191.40	
37	12.82	12.91	1.84	66.38	46.46	10.70	3.50	127.04	46.46	10.70	3.50	5.00	65.66	598.09	192.70	
38	12.92	13.01	1.85	66.87	46.81	10.70	3.50	127.88	46.81	10.70	3.50	5.00	66.01	602.69	193.89	
Klas 1	39	0.00	13.56	1.93	69.71	48.79	10.70	3.50	132.70	48.79	10.70	3.50	5.00	67.99	629.06	200.69
40	13.57	13.66	1.95	70.25	49.17	10.70	3.50	133.62	49.17	10.70	3.50	5.00	68.37	634.08	201.99	
41	13.67	13.76	1.96	70.74	49.52	10.70	3.50	134.46	49.52	10.70	3.50	5.00	68.72	638.68	203.18	
42	13.77	13.86	1.97	71.24	49.86	10.70	3.50	135.30	49.86	10.70	3.50	5.00	69.06	643.29	204.36	
43	13.87	13.96	1.99	71.78	50.24	10.70	3.50	136.22	50.24	10.70	3.50	5.00	69.44	648.31	205.66	
44	13.97	14.06	2.00	72.27	50.59	10.70	3.50	137.06	50.59	10.70	3.50	5.00	69.79	652.91	206.85	
45	14.07	14.16	2.02	72.81	50.97	10.70	3.50	137.98	50.97	10.70	3.50	5.00	70.17	657.93	208.15	
46	14.17	14.26	2.03	73.31	51.31	10.70	3.50	138.82	51.31	10.70	3.50	5.00	70.51	662.54	209.33	
47	14.27	14.36	2.05	73.85	51.69	10.70	3.50	139.74	51.69	10.70	3.50	5.00	70.89	667.56	210.63	
48	14.37	14.46	2.06	74.34	52.04	10.70	3.50	140.58	52.04	10.70	3.50	5.00	71.24	672.16	211.82	
49	14.47	14.56	2.07	74.84	52.38	10.70	3.50	141.42	52.38	10.70	3.50	5.00	71.58	676.77	213.00	
50	14.57	14.66	2.09	75.38	52.76	10.70	3.50	142.34	52.76	10.70	3.50	5.00	71.96	681.79	214.30	

VOORSITTER

VN SMAILES

ONDER VOORSITTER

CA APPOLLIS

SEKRETARIS

PR SERFONTEIN

NUWE LOONBANDE GORDONIA NIE AMBAGSMANNE - 48 WEKE

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

VOORSITTER

VN SMAILES

ONDER VOORSITTER

CA APPOLLIS

SEKRETARIS

PR SERFONTEIN

NEW WAGEBANDS KIMBERLEY NON ARTISANS - 48 WEEKS

NON ARTISANS AND SPECIFIED SKILLED			ANNEXURE A EMPLOYER CONTRIBUTION					ANNEXURE B EMPLOYEE CONTRIBUTION								
Wage inter val	Min / Max Tariff per hour	Cash Bonus H	Holiday Fund A	Pension Fund B	Benefit Fund D	Council Levy E	Employer TOTAL G	Pension Fund B	Benefit Fund D	Council Levy E	Saving F	Employee TOTAL G	Cash Bonus Included	Stamp		
1	0.00	9.05	1.29	46.53	32.57	10.70	3.50	93.30	32.57	10.70	3.50	5.00	51.77	413.53	145.07	
2	9.06	9.15	1.30	47.03	32.92	10.70	3.50	94.15	32.92	10.70	3.50	5.00	52.12	418.13	146.27	
3	9.16	9.25	1.32	47.57	33.30	10.70	3.50	95.07	33.30	10.70	3.50	5.00	52.50	423.15	147.57	
4	9.26	9.35	1.33	48.06	33.64	10.70	3.50	95.90	33.64	10.70	3.50	5.00	52.84	427.76	148.74	
5	9.36	9.45	1.35	48.60	34.02	10.70	3.50	96.82	34.02	10.70	3.50	5.00	53.22	432.78	150.04	
6	9.46	9.55	1.36	49.10	34.37	10.70	3.50	97.67	34.37	10.70	3.50	5.00	53.57	437.38	151.24	
7	9.56	9.65	1.37	49.59	34.71	10.70	3.50	98.50	34.71	10.70	3.50	5.00	53.91	441.99	152.41	
8	9.66	9.75	1.39	50.13	35.09	10.70	3.50	99.42	35.09	10.70	3.50	5.00	54.29	447.01	153.71	
9	9.76	9.85	1.40	50.63	35.44	10.70	3.50	100.27	35.44	10.70	3.50	5.00	54.64	451.61	154.91	
10	9.86	9.95	1.42	51.17	35.82	10.70	3.50	101.19	35.82	10.70	3.50	5.00	55.02	456.63	156.21	
11	9.96	10.05	1.43	51.66	36.16	10.70	3.50	102.02	36.16	10.70	3.50	5.00	55.36	461.24	157.38	
12	10.06	10.15	1.45	52.20	36.54	10.70	3.50	102.94	36.54	10.70	3.50	5.00	55.74	466.26	158.68	
13	10.16	10.25	1.46	52.70	36.89	10.70	3.50	103.79	36.89	10.70	3.50	5.00	56.09	470.86	159.88	
Class 3	14	0.00	10.59	1.51	54.45	38.12	10.70	3.50	106.77	38.12	10.70	3.50	5.00	57.32	487.18	164.09
Class 2	15	10.60	10.71	1.53	55.08	38.56	10.70	3.50	107.84	38.56	10.70	3.50	5.00	57.76	493.04	165.60
16	10.72	10.81	1.54	55.58	38.90	10.70	3.50	108.68	38.90	10.70	3.50	5.00	58.10	497.65	166.78	
17	10.82	10.91	1.55	56.07	39.25	10.70	3.50	109.52	39.25	10.70	3.50	5.00	58.45	502.25	167.97	
18	10.92	11.01	1.57	56.61	39.63	10.70	3.50	110.44	39.63	10.70	3.50	5.00	58.83	507.27	169.27	
19	11.02	11.11	1.58	57.11	39.97	10.70	3.50	111.28	39.97	10.70	3.50	5.00	59.17	511.88	170.45	
20	11.12	11.21	1.60	57.65	40.35	10.70	3.50	112.20	40.35	10.70	3.50	5.00	59.55	516.90	171.75	
21	11.22	11.31	1.61	58.14	40.70	10.70	3.50	113.04	40.70	10.70	3.50	5.00	59.90	521.50	172.94	
22	11.32	11.41	1.62	58.64	41.04	10.70	3.50	113.88	41.04	10.70	3.50	5.00	60.24	526.11	174.12	
23	11.42	11.51	1.64	59.18	41.42	10.70	3.50	114.80	41.42	10.70	3.50	5.00	60.62	531.13	175.42	
24	11.52	11.61	1.65	59.67	41.77	10.70	3.50	115.64	41.77	10.70	3.50	5.00	60.97	535.73	176.61	
25	11.62	11.71	1.67	60.21	42.15	10.70	3.50	116.56	42.15	10.70	3.50	5.00	61.35	540.75	177.91	
26	11.72	11.81	1.68	60.71	42.49	10.70	3.50	117.40	42.49	10.70	3.50	5.00	61.69	545.36	179.09	
27	11.82	11.91	1.70	61.25	42.87	10.70	3.50	118.32	42.87	10.70	3.50	5.00	62.07	550.38	180.39	
28	11.92	12.01	1.71	61.74	43.22	10.70	3.50	119.16	43.22	10.70	3.50	5.00	62.42	554.98	181.58	
29	12.02	12.11	1.72	62.24	43.56	10.70	3.50	120.00	43.56	10.70	3.50	5.00	62.76	559.59	182.76	
30	12.12	12.21	1.74	62.78	43.94	10.70	3.50	120.92	43.94	10.70	3.50	5.00	63.14	564.61	184.06	
31	12.22	12.31	1.75	63.27	44.29	10.70	3.50	121.76	44.29	10.70	3.50	5.00	63.49	569.21	185.25	
32	12.32	12.41	1.77	63.81	44.67	10.70	3.50	122.68	44.67	10.70	3.50	5.00	63.87	574.23	186.55	
33	12.42	12.51	1.78	64.31	45.01	10.70	3.50	123.52	45.01	10.70	3.50	5.00	64.21	578.84	187.73	
34	12.52	12.61	1.80	64.85	45.39	10.70	3.50	124.44	45.39	10.70	3.50	5.00	64.59	583.86	189.03	
35	12.62	12.71	1.81	65.34	45.74	10.70	3.50	125.28	45.74	10.70	3.50	5.00	64.94	588.46	190.22	
36	12.72	12.81	1.82	65.84	46.08	10.70	3.50	126.12	46.08	10.70	3.50	5.00	65.28	593.07	191.40	
37	12.82	12.91	1.84	66.38	46.46	10.70	3.50	127.04	46.46	10.70	3.50	5.00	65.66	598.09	192.70	
38	12.92	13.01	1.85	66.87	46.81	10.70	3.50	127.88	46.81	10.70	3.50	5.00	66.01	602.69	193.89	
Class 1	39	0.00	13.56	1.93	69.71	48.79	10.70	3.50	132.70	48.79	10.70	3.50	5.00	67.99	629.06	200.69
40	13.57	13.66	1.95	70.25	49.17	10.70	3.50	133.62	49.17	10.70	3.50	5.00	68.37	634.08	201.99	
41	13.67	13.76	1.96	70.74	49.52	10.70	3.50	134.46	49.52	10.70	3.50	5.00	68.72	638.68	203.18	
42	13.77	13.86	1.97	71.24	49.86	10.70	3.50	135.30	49.86	10.70	3.50	5.00	69.06	643.29	204.36	
43	13.87	13.96	1.99	71.78	50.24	10.70	3.50	136.22	50.24	10.70	3.50	5.00	69.44	648.31	205.66	
44	13.97	14.06	2.00	72.27	50.59	10.70	3.50	137.06	50.59	10.70	3.50	5.00	69.79	652.91	206.85	
45	14.07	14.16	2.02	72.81	50.97	10.70	3.50	137.98	50.97	10.70	3.50	5.00	70.17	657.93	208.15	
46	14.17	14.26	2.03	73.31	51.31	10.70	3.50	138.82	51.31	10.70	3.50	5.00	70.51	662.54	209.33	
47	14.27	14.36	2.05	73.85	51.69	10.70	3.50	139.74	51.69	10.70	3.50	5.00	70.89	667.56	210.63	
48	14.37	14.46	2.06	74.34	52.04	10.70	3.50	140.58	52.04	10.70	3.50	5.00	71.24	672.16	211.82	
49	14.47	14.56	2.07	74.84	52.38	10.70	3.50	141.42	52.38	10.70	3.50	5.00	71.58	676.77	213.00	
50	14.57	14.66	2.09	75.38	52.76	10.70	3.50	142.34	52.76	10.70	3.50	5.00	71.96	681.79	214.30	

CHAIRMAN VN SMAILES
 VICE CHAIRMAN CA APPOLLIS
 SECRETARY PR SERFONTEIN

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

CHAIRMAN

VN SMAILES

VICE CHAIRMAN

CA APPOLLIS

SECRETARY

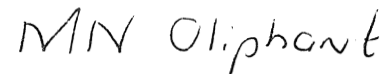
PR SERFONTEIN

No. R. 949

23 November 2012

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

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby, in terms of section 32(6)(a)(ii) of the Labour Relations Act, 1995, declare the provisions of Government Notices Nos. R. 1090 of 30 August 2002, R. 1564 of 31 October 2003, R. 1014 of 3 September 2004, R. 1049 of 3 October 2008 and R. 10 of 22 January 2010 to be effective from date of publication of this notice and for the period ending 31 July 2015.

**MINISTER OF LABOUR**

No. R. 949

23 November 2012

UMNYANGO WEZABASEBENZI**UMTHETHO WOBUDLELWENO KWEZABASEBENZI KA-1995****UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
EMBONINI YEZOKWAKKHA (EKIMBERLEY)****UKUVUSELELWA KWESIKHATHI SOKUSEBENZA KWESIVUMELWANO
SESIGABA SOKUFAKELWA KUKAGESI**

Mina, **MILDRED NELISIWE OLIPHANT**, onguNgqongqoshe Wezabasebenzi, lapha yangokwesigaba 32(6)(a)(ii) so Mthetho Wobudlelwano Kwezabasebenzi, ka-1995 ngimemezela ukuthi izihlinzeko zeZaziso zikaHulumeni ezingunombolo R.1090 womhla-ka 30 kuNcwaba 2002, R.1564 womhlaka 31 kuMfumfu 2003, R.1014 womhlaka 3 kuMandulo 2004, R.1049 womhlaka 3 kuMfumfu 2008 kanye no R.10 womhlaka 22 kuMasingana 2010 ziyasebenza kusukela osukwini lokushicilelwa kwalesisaziso kuze kube mhlaka 31 kuNtulikazi 2015.

*M N Olphant***UNGQONGQOSHE WEZABASEBENZI**

No. R. 950

23 November 2012

LABOUR RELATIONS ACT, 1995**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY:
EXTENSION OF AMENDMENT OF ELECTRICAL INSTALLATION SECTION
COLLECTIVE AGREEMENT TO NON-PARTIES**

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **Bargaining Council for the Building Industry, Kimberley**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from.....3.....December 2012..... and for the period ending 31 July 2015.

*M N Oliphant***MINISTER OF LABOUR**

No. R. 950

23 November 2012

UMNYANGO WEZABASEBENZI

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI

EMBONINI YEZOKWAKHA EKIMBERLEY

UKWELULELWA KWESIVUMELWANO SABAQASHI NABASEBENZI

ESICHIBIYELAYO SESIGABA SOKUFAKELWA KUKAGESI 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, eKimberley, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni, kusukela mhlaka.....3 kuzibandlala...2012.....kuze kube mhlaka 31 kuNtulikazi 2015.

MIV 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. 1090 of 30 August 2002 as further amended by Government Notices Nos. R. 1564 of 31 October 2003, R. 1014 of 3 September 2004, R. 1049 of 3 October 2008 and R. 10 of 22 January 2010.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Electrical Installation Section of the Building Industry -
- (a) by the employers and employees who are members of the employers' organisation and the trade union, respectively;
- (b) in an area bounded by and included in a radius of 15 kilometres of the General Post Office, Kimberley, in the Magisterial District of Kimberley, but excluding those portions of the Province of the Free-State which fall within the set radius of 15 kilometers.
- (2) Notwithstanding the provisions of sub-clause (1), the terms of this Agreement shall apply

CHAIRMAN VN SMAILES :

V/CHAIRMAN CA APPOLLIS :

SECRETARY PR SERFONTEIN :

to -

- (c) 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;
 - (d) 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;
 - (e) labour-only contractors, working partners and working directors, principals and contractors.
- (2) 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;

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on the date fixed by the Minister of Labour to be the effective date from which the Agreement shall be extended to become binding to non-parties, or the date on which the Minister of Labour declines to extend the Agreement to non-parties, and the Agreement shall remain in force until 30 July 2015.

CHAIRMAN VN SMAILES :

V/CHAIRMAN CA APPOLLIS :

SECRETARY PR SERFONTEIN :

3. **CLAUSE 21: MINIMUM WAGES**

Substitute the following for sub-clause (1):

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

4. **APPENDIXES:**

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

SIGNED AT KIMBERLEY ON BEHALF OF THE PARTIES ON THIS THE 1ST DAY OF OCTOBER 2012.



VN SMAILES
Chairman




CA APPOLLIS
V/Chairman



PR SERFONTEN
Secretary

SCHEDULE			
		WAGE PER HOUR	
		AREA	
		KIMBERLEY	
		With effect from the coming into operation of this Agreement	With effect from 1 January 2013
CATEGORY OF EMPLOYEE	R	R	
(a)	General Worker	9.05	9.41
(b)	Artisans who are the holders of a Certificate of Registration issued in terms of the Occupational Health & Safety Act, 85 of 1993	22.25	23.14
(c)	Artisans without any Certificate of Registration	18.92	19.67

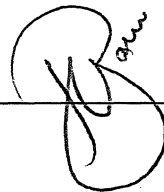
CHAIRMAN VN SMAILES :



VICE CHAIRMAN CA APPOLLIS :



SECRETARY PR SERFONTEIN :



NUWE LOONBANDE KIMBERLEY AMBAGSMANNE EN VAKMANNE - 48 WEKE																
AMBAGS- & VAKMANNE			AANHANGSEL A WERGEWER SE BYDRAE						AANHANGSEL B WERKNEMER SE BYDRAE							
Loon inter val	Min / Max Tarief per uur	Kontant Bonus H	Vakans Fonds A	Pens Fonds B	Bystand Fonds D	Raad Heff E	W-Gewer TOTAAL G	Pens Fonds B	Bystand Fonds D	Raad Heff E	Spaar F	W-Nemer TOTAAL G	Kontant Bonus Ingsel	Seel		
AMB	1	0.00	18.92	2.84	97.92	68.54	30.00	3.50	199.96	68.54	30.00	3.50	5.00	107.04	872.16	307.00
	2	18.93	19.02	2.86	98.46	68.92	30.00	3.50	200.88	68.92	30.00	3.50	5.00	107.42	877.18	308.30
	3	19.03	19.12	2.87	98.96	69.27	30.00	3.50	201.73	69.27	30.00	3.50	5.00	107.77	881.78	309.50
	4	19.13	19.22	2.89	99.50	69.65	30.00	3.50	202.65	69.65	30.00	3.50	5.00	108.15	886.80	310.80
	5	19.23	19.32	2.90	99.99	69.99	30.00	3.50	203.48	69.99	30.00	3.50	5.00	108.49	891.41	311.97
	6	19.33	19.42	2.92	100.53	70.37	30.00	3.50	204.40	70.37	30.00	3.50	5.00	108.87	896.43	313.27
	7	19.43	19.52	2.93	101.03	70.72	30.00	3.50	205.25	70.72	30.00	3.50	5.00	109.22	901.03	314.47
	8	19.53	19.62	2.95	101.57	71.10	30.00	3.50	206.17	71.10	30.00	3.50	5.00	109.60	906.05	315.77
	9	19.63	19.72	2.96	102.06	71.44	30.00	3.50	207.00	71.44	30.00	3.50	5.00	109.94	910.66	316.94
	10	19.73	19.82	2.98	102.60	71.82	30.00	3.50	207.92	71.82	30.00	3.50	5.00	110.32	915.68	318.24
	11	19.83	19.92	2.99	103.10	72.17	30.00	3.50	208.77	72.17	30.00	3.50	5.00	110.67	920.28	319.44
	12	19.93	20.02	3.01	103.64	72.54	30.00	3.50	209.68	72.54	30.00	3.50	5.00	111.04	925.31	320.72
	13	20.03	20.12	3.02	104.13	72.89	30.00	3.50	210.52	72.89	30.00	3.50	5.00	111.39	929.91	321.91
	14	20.13	20.22	3.04	104.67	73.27	30.00	3.50	211.44	73.27	30.00	3.50	5.00	111.77	934.93	323.21
	15	20.23	20.32	3.05	105.17	73.62	30.00	3.50	212.29	73.62	30.00	3.50	5.00	112.12	939.53	324.41
	16	20.33	20.42	3.07	105.71	73.99	30.00	3.50	213.20	73.99	30.00	3.50	5.00	112.49	944.56	325.69
	17	20.43	20.52	3.08	106.20	74.34	30.00	3.50	214.04	74.34	30.00	3.50	5.00	112.84	949.16	326.88
	18	20.53	20.62	3.10	106.74	74.72	30.00	3.50	214.96	74.72	30.00	3.50	5.00	113.22	954.18	328.18
	19	20.63	20.72	3.11	107.24	75.06	30.00	3.50	215.80	75.06	30.00	3.50	5.00	113.56	958.79	329.36
	20	20.73	20.82	3.13	107.78	75.44	30.00	3.50	216.72	75.44	30.00	3.50	5.00	113.94	963.81	330.66
	21	20.83	20.92	3.14	108.27	75.79	30.00	3.50	217.56	75.79	30.00	3.50	5.00	114.29	968.41	331.85
	22	20.93	21.02	3.16	108.81	76.17	30.00	3.50	218.48	76.17	30.00	3.50	5.00	114.67	973.43	333.15
	23	21.03	21.12	3.17	109.31	76.51	30.00	3.50	219.32	76.51	30.00	3.50	5.00	115.01	978.04	334.33
	24	21.13	21.22	3.19	109.85	76.89	30.00	3.50	220.24	76.89	30.00	3.50	5.00	115.39	983.06	335.63
	25	21.23	21.32	3.20	110.34	77.24	30.00	3.50	221.08	77.24	30.00	3.50	5.00	115.74	987.66	336.82
	26	21.33	21.42	3.22	110.88	77.62	30.00	3.50	222.00	77.62	30.00	3.50	5.00	116.12	992.68	338.12
	27	21.43	21.52	3.23	111.38	77.96	30.00	3.50	222.84	77.96	30.00	3.50	5.00	116.46	997.29	339.30
	28	21.53	21.62	3.25	111.92	78.34	30.00	3.50	223.76	78.34	30.00	3.50	5.00	116.84	1002.31	340.60
VAK	29	0.00	22.25	3.34	115.16	80.61	30.00	3.50	229.27	80.61	30.00	3.50	5.00	119.11	1032.44	348.38
	30	22.26	22.35	3.36	115.70	80.99	30.00	3.50	230.19	80.99	30.00	3.50	5.00	119.49	1037.46	349.68
	31	22.36	22.45	3.37	116.19	81.33	30.00	3.50	231.02	81.33	30.00	3.50	5.00	119.83	1042.07	350.85
	32	22.46	22.55	3.39	116.73	81.71	30.00	3.50	231.94	81.71	30.00	3.50	5.00	120.21	1047.09	352.15
	33	22.56	22.65	3.40	117.23	82.06	30.00	3.50	232.79	82.06	30.00	3.50	5.00	120.56	1051.69	353.35
	34	22.66	22.75	3.42	117.77	82.44	30.00	3.50	233.71	82.44	30.00	3.50	5.00	120.94	1056.71	354.65
	35	22.76	22.85	3.43	118.26	82.78	30.00	3.50	234.54	82.78	30.00	3.50	5.00	121.28	1061.32	355.82
	36	22.86	22.95	3.45	118.80	83.16	30.00	3.50	235.46	83.16	30.00	3.50	5.00	121.66	1066.34	357.12
	37	22.96	23.05	3.46	119.30	83.51	30.00	3.50	236.31	83.51	30.00	3.50	5.00	122.01	1070.94	358.32
	38	23.06	23.15	3.48	119.84	83.88	30.00	3.50	237.22	83.88	30.00	3.50	5.00	122.38	1075.97	359.60
	39	23.16	23.25	3.49	120.33	84.23	30.00	3.50	238.06	84.23	30.00	3.50	5.00	122.73	1080.57	360.79
	40	23.26	23.35	3.51	120.87	84.61	30.00	3.50	238.98	84.61	30.00	3.50	5.00	123.11	1085.59	362.09
	41	23.36	23.45	3.52	121.37	84.96	30.00	3.50	239.83	84.96	30.00	3.50	5.00	123.46	1090.19	363.29
	42	23.46	23.55	3.54	121.91	85.33	30.00	3.50	240.74	85.33	30.00	3.50	5.00	123.83	1095.22	364.57
	43	23.56	23.65	3.55	122.40	85.68	30.00	3.50	241.58	85.68	30.00	3.50	5.00	124.18	1099.82	365.76
	44	23.66	23.75	3.57	122.94	86.06	30.00	3.50	242.50	86.06	30.00	3.50	5.00	124.56	1104.84	367.06
	45	23.76	23.85	3.58	123.44	86.40	30.00	3.50	243.34	86.40	30.00	3.50	5.00	124.90	1109.45	368.24
	46	23.86	23.95	3.60	123.98	86.78	30.00	3.50	244.26	86.78	30.00	3.50	5.00	125.28	1114.47	369.54
	47	23.96	24.05	3.61	124.47	87.13	30.00	3.50	245.10	87.13	30.00	3.50	5.00	125.63	1119.07	370.73
	48	24.06	24.15	3.63	125.01	87.51	30.00	3.50	246.02	87.51	30.00	3.50	5.00	126.01	1124.09	372.03
	49	24.16	24.25	3.64	125.51	87.85	30.00	3.50	246.86	87.85	30.00	3.50	5.00	126.35	1128.70	373.21
	50	24.26	24.35	3.66	126.05	88.23	30.00	3.50	247.78	88.23	30.00	3.50	5.00	126.73	1133.72	374.51
KIMBERLEY VRYWILLIGE SEELS																
OPT	1	24.36	29.68	4.46	153.63	107.54	60.00	3.50	324.67	107.54	60.00	3.50	5.00	176.04	1360.26	500.71
	2	29.69	35.62	5.35	184.37	129.06	60.00	3.50	376.93	129.06	60.00	3.50	5.00	197.56	1646.09	574.49
	3	35.63	42.74	6.42	221.22	154.85	60.00	3.50	439.57	154.85	60.00	3.50	5.00	223.35	1988.85	662.92
	4	42.75	51.29	7.71	265.50	185.85	60.00	3.50	514.85	185.85	60.00	3.50	5.00	254.35	2400.65	769.20
	5	51.30	61.55	9.25	318.60	223.02	60.00	3.50	605.12	223.02	60.00	3.50	5.00	291.52	2894.48	896.64
	6	61.56	73.86	11.10	382.32	267.62	60.00	3.50	713.44	267.62	60.00	3.50	5.00	336.12	3487.08	1049.56
	7	73.87	88.63	13.32	458.78	321.14	60.00	3.50	843.42	321.14	60.00	3.50	5.00	389.64	4198.11	1233.06
	8	88.64	106.36	15.98	550.53	385.37	60.00	3.50	999.40	385.37	60.00	3.50	5.00	453.87	5051.43	1453.27
	9	106.37	127.63	19.18	660.65	462.45	60.00	3.50	1186.60	462.45	60.00	3.50	5.00	530.95	6075.50	1717.55
	10	127.64	153.16	23.01	792.77	554.94	60.00	3.50	1411.21	554.94	60.00	3.50	5.00	623.44	7304.21	2034.65
	11	153.17	183.79	27.62	951.35	665.94	60.00	3.50	1680.79	665.94	60.00	3.50	5.00	734.44	8779.01	2415.23

VOORSITTER VN SMAILES
 ONDER VOORSITTER CA APPOLLIS
 SEKRETARIS PR SERFONTJIN

NEW WAGEBANDS KIMBERLEY NON ARTISANS - 48 WEEKS															
NON ARTISANS AND SPECIFIED SKILLED			ANNEXURE A EMPLOYER CONTRIBUTION					ANNEXURE B EMPLOYEE CONTRIBUTION							
Wage interval	Min / Max Tariff per hour	Cash Bonus H	Holiday Fund A	Pension Fund B	Benefit Fund D	Council Levy E	Employer TOTAL G	Pension Fund B	Benefit Fund D	Council Levy E	Saving F	Employee TOTAL G	Cash Bonus Included	Stamp	
1	0.00	9.05	1.29	46.53	32.57	10.70	3.50	93.30	32.57	10.70	3.50	5.00	51.77	413.53	145.07
2	9.06	9.15	1.30	47.03	32.92	10.70	3.50	94.15	32.92	10.70	3.50	5.00	52.12	418.13	146.27
3	9.16	9.25	1.32	47.57	33.30	10.70	3.50	95.07	33.30	10.70	3.50	5.00	52.50	423.15	147.57
4	9.26	9.35	1.33	48.06	33.64	10.70	3.50	95.90	33.64	10.70	3.50	5.00	52.84	427.76	148.74
5	9.36	9.45	1.35	48.60	34.02	10.70	3.50	96.82	34.02	10.70	3.50	5.00	53.22	432.78	150.04
6	9.46	9.55	1.36	49.10	34.37	10.70	3.50	97.67	34.37	10.70	3.50	5.00	53.57	437.38	151.24
7	9.56	9.65	1.37	49.59	34.71	10.70	3.50	98.50	34.71	10.70	3.50	5.00	53.91	441.99	152.41
8	9.66	9.75	1.39	50.13	35.09	10.70	3.50	99.42	35.09	10.70	3.50	5.00	54.29	447.01	153.71
9	9.76	9.85	1.40	50.63	35.44	10.70	3.50	100.27	35.44	10.70	3.50	5.00	54.64	451.61	154.91
10	9.86	9.95	1.42	51.17	35.82	10.70	3.50	101.19	35.82	10.70	3.50	5.00	55.02	456.63	156.21
11	9.96	10.05	1.43	51.66	36.16	10.70	3.50	102.02	36.16	10.70	3.50	5.00	55.36	461.24	157.38
12	10.06	10.15	1.45	52.20	36.54	10.70	3.50	102.94	36.54	10.70	3.50	5.00	55.74	466.26	158.68
13	10.16	10.25	1.46	52.70	36.89	10.70	3.50	103.79	36.89	10.70	3.50	5.00	56.09	470.86	159.88
Class 3	0.00	10.59	1.51	54.45	38.12	10.70	3.50	106.77	38.12	10.70	3.50	5.00	57.32	487.18	164.09
Class 2	10.60	10.71	1.53	55.08	38.56	10.70	3.50	107.84	38.56	10.70	3.50	5.00	57.76	493.04	165.60
16	10.72	10.81	1.54	55.58	38.90	10.70	3.50	108.68	38.90	10.70	3.50	5.00	58.10	497.65	166.78
17	10.82	10.91	1.55	56.07	39.25	10.70	3.50	109.52	39.25	10.70	3.50	5.00	58.45	502.25	167.97
18	10.92	11.01	1.57	56.61	39.63	10.70	3.50	110.44	39.63	10.70	3.50	5.00	58.83	507.27	169.27
19	11.02	11.11	1.58	57.11	39.97	10.70	3.50	111.28	39.97	10.70	3.50	5.00	59.17	511.88	170.45
20	11.12	11.21	1.60	57.65	40.35	10.70	3.50	112.20	40.35	10.70	3.50	5.00	59.55	516.90	171.75
21	11.22	11.31	1.61	58.14	40.70	10.70	3.50	113.04	40.70	10.70	3.50	5.00	59.90	521.50	172.94
22	11.32	11.41	1.62	58.64	41.04	10.70	3.50	113.88	41.04	10.70	3.50	5.00	60.24	526.11	174.12
23	11.42	11.51	1.64	59.18	41.42	10.70	3.50	114.80	41.42	10.70	3.50	5.00	60.62	531.13	175.42
24	11.52	11.61	1.65	59.67	41.77	10.70	3.50	115.64	41.77	10.70	3.50	5.00	60.97	535.73	176.61
25	11.62	11.71	1.67	60.21	42.15	10.70	3.50	116.56	42.15	10.70	3.50	5.00	61.35	540.75	177.91
26	11.72	11.81	1.68	60.71	42.49	10.70	3.50	117.40	42.49	10.70	3.50	5.00	61.69	545.36	179.09
27	11.82	11.91	1.70	61.25	42.87	10.70	3.50	118.32	42.87	10.70	3.50	5.00	62.07	550.38	180.39
28	11.92	12.01	1.71	61.74	43.22	10.70	3.50	119.16	43.22	10.70	3.50	5.00	62.42	554.98	181.58
29	12.02	12.11	1.72	62.24	43.56	10.70	3.50	120.00	43.56	10.70	3.50	5.00	62.76	559.59	182.76
30	12.12	12.21	1.74	62.78	43.94	10.70	3.50	120.92	43.94	10.70	3.50	5.00	63.14	564.61	184.06
31	12.22	12.31	1.75	63.27	44.29	10.70	3.50	121.76	44.29	10.70	3.50	5.00	63.49	569.21	185.25
32	12.32	12.41	1.77	63.81	44.67	10.70	3.50	122.68	44.67	10.70	3.50	5.00	63.87	574.23	186.55
33	12.42	12.51	1.78	64.31	45.01	10.70	3.50	123.52	45.01	10.70	3.50	5.00	64.21	578.84	187.73
34	12.52	12.61	1.80	64.85	45.39	10.70	3.50	124.44	45.39	10.70	3.50	5.00	64.59	583.86	189.03
35	12.62	12.71	1.81	65.34	45.74	10.70	3.50	125.28	45.74	10.70	3.50	5.00	64.94	588.46	190.22
36	12.72	12.81	1.82	65.84	46.08	10.70	3.50	126.12	46.08	10.70	3.50	5.00	65.28	593.07	191.40
37	12.82	12.91	1.84	66.38	46.46	10.70	3.50	127.04	46.46	10.70	3.50	5.00	65.66	598.09	192.70
38	12.92	13.01	1.85	66.87	46.81	10.70	3.50	127.88	46.81	10.70	3.50	5.00	66.01	602.69	193.89
Class 1	0.00	13.56	1.93	69.71	48.79	10.70	3.50	132.70	48.79	10.70	3.50	5.00	67.99	629.06	200.69
40	13.57	13.66	1.95	70.25	49.17	10.70	3.50	133.62	49.17	10.70	3.50	5.00	68.37	634.08	201.99
41	13.67	13.76	1.96	70.74	49.52	10.70	3.50	134.46	49.52	10.70	3.50	5.00	68.72	638.68	203.18
42	13.77	13.86	1.97	71.24	49.86	10.70	3.50	135.30	49.86	10.70	3.50	5.00	69.06	643.29	204.36
43	13.87	13.96	1.99	71.78	50.24	10.70	3.50	136.22	50.24	10.70	3.50	5.00	69.44	648.31	205.66
44	13.97	14.06	2.00	72.27	50.59	10.70	3.50	137.06	50.59	10.70	3.50	5.00	69.79	652.91	206.85
45	14.07	14.16	2.02	72.81	50.97	10.70	3.50	137.98	50.97	10.70	3.50	5.00	70.17	657.93	208.15
46	14.17	14.26	2.03	73.31	51.31	10.70	3.50	138.82	51.31	10.70	3.50	5.00	70.51	662.54	209.33
47	14.27	14.36	2.05	73.85	51.69	10.70	3.50	139.74	51.69	10.70	3.50	5.00	70.89	667.56	210.63
48	14.37	14.46	2.06	74.34	52.04	10.70	3.50	140.58	52.04	10.70	3.50	5.00	71.24	672.16	211.82
49	14.47	14.56	2.07	74.84	52.38	10.70	3.50	141.42	52.38	10.70	3.50	5.00	71.58	676.77	213.00
50	14.57	14.66	2.09	75.38	52.76	10.70	3.50	142.34	52.76	10.70	3.50	5.00	71.96	681.79	214.30

CHAIRMAN

VN SMAILES

VICE CHAIRMAN

CA APPOLLIS

SECRETARY

FR SERPONTEIN

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

CHAIRMAN VN SMAILES
 VICE CHAIRMAN CA APPOLLIS
 SECRETARY PR SERFONTEIN

NUWE LOONBANDE KIMBERLEY NIE AMBAGSMANNE - 48 WEKE																
NIE-AMBAGSMANNE EN VAARDIGHEIDSWERKERS			AANHANGSEL A WERKGEWER SE BYDRAE					AANHANGSEL B 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	9.05	1.29	46.53	32.57	10.70	3.50	93.30	32.57	10.70	3.50	5.00	51.77	413.53	145.07	
2	9.06	9.15	1.30	47.03	32.92	10.70	3.50	94.15	32.92	10.70	3.50	5.00	52.12	418.13	146.27	
3	9.16	9.25	1.32	47.57	33.30	10.70	3.50	95.07	33.30	10.70	3.50	5.00	52.50	423.15	147.57	
4	9.26	9.35	1.33	48.06	33.64	10.70	3.50	95.90	33.64	10.70	3.50	5.00	52.84	427.76	148.74	
5	9.36	9.45	1.35	48.60	34.02	10.70	3.50	96.82	34.02	10.70	3.50	5.00	53.22	432.78	150.04	
6	9.46	9.55	1.36	49.10	34.37	10.70	3.50	97.67	34.37	10.70	3.50	5.00	53.57	437.38	151.24	
7	9.56	9.65	1.37	49.59	34.71	10.70	3.50	98.50	34.71	10.70	3.50	5.00	53.91	441.99	152.41	
8	9.66	9.75	1.39	50.13	35.09	10.70	3.50	99.42	35.09	10.70	3.50	5.00	54.29	447.01	153.71	
9	9.76	9.85	1.40	50.63	35.44	10.70	3.50	100.27	35.44	10.70	3.50	5.00	54.64	451.61	154.91	
10	9.86	9.95	1.42	51.17	35.82	10.70	3.50	101.19	35.82	10.70	3.50	5.00	55.02	456.63	156.21	
11	9.96	10.05	1.43	51.66	36.16	10.70	3.50	102.02	36.16	10.70	3.50	5.00	55.36	461.24	157.38	
12	10.06	10.15	1.45	52.20	36.54	10.70	3.50	102.94	36.54	10.70	3.50	5.00	55.74	466.26	158.68	
13	10.16	10.25	1.46	52.70	36.89	10.70	3.50	103.79	36.89	10.70	3.50	5.00	56.09	470.86	159.88	
Klas 3	14	0.00	10.59	1.51	54.45	38.12	10.70	3.50	106.77	38.12	10.70	3.50	5.00	57.32	487.18	164.09
Klas 2	15	10.60	10.71	1.53	55.08	38.56	10.70	3.50	107.84	38.56	10.70	3.50	5.00	57.76	493.04	165.60
16	10.72	10.81	1.54	55.58	38.90	10.70	3.50	108.68	38.90	10.70	3.50	5.00	58.10	497.65	166.78	
17	10.82	10.91	1.55	56.07	39.25	10.70	3.50	109.52	39.25	10.70	3.50	5.00	58.45	502.25	167.97	
18	10.92	11.01	1.57	56.61	39.63	10.70	3.50	110.44	39.63	10.70	3.50	5.00	58.83	507.27	169.27	
19	11.02	11.11	1.58	57.11	39.97	10.70	3.50	111.28	39.97	10.70	3.50	5.00	59.17	511.88	170.45	
20	11.12	11.21	1.60	57.65	40.35	10.70	3.50	112.20	40.35	10.70	3.50	5.00	59.55	516.90	171.75	
21	11.22	11.31	1.61	58.14	40.70	10.70	3.50	113.04	40.70	10.70	3.50	5.00	59.90	521.50	172.94	
22	11.32	11.41	1.62	58.64	41.04	10.70	3.50	113.88	41.04	10.70	3.50	5.00	60.24	526.11	174.12	
23	11.42	11.51	1.64	59.18	41.42	10.70	3.50	114.80	41.42	10.70	3.50	5.00	60.62	531.13	175.42	
24	11.52	11.61	1.65	59.67	41.77	10.70	3.50	115.64	41.77	10.70	3.50	5.00	60.97	535.73	176.61	
25	11.62	11.71	1.67	60.21	42.15	10.70	3.50	116.56	42.15	10.70	3.50	5.00	61.35	540.75	177.91	
26	11.72	11.81	1.68	60.71	42.49	10.70	3.50	117.40	42.49	10.70	3.50	5.00	61.69	545.36	179.09	
27	11.82	11.91	1.70	61.25	42.87	10.70	3.50	118.32	42.87	10.70	3.50	5.00	62.07	550.38	180.39	
28	11.92	12.01	1.71	61.74	43.22	10.70	3.50	119.16	43.22	10.70	3.50	5.00	62.42	554.98	181.58	
29	12.02	12.11	1.72	62.24	43.56	10.70	3.50	120.00	43.56	10.70	3.50	5.00	62.76	559.59	182.76	
30	12.12	12.21	1.74	62.78	43.94	10.70	3.50	120.92	43.94	10.70	3.50	5.00	63.14	564.61	184.06	
31	12.22	12.31	1.75	63.27	44.29	10.70	3.50	121.76	44.29	10.70	3.50	5.00	63.49	569.21	185.25	
32	12.32	12.41	1.77	63.81	44.67	10.70	3.50	122.68	44.67	10.70	3.50	5.00	63.87	574.23	186.55	
33	12.42	12.51	1.78	64.31	45.01	10.70	3.50	123.52	45.01	10.70	3.50	5.00	64.21	578.84	187.73	
34	12.52	12.61	1.80	64.85	45.39	10.70	3.50	124.44	45.39	10.70	3.50	5.00	64.59	583.86	189.03	
35	12.62	12.71	1.81	65.34	45.74	10.70	3.50	125.28	45.74	10.70	3.50	5.00	64.94	588.46	190.22	
36	12.72	12.81	1.82	65.84	46.08	10.70	3.50	126.12	46.08	10.70	3.50	5.00	65.28	593.07	191.40	
37	12.82	12.91	1.84	66.38	46.46	10.70	3.50	127.04	46.46	10.70	3.50	5.00	65.66	598.09	192.70	
38	12.92	13.01	1.85	66.87	46.81	10.70	3.50	127.88	46.81	10.70	3.50	5.00	66.01	602.69	193.89	
Klas 1	39	0.00	13.56	1.93	69.71	48.79	10.70	3.50	132.70	48.79	10.70	3.50	67.99	629.06	200.69	
40	13.57	13.66	1.95	70.25	49.17	10.70	3.50	133.62	49.17	10.70	3.50	5.00	68.37	634.08	201.99	
41	13.67	13.76	1.96	70.74	49.52	10.70	3.50	134.46	49.52	10.70	3.50	5.00	68.72	638.68	203.18	
42	13.77	13.86	1.97	71.24	49.86	10.70	3.50	135.30	49.86	10.70	3.50	5.00	69.06	643.29	204.36	
43	13.87	13.96	1.99	71.78	50.24	10.70	3.50	136.22	50.24	10.70	3.50	5.00	69.44	648.31	205.66	
44	13.97	14.06	2.00	72.27	50.59	10.70	3.50	137.06	50.59	10.70	3.50	5.00	69.79	652.91	206.85	
45	14.07	14.16	2.02	72.81	50.97	10.70	3.50	137.98	50.97	10.70	3.50	5.00	70.17	657.93	208.15	
46	14.17	14.26	2.03	73.31	51.31	10.70	3.50	138.82	51.31	10.70	3.50	5.00	70.51	662.54	209.33	
47	14.27	14.36	2.05	73.85	51.69	10.70	3.50	139.74	51.69	10.70	3.50	5.00	70.89	667.56	210.63	
48	14.37	14.46	2.06	74.34	52.04	10.70	3.50	140.58	52.04	10.70	3.50	5.00	71.24	672.16	211.82	
49	14.47	14.56	2.07	74.84	52.38	10.70	3.50	141.42	52.38	10.70	3.50	5.00	71.58	676.77	213.00	
50	14.57	14.66	2.09	75.38	52.76	10.70	3.50	142.34	52.76	10.70	3.50	5.00	71.96	681.79	214.30	

VOORSITTER

VN SMAILES

ONDER VOORSITTER

CA APPOLLIS

SEKRETARIS

FR SERFONTEIN

Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001
Publications: Tel: (012) 334-4508, 334-4509, 334-4510
Advertisements: Tel: (012) 334-4673, 334-4674, 334-4504
Subscriptions: Tel: (012) 334-4735, 334-4736, 334-4737
Cape Town Branch: Tel: (021) 465-7531

Gedruk deur en verkrygbaar by die Staatsdrukker, Bosmanstraat, Privaatsak X85, Pretoria, 0001
Publikasies: Tel: (012) 334-4508, 334-4509, 334-4510
Advertensies: Tel: (012) 334-4673, 334-4674, 334-4504
Subskripsies: Tel: (012) 334-4735, 334-4736, 334-4737
Kaapstad-tak: Tel: (021) 465-7531