



# Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA  
REPUBLIEK VAN SUID-AFRIKA

*Regulation Gazette*

**No. 10161**

*Regulasiekoerant*

**Vol. 586**

**Pretoria, 4 April 2014**

**No. 37491**

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**IMPORTANT ANNOUNCEMENT**

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

2014

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

- ▶ **10 April**, Thursday, for the issue of Thursday **17 April 2014**
- ▶ **16 April**, Wednesday, for the issue of Friday **25 April 2014**
- ▶ **23 April**, Friday, for the issue of Friday **2 May 2014**
- ▶ **12 June**, Thursday, for the issue of Thursday **20 June 2014**
- ▶ **18 September**, Thursday, for the issue of Friday **26 September 2014**
- ▶ **11 December**, Thursday, for the issue of Friday **19 December 2014**
- ▶ **15 December**, Monday, for the issue of Wednesday **24 December 2014**
- ▶ **19 December**, Friday, for the issue of Friday **2 January 2015**

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

**BELANGRIKE AANKONDIGING**

*Sluitingstye* **VOOR VAKANSIEDAE** vir  
**GOEWERMENTS-, ALGEMENE- & REGULASIE-  
 KENNISGEWINGS ASOOK PROKLAMASIES**

2014

*Die sluitingstyd is stiptelik 15:00 op die volgende dae:*

- ▶ **10 April**, Donderdag, vir die uitgawe van Donderdag **17 April 2014**
- ▶ **16 April**, Woensdag, vir die uitgawe van Vrydag **25 April 2014**
- ▶ **23 April**, Vrydag, vir die uitgawe van Vrydag **2 Mei 2014**
- ▶ **12 Junie**, Donderdag, vir die uitgawe van Donderdag **20 Junie 2014**
- ▶ **18 September**, Donderdag, vir die uitgawe van Vrydag **26 September 2014**
- ▶ **11 Desember**, Donderdag, vir die uitgawe van Vrydag **19 Desember 2014**
- ▶ **15 Desember**, Maandag, vir die uitgawe van Woensdag **24 Desember 2014**
- ▶ **19 Desember**, Vrydag, vir die uitgawe van Vrydag **2 Januarie 2015**

Laat kennisgewings sal in die daaropvolgende uitgawe geplaas word. Indien 'n laat kennisgewing wel, onder spesiale omstandighede, aanvaar word, sal 'n dubbeltarief gehef word

Wanneer 'n APARTE *Staatskoerant* verlang word moet die kopie drie kalenderweke voor publikasie ingedien word

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## GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

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### DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 227

4 April 2014

NOTICE REGARDING APPLICATION OF THE CONSTRUCTION REGULATIONS 2014

#### OCCUPATIONAL HEALTH AND SAFETY ACT, 1993 CONSTRUCTION REGULATIONS, 2014

Under section 40(3)(b) of the Occupational Health and Safety Act, 1993 (Act No. 85 of 1993), I, Thobile Lamati, appointed as chief inspector in terms of section 27(1) of the said Act, and by virtue of the powers delegated to me by the Minister of Labour, in terms of section 42(1) of the said Act, hereby grant the following temporary exemptions in terms of section 40 of the said Act:

1. All construction works where physical construction started after the **7<sup>th</sup> of February 2014** must comply with the Construction Regulations 2003, and such construction works are exempted to comply with the Construction Regulations 2014 until **the 7<sup>th</sup> August 2014**, 6 months after the commencement of these Regulations, thereafter the Construction Regulations 2014 shall apply with the exception of Regulation 3 and 5 (7)(b) which will come into effect on the **7<sup>th</sup> August 2015**, 18 months after the commencement of these Regulations.
2. All construction works where physical construction had started on or before the **7<sup>th</sup> of February 2014** must comply with the Construction Regulations 2003, and such construction works are exempted to comply with Construction Regulations 2014 until the **6<sup>th</sup> August 2015** and thereafter the Construction Regulations 2014 shall apply

Thobile Lamati  
Chief Inspector

Construction Regulation 2014


No. R. 228

4 April 2014

A

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

I, **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.....2014-04-14..... and for the period ending 31 July 2015.

  
**MINISTER OF LABOUR**  
14/04/2014

**UMNYANGO WEZABASEBENZI****No. R. 228****4 April 2014**

A

**UMTHETHO WOBUDLELWENO KWEZABASEBENZI KA-1995****UMKHANDLU WOKUXOXISANA KWABAQASHI NABASEBENZI EMBONINI  
YEZOKWAKHA, EKIMBERLEY****UKWELULELWA KWESIVUMELWANO SABAQASHI NABASEBENZI ESICHIBIYELAYO  
SELULELWA KULABO ABANGEYONA INGXEYENYE YASO**

Mina, **NELISIWE MILDRED OLIPHANT**, uNgqongqoshe WezabaSebenzi, ngokwesigaba 32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngimemezela ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **uMkhandlu Wokuxoxisana Kwabaqashi Nabasebenzi Embonini Yezokwakha, eKimberley**, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni, kusukela mhlaka.....<sup>2014-04-14</sup>..... kuze kube mhlaka 31 kuNtulikazi 2015.

  
**UNGQONGQOSHE WEZABASEBENZI**  
18/03/2014

No. R. 229

4 April 2014

B

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

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

  
**MINISTER OF LABOUR**  
18/03/2014

**UNYANGO WEZABASEBENZI****No. R. 229****4 April 2014**

B

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

Mina, **MILDRED NELISIWE OLIPHANT**, onguNgqongqoshe Wezabasebenzi, lapha yangokwesigaba 32(6)(a)(i) so Mthetho Wobudlelwano Kwezabasebenzi, ka-1995 ngelula izikhathi ezinqunywe kwiZaziso zikaHulumeni ezingunombolo R.1090 womhla-ka 30 kuNcwaba 2002, R.1564 womhlaka 31 kuMfumfu 2003, R.1014 womhlaka 3 kuMandulo 2004, R.1049 kanye no R. 1050 womhlaka 3 kuMfumfu 2008, R.10 womhlaka 22 kuMasingana 2010, R. 949 kanye no R. 950 womhlaka 23 kuLwezi 2012 kanye no R ..... womhlaka .....2014 ngesikhathi esengeziwe esiphela mhlaka 31 kuNtulikazi 2016.

  
**UNQONGQOSHE WEZABASEBENZI**  
18/03/2014



## SCHEDULE

### BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY

#### COLLECTIVE AGREEMENT

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

**Northern Cape Master Builders' and Allied Trades Association**

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

**Amalgamated Union of Building Trade Workers of South Africa**

(hereinafter referred to as the "employees" or "trade union") on the other part being parties to the Bargaining Council for the Building Industry, Kimberley to amend the Agreement published under Government Notice No. R. 1090 of 30 August 2002 as further amended and renewed under Government Notices Nos. R. 1564 of 31 October 2003, R. 1014 of 3 September 2004, R. 1049 and R. 1050 of 3 October 2008, R. 10 of 22 January 2010 and R. 949 and R. 950 of 23 November 2012.

#### 1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Electrical Installation Section of the Building Industry -
- (a) by the employers and employees who are members of the employers' organisation and the trade union, respectively;
  - (b) in an area bounded by and included in a radius of 15 kilometers of the General Post Office, Kimberley, in the Magisterial district of Kimberley, but excluding those portions of the Province of the

Free-State which fall within the set radius of 15 kilometers.

- (2) Notwithstanding the provisions of sub-clause (1), the terms of this Agreement shall apply to -
- (a) apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, and the Skills Development Act 1998 or any contract entered into or any conditions fixed there under;
  - (b) trainees under the Manpower Training Act, 1981 and the Skills Development Act 1998 only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed there under;
  - (c) labour-only contractors, working partners and working directors, principals and contractors.
- (3) Notwithstanding the provisions of sub-clauses 1(1) (a) and 2, the terms of this Agreement shall not apply to-
- (a) clerical employees and administrative staff;
  - (b) university students and graduates in building science, and to construction supervisors, construction surveyors and other persons doing practical work, in the completion of their academic training.

## 2. PERIOD OF OPERATION OF AGREEMENT

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

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

**3. CLAUSE 4: DEFINITIONS**

Add Sub-Clause 4 (28):

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

**4. CLAUSE 21: MINIMUM WAGES**

Substitute the following for sub-clause (1):

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

**5. APPENDIXES:**

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

**SIGNED AT KIMBERLEY ON BEHALF OF THE PARTIES ON THIS THE 19<sup>TH</sup> DAY OF NOVEMBER 2013.**

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

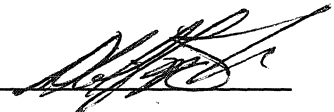
CHAIRMAN VN SMAILES

:



VICE CHAIRMAN CA APPOLLIS

:



SECRETARY PR SERFONTEIN

:



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

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

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

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



No. R. 230

4 April 2014

A

**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.....~~2014-04-14~~..... and for the period ending 31 July 2015.

  
**MINISTER OF LABOUR**  
18/03/2014

## UMNYANGO WEZABASEBENZI

No. R. 230

4 April 2014

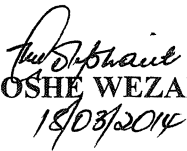
A

## UMTHETHO WOBUDLELWENO KWEZABASEBENZI KA-1995

UMKHANDLU WOKUXOXISANA KWABAQASHI NABASEBENZI EMBONINI  
YEZOKWAKHA, EKIMBERLEY

UKWELULELWA KWESIVUMELWANO SABAQASHI NABASEBENZI  
ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXYENYE  
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 Kwabaqashi Nabasebenzi Embonini Yezokwakha, eKimberley** futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni kusukela mhlaka.....**2014-04-14**.....kuze kube mhlaka 31 kuZibandlela 2015.

  
UNGQONGQOSHE WEZABASEBENZI  
**18/03/2014**


No. R. 231

4 April 2014

B

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

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the periods fixed in Government Notices Nos. R. 957 of 7 August 1998, 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, R. 592 of 22 July 2011, R. 710 of 9 September 2011, R. 984 of 2 December 2011, R. 948 of 23 December 2012 and R. of 2014 by a further period ending 31 July 2016.

  
**MINISTER OF LABOUR**  
18/03/2014

**UMNYANGO WEZABASEBENZI**

No. R. 231

4 April 2014

B

**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995****UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI****EMBONINI YOKWAKHA, KIMBERLEY:****UKWELULWA KWESIKHATHI SOKUSEBENZA KWESIVUMELWANO****SABAQASHI NABASEBENZI**

Mina, **MILDRED NELISIWE OLIPHANT**, onguNgqongqoshe Wezabasebenzi, lapha yangokwesigaba 32(6)(a)(i) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, ngelula izikhathi ezinqunywe kwiZaziso zikaHulumeni ezingunombolo R.957 womhlaka 7 kuNcwaba 1998, R.745 womhlaka 11 kuNhlangulana 1999, R.1365 womhlaka 15 kuZibandlela 2000, R.1018 womhlaka 18 kuNtulikazi 2003, R.1049 womhlaka 25 kuNtulikazi 2003, R.865 womhlaka 23 kuNtulikazi 2004, R.906 no R.907 womhlaka 29 kuNcwaba 2008, R.9 womhlaka 22 kuMasingana 2010, R.592 womhlaka 22 kuNtulikazi 2011, R.710 womhlaka 9 kuMandulo 2011, R.984 womhlaka 2 kuZibandlela 2011, R.948 womhlaka 23 kuZibandlela 2012 kanye nesingu R.....womhlaka..... 2014 ngesikhathi esingeziwe esiphela mhlaka 31 kuNtulikazi 2016.



UNGGONGQOSHE 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, R. 592 of 22 July 2011, R. 710 of 9 September 2011, R. 984 of 2 December 2011 and R948 of 23 November 2012.

#### 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.

#### **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.

2. **CLAUSE 4: DEFINITIONS**

Add Sub-Clause 4 (27):

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

3. **CLAUSE 21: MINIMUM WAGES**

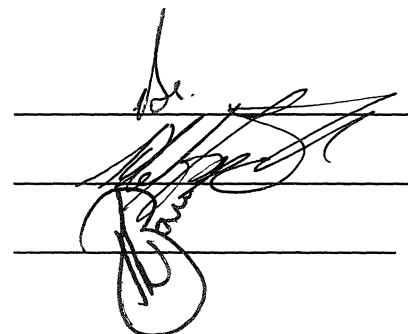
(1) Substitute the following for sub-clause (1):

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 THE 19<sup>TH</sup> DAY OF NOVEMBER 2013.

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



SCHEDULE		WAGE PER HOUR	
		AREA	
		KIMBERLEY	GORDONIA
		With effect from the coming into operation of this Agreement	With effect from the coming into operation of this Agreement
CATEGORY OF EMPLOYEE	R	R	R
(a) General Worker .....	10.26	9.65	4/5 skilled
(b) Trainee Tradesman, Class 3, Tradesman, Class 3	12.09	11.38	
(c) Trainee Tradesman, Class 2, Tradesman, Class 2	12.14	11.51	
(d) Trainee Tradesman, Class 1, Tradesman, Class 1	15.37	14.75	
(e) Artisan .....	21.24	20.79	5/5 skilled
(f) Craftsman .....	24.99	24.52	5 skilled

CHAIRMAN VN SMAILES : 

VICE CHAIRMAN CA APOLLIS : 

SECRETARY PR SERFONTEIN : 



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

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

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

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

ARTISANS & CRAFTSMEN				ANNEXURE A					ANNEXURE B						
Wage inter val	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	20.79	2.97	106.92	74.84	33.69	7.79	223.24	74.84	33.69	7.79	5.00	121.32	947.88	344.56
2	20.80	20.89	2.99	107.46	75.22	33.69	7.79	224.16	75.22	33.69	7.79	5.00	121.70	952.90	345.86
3	20.90	20.99	3.00	107.96	75.57	33.69	7.79	225.01	75.57	33.69	7.79	5.00	122.05	957.50	347.06
4	21.00	21.09	3.02	108.50	75.95	33.69	7.79	225.93	75.95	33.69	7.79	5.00	122.43	962.52	348.36
5	21.10	21.19	3.03	108.99	76.29	33.69	7.79	226.76	76.29	33.69	7.79	5.00	122.77	967.13	349.53
6	21.20	21.29	3.05	109.53	76.67	33.69	7.79	227.68	76.67	33.69	7.79	5.00	123.15	972.15	350.83
7	21.30	21.39	3.06	110.03	77.02	33.69	7.79	228.53	77.02	33.69	7.79	5.00	123.50	976.75	352.03
8	21.40	21.49	3.08	110.57	77.40	33.69	7.79	229.45	77.40	33.69	7.79	5.00	123.88	981.77	353.33
9	21.50	21.59	3.09	111.06	77.74	33.69	7.79	230.28	77.74	33.69	7.79	5.00	124.22	986.38	354.50
10	21.60	21.69	3.10	111.56	78.09	33.69	7.79	231.13	78.09	33.69	7.79	5.00	124.57	990.98	355.70
11	21.70	21.79	3.12	112.10	78.47	33.69	7.79	232.05	78.47	33.69	7.79	5.00	124.95	996.00	357.00
12	21.80	21.89	3.13	112.59	78.81	33.69	7.79	232.88	78.81	33.69	7.79	5.00	125.29	1000.61	358.17
13	21.90	21.99	3.15	113.13	79.19	33.69	7.79	233.80	79.19	33.69	7.79	5.00	125.67	1005.63	359.47
14	22.00	22.09	3.16	113.63	79.54	33.69	7.79	234.65	79.54	33.69	7.79	5.00	126.02	1010.23	360.67
15	22.10	22.19	3.18	114.17	79.92	33.69	7.79	235.57	79.92	33.69	7.79	5.00	126.40	1015.25	361.97
16	22.20	22.29	3.19	114.66	80.26	33.69	7.79	236.40	80.26	33.69	7.79	5.00	126.74	1019.86	363.14
17	22.30	22.39	3.20	115.16	80.61	33.69	7.79	237.25	80.61	33.69	7.79	5.00	127.09	1024.46	364.34
18	22.40	22.49	3.22	115.70	80.99	33.69	7.79	238.17	80.99	33.69	7.79	5.00	127.47	1029.48	365.64
19	22.50	22.59	3.23	116.19	81.33	33.69	7.79	239.00	81.33	33.69	7.79	5.00	127.81	1034.09	366.81
20	22.60	22.69	3.25	116.73	81.71	33.69	7.79	239.92	81.71	33.69	7.79	5.00	128.19	1039.11	368.11
21	22.70	22.79	3.26	117.23	82.06	33.69	7.79	240.77	82.06	33.69	7.79	5.00	128.54	1043.71	369.31
22	22.80	22.89	3.28	117.77	82.44	33.69	7.79	241.69	82.44	33.69	7.79	5.00	128.92	1048.73	370.61
23	22.90	22.99	3.29	118.26	82.78	33.69	7.79	242.52	82.78	33.69	7.79	5.00	129.26	1053.34	371.78
24	23.00	23.09	3.30	118.76	83.13	33.69	7.79	243.37	83.13	33.69	7.79	5.00	129.61	1057.94	372.98
25	23.10	23.19	3.32	119.30	83.51	33.69	7.79	244.29	83.51	33.69	7.79	5.00	129.99	1062.96	374.28
26	23.20	23.29	3.33	119.79	83.85	33.69	7.79	245.12	83.85	33.69	7.79	5.00	130.33	1067.57	375.45
27	23.30	23.39	3.35	120.33	84.23	33.69	7.79	246.04	84.23	33.69	7.79	5.00	130.71	1072.59	376.75
28	23.40	23.49	3.36	120.83	84.58	33.69	7.79	246.89	84.58	33.69	7.79	5.00	131.06	1077.19	377.95
CRAFT 29	0.00	24.52	3.51	126.14	88.29	33.69	7.79	255.91	88.29	33.69	7.79	5.00	134.77	1126.58	390.68
30	24.53	24.62	3.52	126.63	88.64	33.69	7.79	256.75	88.64	33.69	7.79	5.00	135.12	1131.18	391.87
31	24.63	24.72	3.54	127.17	89.02	33.69	7.79	257.67	89.02	33.69	7.79	5.00	135.50	1136.20	393.17
32	24.73	24.82	3.55	127.67	89.37	33.69	7.79	258.52	89.37	33.69	7.79	5.00	135.85	1140.80	394.37
33	24.83	24.92	3.57	128.21	89.74	33.69	7.79	259.43	89.74	33.69	7.79	5.00	136.22	1145.83	395.65
34	24.93	25.02	3.58	128.70	90.09	33.69	7.79	260.27	90.09	33.69	7.79	5.00	136.57	1150.43	396.84
35	25.03	25.12	3.59	129.20	90.44	33.69	7.79	261.12	90.44	33.69	7.79	5.00	136.92	1155.03	398.04
36	25.13	25.22	3.61	129.74	90.81	33.69	7.79	262.03	90.81	33.69	7.79	5.00	137.29	1160.06	399.32
37	25.23	25.32	3.62	130.23	91.16	33.69	7.79	262.87	91.16	33.69	7.79	5.00	137.64	1164.66	400.51
38	25.33	25.42	3.64	130.77	91.54	33.69	7.79	263.79	91.54	33.69	7.79	5.00	138.02	1169.68	401.81
39	25.43	25.52	3.65	131.27	91.89	33.69	7.79	264.64	91.89	33.69	7.79	5.00	138.37	1174.28	403.01
40	25.53	25.62	3.67	131.81	92.26	33.69	7.79	265.55	92.26	33.69	7.79	5.00	138.74	1179.31	404.29
41	25.63	25.72	3.68	132.30	92.61	33.69	7.79	266.39	92.61	33.69	7.79	5.00	139.09	1183.91	405.48
42	25.73	25.82	3.69	132.80	92.96	33.69	7.79	267.24	92.96	33.69	7.79	5.00	139.44	1188.51	406.68
43	25.83	25.92	3.71	133.34	93.33	33.69	7.79	268.15	93.33	33.69	7.79	5.00	139.81	1193.54	407.96
44	25.93	26.02	3.72	133.83	93.68	33.69	7.79	268.99	93.68	33.69	7.79	5.00	140.16	1198.14	409.15
45	26.03	26.12	3.74	134.37	94.06	33.69	7.79	269.91	94.06	33.69	7.79	5.00	140.54	1203.16	410.45
46	26.13	26.22	3.75	134.87	94.41	33.69	7.79	270.76	94.41	33.69	7.79	5.00	140.89	1207.76	411.65
47	26.23	26.32	3.77	135.41	94.78	33.69	7.79	271.67	94.78	33.69	7.79	5.00	141.26	1212.79	412.93
48	26.33	26.42	3.78	135.90	95.13	33.69	7.79	272.51	95.13	33.69	7.79	5.00	141.61	1217.39	414.12
49	26.43	26.52	3.79	136.40	95.48	33.69	7.79	273.36	95.48	33.69	7.79	5.00	141.96	1221.99	415.32
50	26.53	26.62	3.81	136.94	95.85	33.69	7.79	274.27	95.85	33.69	7.79	5.00	142.33	1227.02	416.60
GORDONIA OPTIONAL STAMPS															
OPT 1	26.63	34.52	4.94	177.57	124.30	67.38	7.79	377.04	124.30	67.38	7.79	5.00	204.47	1571.23	581.51
2	34.53	41.42	5.93	213.08	149.15	67.38	7.79	437.40	149.15	67.38	7.79	5.00	229.32	1901.43	666.72
3	41.43	49.70	7.11	255.65	178.95	67.38	7.79	509.77	178.95	67.38	7.79	5.00	259.12	2297.33	768.89
4	49.71	59.64	8.53	306.77	214.74	67.38	7.79	596.68	214.74	67.38	7.79	5.00	294.91	2772.74	891.59
5	59.65	71.57	10.24	368.15	257.70	67.38	7.79	701.02	257.70	67.38	7.79	5.00	337.87	3343.58	1038.89
6	71.58	85.88	12.29	441.77	309.24	67.38	7.79	826.18	309.24	67.38	7.79	5.00	389.41	4028.24	1215.59
7	85.89	103.06	14.75	530.15	371.10	67.38	7.79	976.42	371.10	67.38	7.79	5.00	451.27	4850.18	1427.69
8	103.07	123.67	17.70	636.17	445.32	67.38	7.79	1156.66	445.32	67.38	7.79	5.00	525.49	5836.16	1682.15
9	123.68	148.40	21.23	763.34	534.33	67.38	7.79	1372.84	534.33	67.38	7.79	5.00	614.50	7018.85	1987.34
10	148.41	178.08	25.48	916.02	641.21	67.38	7.79	1632.40	641.21	67.38	7.79	5.00	721.38	8438.82	2353.78
11	178.09	213.70	30.58	1099.26	769.48	67.38	7.79	1943.91	769.48	67.38	7.79	5.00	849.65	10142.95	2793.56



AMBAGS- & VAKMANNE				AANHANGSEL A					AANHANGSEL B						
Loon inter val	Min / Max Tarief per uur		Kontant Bonus G	WERGEWER SE BYDRAE					WERKNEMER SE BYDRAE						
				Vakans Fonds A	Pens Fonds B	Bystan Fonds C	Raad Heff D	W-Gewer TOTAAL F	Fonds B	Bystan Fonds C	Raad Heff D	Spaar E	W-Nemer TOTAAL F	Kontant Bonus Ingesel	Seel
AMB 1	0.00	20.79	2.97	106.92	74.84	33.69	7.79	223.24	74.84	33.69	7.79	5.00	121.32	947.88	344.56
2	20.80	20.89	2.99	107.46	75.22	33.69	7.79	224.16	75.22	33.69	7.79	5.00	121.70	952.90	345.86
3	20.90	20.99	3.00	107.96	75.57	33.69	7.79	225.01	75.57	33.69	7.79	5.00	122.05	957.50	347.06
4	21.00	21.09	3.02	108.50	75.95	33.69	7.79	225.93	75.95	33.69	7.79	5.00	122.43	962.52	348.36
5	21.10	21.19	3.03	108.99	76.29	33.69	7.79	226.76	76.29	33.69	7.79	5.00	122.77	967.13	349.53
6	21.20	21.29	3.05	109.53	76.67	33.69	7.79	227.68	76.67	33.69	7.79	5.00	123.15	972.15	350.83
7	21.30	21.39	3.06	110.03	77.02	33.69	7.79	228.53	77.02	33.69	7.79	5.00	123.50	976.75	352.03
8	21.40	21.49	3.08	110.57	77.40	33.69	7.79	229.45	77.40	33.69	7.79	5.00	123.88	981.77	353.33
9	21.50	21.59	3.09	111.06	77.74	33.69	7.79	230.28	77.74	33.69	7.79	5.00	124.22	986.38	354.50
10	21.60	21.69	3.10	111.56	78.09	33.69	7.79	231.13	78.09	33.69	7.79	5.00	124.57	990.98	355.70
11	21.70	21.79	3.12	112.10	78.47	33.69	7.79	232.05	78.47	33.69	7.79	5.00	124.95	996.00	357.00
12	21.80	21.89	3.13	112.59	78.81	33.69	7.79	232.88	78.81	33.69	7.79	5.00	125.29	1000.61	358.17
13	21.90	21.99	3.15	113.13	79.19	33.69	7.79	233.80	79.19	33.69	7.79	5.00	125.67	1005.63	359.47
14	22.00	22.09	3.16	113.63	79.54	33.69	7.79	234.65	79.54	33.69	7.79	5.00	126.02	1010.23	360.67
15	22.10	22.19	3.18	114.17	79.92	33.69	7.79	235.57	79.92	33.69	7.79	5.00	126.40	1015.25	361.97
16	22.20	22.29	3.19	114.66	80.26	33.69	7.79	236.40	80.26	33.69	7.79	5.00	126.74	1019.86	363.14
17	22.30	22.39	3.20	115.16	80.61	33.69	7.79	237.25	80.61	33.69	7.79	5.00	127.09	1024.46	364.34
18	22.40	22.49	3.22	115.70	80.99	33.69	7.79	238.17	80.99	33.69	7.79	5.00	127.47	1029.48	365.64
19	22.50	22.59	3.23	116.19	81.33	33.69	7.79	239.00	81.33	33.69	7.79	5.00	127.81	1034.09	366.81
20	22.60	22.69	3.25	116.73	81.71	33.69	7.79	239.92	81.71	33.69	7.79	5.00	128.19	1039.11	368.11
21	22.70	22.79	3.26	117.23	82.06	33.69	7.79	240.77	82.06	33.69	7.79	5.00	128.54	1043.71	369.31
22	22.80	22.89	3.28	117.77	82.44	33.69	7.79	241.69	82.44	33.69	7.79	5.00	128.92	1048.73	370.61
23	22.90	22.99	3.29	118.26	82.78	33.69	7.79	242.52	82.78	33.69	7.79	5.00	129.26	1053.34	371.78
24	23.00	23.09	3.30	118.76	83.13	33.69	7.79	243.37	83.13	33.69	7.79	5.00	129.61	1057.94	372.98
25	23.10	23.19	3.32	119.30	83.51	33.69	7.79	244.29	83.51	33.69	7.79	5.00	129.99	1062.96	374.28
26	23.20	23.29	3.33	119.79	83.85	33.69	7.79	245.12	83.85	33.69	7.79	5.00	130.33	1067.57	375.45
27	23.30	23.39	3.35	120.33	84.23	33.69	7.79	246.04	84.23	33.69	7.79	5.00	130.71	1072.59	376.75
28	23.40	23.49	3.36	120.83	84.58	33.69	7.79	246.89	84.58	33.69	7.79	5.00	131.06	1077.19	377.95
VAK 29	0.00	24.52	3.51	126.14	88.29	33.69	7.79	255.91	88.29	33.69	7.79	5.00	134.77	1126.58	390.68
30	24.53	24.62	3.52	126.63	88.64	33.69	7.79	256.75	88.64	33.69	7.79	5.00	135.12	1131.18	391.87
31	24.63	24.72	3.54	127.17	89.02	33.69	7.79	257.67	89.02	33.69	7.79	5.00	135.50	1136.20	393.17
32	24.73	24.82	3.55	127.67	89.37	33.69	7.79	258.52	89.37	33.69	7.79	5.00	135.85	1140.80	394.37
33	24.83	24.92	3.57	128.21	89.74	33.69	7.79	259.43	89.74	33.69	7.79	5.00	136.22	1145.83	395.65
34	24.93	25.02	3.58	128.70	90.09	33.69	7.79	260.27	90.09	33.69	7.79	5.00	136.57	1150.43	396.84
35	25.03	25.12	3.59	129.20	90.44	33.69	7.79	261.12	90.44	33.69	7.79	5.00	136.92	1155.03	398.04
36	25.13	25.22	3.61	129.74	90.81	33.69	7.79	262.03	90.81	33.69	7.79	5.00	137.29	1160.06	399.32
37	25.23	25.32	3.62	130.23	91.16	33.69	7.79	262.87	91.16	33.69	7.79	5.00	137.64	1164.66	400.51
38	25.33	25.42	3.64	130.77	91.54	33.69	7.79	263.79	91.54	33.69	7.79	5.00	138.02	1169.68	401.81
39	25.43	25.52	3.65	131.27	91.89	33.69	7.79	264.64	91.89	33.69	7.79	5.00	138.37	1174.28	403.01
40	25.53	25.62	3.67	131.81	92.26	33.69	7.79	265.55	92.26	33.69	7.79	5.00	138.74	1179.31	404.29
41	25.63	25.72	3.68	132.30	92.61	33.69	7.79	266.39	92.61	33.69	7.79	5.00	139.09	1183.91	405.48
42	25.73	25.82	3.69	132.80	92.96	33.69	7.79	267.24	92.96	33.69	7.79	5.00	139.44	1188.51	406.68
43	25.83	25.92	3.71	133.34	93.33	33.69	7.79	268.15	93.33	33.69	7.79	5.00	139.81	1193.54	407.96
44	25.93	26.02	3.72	133.83	93.68	33.69	7.79	268.99	93.68	33.69	7.79	5.00	140.16	1198.14	409.15
45	26.03	26.12	3.74	134.37	94.06	33.69	7.79	269.91	94.06	33.69	7.79	5.00	140.54	1203.16	410.45
46	26.13	26.22	3.75	134.87	94.41	33.69	7.79	270.76	94.41	33.69	7.79	5.00	140.89	1207.76	411.65
47	26.23	26.32	3.77	135.41	94.78	33.69	7.79	271.67	94.78	33.69	7.79	5.00	141.26	1212.79	412.93
48	26.33	26.42	3.78	135.90	95.13	33.69	7.79	272.51	95.13	33.69	7.79	5.00	141.61	1217.39	414.12
49	26.43	26.52	3.79	136.40	95.48	33.69	7.79	273.36	95.48	33.69	7.79	5.00	141.96	1221.99	415.32
50	26.53	26.62	3.81	136.94	95.85	33.69	7.79	274.27	95.85	33.69	7.79	5.00	142.33	1227.02	416.60
GORDONIA VRYWILLIGE SEELS															
OPT 1	26.63	34.52	4.94	177.57	124.30	67.38	7.79	377.04	124.30	67.38	7.79	5.00	204.47	1571.23	581.51
2	34.53	41.42	5.93	213.08	149.15	67.38	7.79	437.40	149.15	67.38	7.79	5.00	229.32	1901.43	666.72
3	41.43	49.70	7.11	255.65	178.95	67.38	7.79	509.77	178.95	67.38	7.79	5.00	259.12	2297.33	768.89
4	49.71	59.64	8.53	306.77	214.74	67.38	7.79	596.68	214.74	67.38	7.79	5.00	294.91	2772.74	891.59
5	59.65	71.57	10.24	368.15	257.70	67.38	7.79	701.02	257.70	67.38	7.79	5.00	337.87	3343.58	1038.89
6	71.58	85.88	12.29	441.77	309.24	67.38	7.79	826.18	309.24	67.38	7.79	5.00	389.41	4028.24	1215.59
7	85.89	103.06	14.75	530.15	371.10	67.38	7.79	976.42	371.10	67.38	7.79	5.00	451.27	4850.18	1427.69
8	103.07	123.67	17.70	636.17	445.32	67.38	7.79	1156.66	445.32	67.38	7.79	5.00	525.49	5836.16	1682.15
9	123.68	148.40	21.23	763.34	534.33	67.38	7.79	1372.84	534.33	67.38	7.79	5.00	614.50	7018.85	1987.34
10	148.41	178.08	25.48	916.02	641.21	67.38	7.79	1632.40	641.21	67.38	7.79	5.00	721.38	8438.82	2353.78
11	178.09	213.70	30.58	1099.26	769.48	67.38	7.79	1943.91	769.48	67.38	7.79	5.00	849.65	10142.95	2793.56

NON ARTISANS AND SPECIFIED SKILLED			ANNEXURE A						ANNEXURE B						
Wage inter val	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
1	0.00	9.65	1.37	49.59	34.71	12.13	7.22	103.65	34.71	12.13	7.22	5.00	59.06	436.84	162.71
2	9.67	9.77	1.39	50.22	35.15	12.13	7.22	104.72	35.15	12.13	7.22	5.00	59.50	442.70	164.22
3	9.79	9.89	1.41	50.85	35.60	12.13	7.22	105.80	35.60	12.13	7.22	5.00	59.95	448.55	165.75
4	9.91	10.01	1.43	51.48	36.04	12.13	7.22	106.87	36.04	12.13	7.22	5.00	60.39	454.41	167.26
5	10.03	10.13	1.44	52.07	36.45	12.13	7.22	107.87	36.45	12.13	7.22	5.00	60.80	459.85	168.67
6	10.15	10.25	1.46	52.70	36.89	12.13	7.22	108.94	36.89	12.13	7.22	5.00	61.24	465.71	170.18
7	10.27	10.37	1.48	53.33	37.33	12.13	7.22	110.01	37.33	12.13	7.22	5.00	61.68	471.57	171.69
8	10.39	10.49	1.49	53.91	37.74	12.13	7.22	111.00	37.74	12.13	7.22	5.00	62.09	477.01	173.09
9	10.51	10.61	1.51	54.54	38.18	12.13	7.22	112.07	38.18	12.13	7.22	5.00	62.53	482.87	174.60
10	10.63	10.73	1.53	55.17	38.62	12.13	7.22	113.14	38.62	12.13	7.22	5.00	62.97	488.73	176.11
11	10.75	10.85	1.55	55.80	39.06	12.13	7.22	114.21	39.06	12.13	7.22	5.00	63.41	494.59	177.62
12	10.87	10.97	1.56	56.39	39.47	12.13	7.22	115.21	39.47	12.13	7.22	5.00	63.82	500.03	179.03
13	10.99	11.09	1.58	57.02	39.91	12.13	7.22	116.28	39.91	12.13	7.22	5.00	64.26	505.89	180.54
Class 3 14	0.00	11.38	1.62	58.50	40.95	12.13	7.22	118.80	40.95	12.13	7.22	5.00	65.30	519.70	184.10
Class 2 15	0.00	11.51	1.64	59.18	41.42	12.13	7.22	119.95	41.42	12.13	7.22	5.00	65.77	525.98	185.72
16	11.53	11.63	1.66	59.81	41.86	12.13	7.22	121.02	41.86	12.13	7.22	5.00	66.21	531.84	187.23
17	11.65	11.75	1.67	60.39	42.27	12.13	7.22	122.01	42.27	12.13	7.22	5.00	66.62	537.28	188.63
18	11.77	11.87	1.69	61.02	42.71	12.13	7.22	123.08	42.71	12.13	7.22	5.00	67.06	543.14	190.14
19	11.89	11.99	1.71	61.65	43.16	12.13	7.22	124.16	43.16	12.13	7.22	5.00	67.51	548.99	191.67
20	12.01	12.11	1.72	62.24	43.56	12.13	7.22	125.15	43.56	12.13	7.22	5.00	67.91	554.44	193.06
21	12.13	12.23	1.74	62.87	44.01	12.13	7.22	126.23	44.01	12.13	7.22	5.00	68.36	560.29	194.59
22	12.25	12.35	1.76	63.50	44.45	12.13	7.22	127.30	44.45	12.13	7.22	5.00	68.80	566.15	196.10
23	12.37	12.47	1.78	64.13	44.89	12.13	7.22	128.37	44.89	12.13	7.22	5.00	69.24	572.01	197.61
24	12.49	12.59	1.79	64.71	45.30	12.13	7.22	129.36	45.30	12.13	7.22	5.00	69.65	577.45	199.01
25	12.61	12.71	1.81	65.34	45.74	12.13	7.22	130.43	45.74	12.13	7.22	5.00	70.09	583.31	200.52
26	12.73	12.83	1.83	65.97	46.18	12.13	7.22	131.50	46.18	12.13	7.22	5.00	70.53	589.17	202.03
27	12.85	12.95	1.84	66.56	46.59	12.13	7.22	132.50	46.59	12.13	7.22	5.00	70.94	594.61	203.44
28	12.97	13.07	1.86	67.19	47.03	12.13	7.22	133.57	47.03	12.13	7.22	5.00	71.38	600.47	204.95
29	13.09	13.19	1.88	67.82	47.47	12.13	7.22	134.64	47.47	12.13	7.22	5.00	71.82	606.33	206.46
30	13.21	13.31	1.90	68.45	47.91	12.13	7.22	135.71	47.91	12.13	7.22	5.00	72.26	612.19	207.97
31	13.33	13.43	1.91	69.03	48.32	12.13	7.22	136.70	48.32	12.13	7.22	5.00	72.67	617.63	209.37
32	13.45	13.55	1.93	69.66	48.76	12.13	7.22	137.77	48.76	12.13	7.22	5.00	73.11	623.49	210.88
33	13.57	13.67	1.95	70.29	49.20	12.13	7.22	138.84	49.20	12.13	7.22	5.00	73.55	629.35	212.39
34	13.69	13.79	1.96	70.87	49.61	12.13	7.22	139.83	49.61	12.13	7.22	5.00	73.96	634.79	213.79
35	13.81	13.91	1.98	71.50	50.05	12.13	7.22	140.90	50.05	12.13	7.22	5.00	74.40	640.65	215.30
36	13.93	14.03	2.00	72.13	50.49	12.13	7.22	141.97	50.49	12.13	7.22	5.00	74.84	646.51	216.81
37	14.05	14.15	2.02	72.76	50.94	12.13	7.22	143.05	50.94	12.13	7.22	5.00	75.29	652.36	218.34
38	14.17	14.27	2.03	73.35	51.34	12.13	7.22	144.04	51.34	12.13	7.22	5.00	75.69	657.81	219.73
Class 1 39	0.00	14.75	2.10	75.83	53.08	12.13	7.22	148.26	53.08	12.13	7.22	5.00	77.43	680.82	225.69
40	15.17	15.27	2.17	78.48	54.93	12.13	7.22	152.76	54.93	12.13	7.22	5.00	79.28	705.50	232.04
41	15.69	15.79	2.25	81.18	56.82	12.13	7.22	157.35	56.82	12.13	7.22	5.00	81.17	730.59	238.52
42	16.21	16.31	2.32	83.83	58.68	12.13	7.22	161.86	58.68	12.13	7.22	5.00	83.03	755.25	244.89
43	16.73	16.83	2.40	86.53	60.57	12.13	7.22	166.45	60.57	12.13	7.22	5.00	84.92	780.34	251.37
44	17.25	17.35	2.47	89.18	62.43	12.13	7.22	170.96	62.43	12.13	7.22	5.00	86.78	805.01	257.74
45	17.77	17.87	2.54	91.83	64.28	12.13	7.22	175.46	64.28	12.13	7.22	5.00	88.63	829.69	264.09
46	18.29	18.39	2.62	94.53	66.17	12.13	7.22	180.05	66.17	12.13	7.22	5.00	90.52	854.77	270.57
47	18.81	18.91	2.69	97.18	68.03	12.13	7.22	184.56	68.03	12.13	7.22	5.00	92.38	879.44	276.94
48	19.33	19.43	2.77	99.88	69.92	12.13	7.22	189.15	69.92	12.13	7.22	5.00	94.27	904.53	283.42
49	19.85	19.95	2.84	102.53	71.77	12.13	7.22	193.65	71.77	12.13	7.22	5.00	96.12	929.21	289.77
50	20.36	20.46	2.91	105.19	73.63	12.13	7.22	198.17	73.63	12.13	7.22	5.00	97.98	953.87	296.15

NIE-AMBAGSMANNE EN VAARDIGHEIDSWERKERS				AANHANGSEL A					AANHANGSEL B							
Loon inter val	Min / Max Tarief per uur		Kontant Bonus H	WERGEWER SE BYDRAE					WERKNEMER SE BYDRAE							
				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 Ingesi	Seel	
1	0.00	9.65	1.37	49.59	34.71	12.13	7.22	103.65	34.71	12.13	7.22	5.00	59.06	436.84	162.71	
2	9.67	9.77	1.39	50.22	35.15	12.13	7.22	104.72	35.15	12.13	7.22	5.00	59.50	442.70	164.22	
3	9.79	9.89	1.41	50.85	35.60	12.13	7.22	105.80	35.60	12.13	7.22	5.00	59.95	448.55	165.75	
4	9.91	10.01	1.43	51.48	36.04	12.13	7.22	106.87	36.04	12.13	7.22	5.00	60.39	454.41	167.26	
5	10.03	10.13	1.44	52.07	36.45	12.13	7.22	107.87	36.45	12.13	7.22	5.00	60.80	459.85	168.67	
6	10.15	10.25	1.46	52.70	36.89	12.13	7.22	108.94	36.89	12.13	7.22	5.00	61.24	465.71	170.18	
7	10.27	10.37	1.48	53.33	37.33	12.13	7.22	110.01	37.33	12.13	7.22	5.00	61.68	471.57	171.69	
8	10.39	10.49	1.49	53.91	37.74	12.13	7.22	111.00	37.74	12.13	7.22	5.00	62.09	477.01	173.09	
9	10.51	10.61	1.51	54.54	38.18	12.13	7.22	112.07	38.18	12.13	7.22	5.00	62.53	482.87	174.60	
10	10.63	10.73	1.53	55.17	38.62	12.13	7.22	113.14	38.62	12.13	7.22	5.00	62.97	488.73	176.11	
11	10.75	10.85	1.55	55.80	39.06	12.13	7.22	114.21	39.06	12.13	7.22	5.00	63.41	494.59	177.62	
12	10.87	10.97	1.56	56.39	39.47	12.13	7.22	115.21	39.47	12.13	7.22	5.00	63.82	500.03	179.03	
13	10.99	11.09	1.58	57.02	39.91	12.13	7.22	116.28	39.91	12.13	7.22	5.00	64.26	505.89	180.54	
Klas 3	14	0.00	11.38	1.62	58.50	40.95	12.13	7.22	118.80	40.95	12.13	7.22	5.00	65.30	519.70	184.10
Klas 2	15	0.00	11.51	1.64	59.18	41.42	12.13	7.22	119.95	41.42	12.13	7.22	5.00	65.77	525.98	185.72
16	11.53	11.63	1.66	59.81	41.86	12.13	7.22	121.02	41.86	12.13	7.22	5.00	66.21	531.84	187.23	
17	11.65	11.75	1.67	60.39	42.27	12.13	7.22	122.01	42.27	12.13	7.22	5.00	66.62	537.28	188.63	
18	11.77	11.87	1.69	61.02	42.71	12.13	7.22	123.08	42.71	12.13	7.22	5.00	67.06	543.14	190.14	
19	11.89	11.99	1.71	61.65	43.16	12.13	7.22	124.16	43.16	12.13	7.22	5.00	67.51	548.99	191.67	
20	12.01	12.11	1.72	62.24	43.56	12.13	7.22	125.15	43.56	12.13	7.22	5.00	67.91	554.44	193.06	
21	12.13	12.23	1.74	62.87	44.01	12.13	7.22	126.23	44.01	12.13	7.22	5.00	68.36	560.29	194.59	
22	12.25	12.35	1.76	63.50	44.45	12.13	7.22	127.30	44.45	12.13	7.22	5.00	68.80	566.15	196.10	
23	12.37	12.47	1.78	64.13	44.89	12.13	7.22	128.37	44.89	12.13	7.22	5.00	69.24	572.01	197.61	
24	12.49	12.59	1.79	64.71	45.30	12.13	7.22	129.36	45.30	12.13	7.22	5.00	69.65	577.45	199.01	
25	12.61	12.71	1.81	65.34	45.74	12.13	7.22	130.43	45.74	12.13	7.22	5.00	70.09	583.31	200.52	
26	12.73	12.83	1.83	65.97	46.18	12.13	7.22	131.50	46.18	12.13	7.22	5.00	70.53	589.17	202.03	
27	12.85	12.95	1.84	66.56	46.59	12.13	7.22	132.50	46.59	12.13	7.22	5.00	70.94	594.61	203.44	
28	12.97	13.07	1.86	67.19	47.03	12.13	7.22	133.57	47.03	12.13	7.22	5.00	71.38	600.47	204.95	
29	13.09	13.19	1.88	67.82	47.47	12.13	7.22	134.64	47.47	12.13	7.22	5.00	71.82	606.33	206.46	
30	13.21	13.31	1.90	68.45	47.91	12.13	7.22	135.71	47.91	12.13	7.22	5.00	72.26	612.19	207.97	
31	13.33	13.43	1.91	69.03	48.32	12.13	7.22	136.70	48.32	12.13	7.22	5.00	72.67	617.63	209.37	
32	13.45	13.55	1.93	69.66	48.76	12.13	7.22	137.77	48.76	12.13	7.22	5.00	73.11	623.49	210.88	
33	13.57	13.67	1.95	70.29	49.20	12.13	7.22	138.84	49.20	12.13	7.22	5.00	73.55	629.35	212.39	
34	13.69	13.79	1.96	70.87	49.61	12.13	7.22	139.83	49.61	12.13	7.22	5.00	73.96	634.79	213.79	
35	13.81	13.91	1.98	71.50	50.05	12.13	7.22	140.90	50.05	12.13	7.22	5.00	74.40	640.65	215.30	
36	13.93	14.03	2.00	72.13	50.49	12.13	7.22	141.97	50.49	12.13	7.22	5.00	74.84	646.51	216.81	
37	14.05	14.15	2.02	72.76	50.94	12.13	7.22	143.05	50.94	12.13	7.22	5.00	75.29	652.36	218.34	
38	14.17	14.27	2.03	73.35	51.34	12.13	7.22	144.04	51.34	12.13	7.22	5.00	75.69	657.81	219.73	
Klas 1	39	0.00	14.75	2.10	75.83	53.08	12.13	7.22	148.26	53.08	12.13	7.22	5.00	77.43	680.82	225.69
40	15.17	15.27	2.17	78.48	54.93	12.13	7.22	152.76	54.93	12.13	7.22	5.00	79.28	705.50	232.04	
41	15.69	15.79	2.25	81.18	56.82	12.13	7.22	157.35	56.82	12.13	7.22	5.00	81.17	730.59	238.52	
42	16.21	16.31	2.32	83.83	58.68	12.13	7.22	161.86	58.68	12.13	7.22	5.00	83.03	755.25	244.89	
43	16.73	16.83	2.40	86.53	60.57	12.13	7.22	166.45	60.57	12.13	7.22	5.00	84.92	780.34	251.37	
44	17.25	17.35	2.47	89.18	62.43	12.13	7.22	170.96	62.43	12.13	7.22	5.00	86.78	805.01	257.74	
45	17.77	17.87	2.54	91.83	64.28	12.13	7.22	175.46	64.28	12.13	7.22	5.00	88.63	829.69	264.09	
46	18.29	18.39	2.62	94.53	66.17	12.13	7.22	180.05	66.17	12.13	7.22	5.00	90.52	854.77	270.57	
47	18.81	18.91	2.69	97.18	68.03	12.13	7.22	184.56	68.03	12.13	7.22	5.00	92.38	879.44	276.94	
48	19.33	19.43	2.77	99.88	69.92	12.13	7.22	189.15	69.92	12.13	7.22	5.00	94.27	904.53	283.42	
49	19.85	19.95	2.84	102.53	71.77	12.13	7.22	193.65	71.77	12.13	7.22	5.00	96.12	929.21	289.77	
50	20.36	20.46	2.91	105.19	73.63	12.13	7.22	198.17	73.63	12.13	7.22	5.00	97.98	953.87	296.15	



**SOUTH AFRICAN REVENUE SERVICE  
SUID-AFRIKAANSE INKOMSTEDIENS**

**No. R. 232**

**4 April 2014**

**CUSTOMS AND EXCISE ACT, 1964.  
AMENDMENT OF SCHEDULE NO. 1 (NO. 1/1/1485)**

In terms of section 48 of the Customs and Excise Act, 1964, Schedule No.1 to the said Act is hereby amended to the extent set out in the Schedule hereto.



**N NENE  
DEPUTY MINISTER OF FINANCE**

**SCHEDULE**

**By the substitution of Annex VII to the General Notes in Schedule No. 1 with the following:**

ANNEX VII

CONCERNING TRADE IN SUGAR

PREAMBLE

The High Contracting Parties:

**HAVING REGARD** to the objectives of this Protocol and of its importance as an instrument for facilitating the furtherance of the aims of regional economic integration and the creation of a single market through increased harmonisation of policies and liberalisation of tariffs and removal of NTBs on trade;

**NOTING**, however, that the world sugar market is highly distorted and conscious of the fact that the world price for sugar is a dumped or subsidised price resulting in the continuing need for most sugar producing countries to impose tariff and non-tariff barriers against the free importation of sugar in order to protect their domestic industries;

**RECOGNISING**, therefore, that for as long as the world sugar market remains highly distorted, sugar will be a product requiring special dispensation within the framework of the Protocol on Trade so that no sugar industry within SADC will suffer injury;

**MINDFUL** of the need to establish a stable investment climate leading to both growth and development of SADC economies and of the need to maintain the SADC Region as a reliable bloc of world competitive low cost sugar producers, well positioned to take advantage of the anticipated higher world prices once global liberalisation in sugar trade occurs;

**ACKNOWLEDGING** accordingly the need to improve and maintain the efficiency of all sugar producers within the SADC region through the interchange of research, training and information;

**HEREBY AGREE** as follows:

ARTICLE 1

DEFINITIONS

In this Annex, an expression that has been defined has that meaning and, unless the context indicates otherwise:

- "Marketing Year" means a period of twelve months commencing on 1 April and ending on 31 March, and "annual" and "annum" shall have a corresponding meaning;
- "Sugar" means raw sugar, refined sugar and direct consumption crystal sugar;

- "Technical Committee on Sugar (TCS)" means the body comprising representatives of national governments and sugar industries in all Member States;

- "Ton" means a metric ton of sugar, *tel quel*.

#### ARTICLE 2

##### OBJECTIVES

The objectives of this agreement are:

- a) to promote, within the Region, production and consumption of sugar and sugar-containing products according to fair trading conditions and an orderly regional market in sugar for the survival of the sugar industries, in anticipation of freer global trade;
- b) in support of the long term objective set out in paragraph 1 of Article 3, to provide temporary measures to insulate State Parties' sugar producing industries from the destabilising effects of the distorted global market, and in this regard to harmonise sugar policies and regulate its trade within the Region during the interim period until world trade conditions permit freer trade in sugar;
- c) to create a stable climate for investment, leading to the growth and development of sugar industries in the State Parties;
- d) to improve the competitiveness of the sugar producing State Parties in the world sugar market;
- e) to facilitate the sharing of information, research and training with a view to improving the efficiency of growers, millers and refiners of sugar in the Member States;
- f) to facilitate the development of small and medium sugar enterprises; and
- g) to create stable market conditions in the Member States so as to encourage the rehabilitation and development of all sugar industries with a view to facilitating direct foreign investment and the creation of employment opportunities.

#### ARTICLE 3

##### RECIPROCAL MARKET LIBERALISATION

1. The long term objective of this Annex is to establish full liberalisation of trade in the sugar sector in the SADC region after the year 2012. Such liberalisation will be dependent on a positive review of conditions prevailing in the world sugar market five years after entry into force of this Annex in order to ascertain if the world sugar market has normalised sufficiently to make such liberalisation acceptable.
2. The liberalisation as contemplated in paragraph 1 will be on a reciprocal basis and will also involve the removal of non-tariff barriers in relation to SADC sugar trade. However, in the interim period, market access will be on a non-reciprocal basis into the SACU on the terms outlined in Articles 4 and 6.

#### ARTICLE 4

##### NON-RECIPROCAL ACCESS TO THE SACU MARKET

1. Duty free quota access to the SACU sugar market will be allocated to all non-SACU SADC sugar producing members. Access will be established through duty-free quotas allocated to each such member. The quotas will be allocated as follows:
  - a) The base market access quotas are hereby established as the average of the annual quotas allocated to each non-SACU SADC sugar producing country over the period 2001/2002 to 2007/08. These quotas would apply from the first year in which this quota system became effective. These based quotas are indicated in Appendix 1.

b) An annual growth factor will be applied from the second year of implementing the new quota system. The annual percentage growth in the quota will be equal to the actual growth percentage in the SACU sugar market in the preceding year, and will only be applied to quota tonnage in excess of 20,000 tons. A minimum annual total quota increase of 500 tons will be applicable. This total quota increase shall be distributed among the quota beneficiaries on the basis of their relative base quota allocations. The relative shares in the base quota allocations are indicated in Appendix 1.

c) The annual percentage growth in the SACU sugar market is computed as the growth in the combined SACU sales of the South African and Swaziland sugar industries plus imports into SACU.

d) From the total annual base quota, an initial quota of 1,500 tons will be allocated to each non-SACU SADC sugar producing country. The balance of the quota will then be allocated to each beneficiary country in accordance with that country's calculated relative share of the average annual quota allocated to non-SACU SADC countries over the period 2001/2002 to 2007/08.

2. The determined quota allocations are not transferable between countries. The principal of "use it or lose it" will apply.

3. Any new sugar producer in SADC will be accommodated within the total quota determined in this Annex.

4. The modalities for the utilisation or distribution of the quota of a country would be determined by the competent sugar quota allocating authority in that country.

5. This provision for non-reciprocal access for non-SACU SADC sugar producers will be reviewed in accordance to scheduled and/or agreed revisions of the SADC Trade Protocol.

#### ARTICLE 5

##### CO-OPERATION IN AREAS OF COMMON INTEREST

1. Co-operation in areas of common interest as identified by the TCS will be aimed at facilitating a balanced expansion of national industries with the ultimate objective of promoting the development of a regional competitive industry. Cooperation in the following areas will be established with a view to increasing efficiencies of all SADC sugar producers.

a) The TCS established in terms of Article 7 will initiate dialogue on the usage and upgrading of infrastructure, and adopt rules on the transfer of information in relation to sugar technology and research, training, promotion and marketing.

b) Recognising established official customs co-operation arrangements, the TCS will make recommendations to such bodies on issues related to cross-border trade in sugar in the region aimed at improving information flow on trade in sugar in the region and improving border control.

c) Information on the nature and performance of existing national initiatives will be shared. Information on similar initiatives in other parts of the world will be collected and considered. Such information could be used to design appropriate strategies for small medium enterprise development.

d) Developments occurring in the rest of the world which have implications for sugar industries in the SADC will be identified and monitored, and pro-active regional strategies will be pursued.

2. The TCS will establish terms of reference relating to the implementation of actions in the identified and new areas of co-operation, and may appoint technical working groups to obtain related information and submit recommendations.

#### ARTICLE 6

##### IMPLEMENTATION

1. Market access as provided for in Article 4 will be effected from the 2011/12 marketing year.

2. Market access as provided for in Article 4 will be maintained until the review of this Annex.

3. Co-operation in areas of common interest will be effected upon implementation of this Annex.

ARTICLE 7  
INSTITUTIONAL FRAMEWORK

1. The TCS will be established to manage the agreed terms for market access and to co-ordinate actions in the areas of cooperation outlined in Article 5.
2. The TCS will establish and maintain a secretariat, the functions of which will be to implement and monitor the market access arrangements, procure and collate statistical information concerning sugar from State Parties, disseminate such information amongst State Parties, and supply secretarial services to the TCS and its appointed Working Groups.

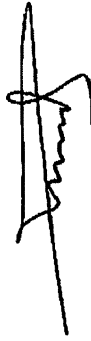
**By the insertion of Appendix 1 to Annex VII to the General Notes in Schedule No. 1:**

APPENDIX 1

Country	Base Quota	Relative Share
Malawi	7,646	20.7%
Mauritius	2,342	2.9%
Mozambique	7,623	20.6%
Tanzania	1,500	0.0%
Zambia	14,444	43.6%
Zimbabwe	5,125	12.2%
<b>TOTAL</b>	<b>38,681</b>	<b>100.00%</b>

**CUSTOMS AND EXCISE ACT, 1964.  
AMENDMENT OF SCHEDULE NO. 3 (NO. 3/1/699)**

In terms of section 75 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.



**N NENE  
DEPUTY MINISTER OF FINANCE**

**SCHEDULE**

By the insertion of the following:

Rebate Item	Tariff Heading	Rebate Code	CD	Description	Extent of Rebate
320.01	5407.61	01.06	60	Woven fabrics, containing 85 per cent or more by mass of non-textured polyester filaments, in such quantities, at such times and subject to such conditions as the International Trade Administration Commission may allow by specific permit, for use in the manufacture of upholstered furniture classifiable in tariff heading 94.01	Full duty
320.01	5903.20.90	01.08	83	Other textile fabrics impregnated, coated, covered or laminated with polyurethane, in such quantities, at such times and subject to such conditions as the International Trade Administration Commission may allow by specific permit for use in the manufacture of upholstered furniture classifiable under tariff heading 94.01	Full duty
320.01	5907.00.90	01.08	84	Textile fabrics otherwise impregnated, coated or covered, in such quantities, at such times and subject to such conditions as the International Trade Administration Commission may allow by specific permit for use in the manufacture of upholstered furniture classifiable under tariff heading 94.01	Full duty

**DOEANE- EN AKSYNSWET, 1964.  
WYSIGING VAN BYLAE NO. 3 (NO. 3/1/699)**

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 3 by bogenoemde Wet hiermee gewysig in die mate in die Bylae hierby aangetoon.



**N NENE  
ADJUNKMINISTER VAN FINANSIES**

**BYLAE**

Deur die invoeging van die volgende:

Kortingitem	Tarifpos	Kortingkode	TS	Beskrywing	Mate van Korting
320.01	5407.61	01.06	60	Weefstowwe, wat volgens massa, minstens 85 persent nie-getekstureerde poliësterfilament bevat, in dié hoeveelhede, op dié tye en onderhewig aan sodanige voorwaardes wat die Internasionale Handelsadministrasie Kommissie by spesifieke permit mag toelaat, vir gebruik in die vervaardiging van gestoffeerde meubels indeelbaar by tarifpos 94.01	Volle reg
320.01	5903.20.90	01.08	83	Ander tekstielstowwe, gëimpregneer, bestryk, bedek of gelamelleer met polluretaan, in dié hoeveelhede, op dié tye en onderhewig aan sodanige voorwaardes wat die Internasionale Handelsadministrasie Kommissie by spesifieke permit mag toelaat, vir gebruik in die vervaardiging van gestoffeerde meubels indeelbaar by tarifpos 94.01	Volle reg
320.01	5907.00.90	01.08	84	Tekstielstowwe wat op 'n ander wyse gëimpregneer, bestryk of bedek is, in dié hoeveelhede, op dié tye en onderhewig aan sodanige voorwaardes wat die Internasionale Handelsadministrasie Kommissie by spesifieke permit mag toelaat, vir gebruik in die vervaardiging van gestoffeerde meubels indeelbaar by tarifpos 94.01	Volle reg



**NOTICE – CHANGE OF TELEPHONE NUMBERS: GOVERNMENT PRINTING WORKS**

As the mandated government security printer, providing world class security products and services, Government Printing Works has adopted some of the highly innovative technologies to best serve its customers and stakeholders. In line with this task, Government Printing Works has implemented a new telephony system to ensure most effective communication and accessibility. As a result of this development, our telephone numbers will change with effect from 3 February 2014, starting with the Pretoria offices.

The new numbers are as follows:

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- Publications Enquiries : 012 748 6052/6053/6058 [GeneralEnquiries@gpw.gov.za](mailto:GeneralEnquiries@gpw.gov.za)
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  - Debtors : 012 748 6060/6056/6064 [PublicationsDebtors@gpw.gov.za](mailto:PublicationsDebtors@gpw.gov.za)
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- SCM : 012 748 6380/6373/6218
- Debtors : 012 748 6236/6242
- Creditors : 012 748 6246/6274

Please consult our website at [www.gpwonline.co.za](http://www.gpwonline.co.za) for more contact details.

The numbers for our provincial offices in Polokwane, East London and Mmabatho will not change at this stage.

Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001

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