



BUILDING BARGAINING COUNCIL NORTH AND WEST BOLAND: WAGE SCHEDULE

1 NOVEMBER 2020 - 31 OCTOBER 2021
"CONCEPT" (PINK)

HEAD OFFICE: WORCESTER Durban Street 162 PO Box 240 Tel 023 342 0085 Fax 023 347 3630 - **REGIONAL OFFICE: VREDENBURG** 16 Esperia Street PO Box 339 Tel 022 713 3135/8 Fax 022 713 1504
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North and West Boland Wage Schedule applicable for the Areas of: Aurora, Dwarskroersbos, Eendekuil, Hopefield, Langebaan, Paternoster, Piketberg, Porterville, Port-Owen, Redelinghuys, Saldanha, St Helenabaai, St Helenabaai, Stormneusbaai, Veeldrif, Vredenburg and Magisterial District of Moorreesburg.

EMPLOYEE CATEGORY	Employee Basic Earnings per Hour	CONTRIBUTIONS BY THE EMPLOYEE AND THE EMPLOYER ARE PER DAY / MINIMUM WAGE TARIFFS PAYABLE FOR NORMAL TIME WORKED															AREA "B"				
		CONTRIBUTIONS DEDUCTED FROM EMPLOYEES EARNINGS PER DAY (VAT INCLUSIVE)					CONTRIBUTIONS BY EMPLOYERS PER DAY (VAT INCLUSIVE)										Total payable to BBC	Holiday Fund Amount payable to Employee	Benefit Codes		
		BBC Admin Levy	BWU Building Workers Union Subs	Employee Saving Fund	BBC Pension or Provident Fund	Total Deduction from Employee	BBC Admin Levy	(1) Subsidy BBC Pension or Provident Fund	(2) BBC Pension or Provident Fund	TOTAL (1+2) Prow/Pen to be paid	BBC Funeral Benefit Fund	BBC Sick Pay Fund	MBA Levy	MBA Training Levy	Holiday Fund (15 working days)	Public Holidays (10 days)				Total Employer Contribution	
(i) 1	Cleaner	R 22.47	R 4.84	R 3.00	R 1.00	R 8.49	R 17.33	R 4.84	R 4.72	R 13.21	R 17.93		R 2.83	R 2.00	R 2.00	R 11.56	R 7.70	R 48.86	R 66.19	R 11.56	NWAM
(i) 2	Cleaner (New)	R 22.47	R 4.84	R 3.00	R 1.00	R 8.49	R 8.84	R 4.84				R 1.00	R 2.83	R 2.00	R 2.00	R 11.56	R 7.70	R 31.93	R 40.77	R 11.56	NWWM
(ii) 1	Beginner Labourer / Prefabricated concrete wall Labourer	R 22.47	R 4.84	R 3.00	R 1.00	R 8.49	R 17.33	R 4.84	R 4.72	R 13.21	R 17.93		R 2.83	R 2.00	R 2.00	R 11.56	R 7.70	R 48.86	R 66.19	R 11.56	NWBM
(ii) 2	Beginner Labourer / Prefabricated concrete wall Labourer (New)	R 22.47	R 4.84	R 3.00	R 1.00	R 8.49	R 8.84	R 4.84				R 1.00	R 2.83	R 2.00	R 2.00	R 11.56	R 7.70	R 31.93	R 40.77	R 11.56	NWXM
(iii) 1	Labourer	R 22.47	R 4.84	R 3.00	R 1.00	R 8.49	R 17.33	R 4.84	R 4.72	R 13.21	R 17.93		R 2.83	R 2.00	R 2.00	R 11.56	R 7.70	R 48.86	R 66.19	R 11.56	NWCM
(iii) 2	Labourer (New)	R 22.47	R 4.84	R 3.00	R 1.00	R 8.49	R 8.84	R 4.84				R 1.00	R 2.83	R 2.00	R 2.00	R 11.56	R 7.70	R 31.93	R 40.77	R 11.56	NWYM
(iv)	General worker	R 24.29	R 5.23	R 3.00	R 1.00	R 9.18	R 18.41	R 5.23	R 5.10	R 14.28	R 19.38		R 3.06	R 2.00	R 2.00	R 12.49	R 8.33	R 52.49	R 70.90	R 12.49	NWDM
(v) 1	Builder workers & Learner Category 4	R 26.73	R 5.76	R 3.00	R 1.00	R 10.11	R 19.87	R 5.76	R 5.61	R 15.72	R 21.33		R 3.37	R 2.00	R 2.00	R 13.75	R 9.17	R 57.38	R 77.25	R 13.75	NWEM
(v) 2	Builder workers & Learner Category 3	R 29.39	R 6.33	R 3.00	R 1.00	R 11.11	R 21.44	R 6.33	R 6.17	R 17.28	R 23.45		R 3.70	R 2.00	R 2.00	R 15.12	R 10.08	R 62.68	R 84.12	R 15.12	NWFM
(v) 3	Builder workers & Learner Category 2	R 32.34	R 6.97	R 3.00	R 1.00	R 12.22	R 23.19	R 6.97	R 6.79	R 19.02	R 25.81		R 4.07	R 2.00	R 2.00	R 16.63	R 11.09	R 68.57	R 91.76	R 16.63	NWGM
(v) 4	Builder workers & Learner Category 1	R 35.57	R 7.66	R 3.00	R 1.00	R 13.45	R 25.11	R 7.66	R 7.47	R 20.92	R 28.39		R 4.48	R 2.00	R 2.00	R 18.29	R 12.20	R 75.02	R 100.13	R 18.29	NWHM
(vi)	Artisan: Carpet/Floor layer, Crane operator, Painter and Water proofer	R 39.13	R 8.43	R 3.00	R 1.00	R 14.79	R 27.22	R 8.43	R 8.22	R 23.01	R 31.23		R 4.93	R 2.00	R 2.00	R 20.12	R 13.42	R 82.13	R 109.35	R 20.12	NWJM
(vii) 1	Artisans in all other trades	R 43.05	R 9.27	R 3.00	R 1.00	R 16.27	R 29.54	R 9.27	R 9.04	R 25.31	R 34.35		R 5.42	R 2.00	R 2.00	R 22.14	R 14.76	R 89.94	R 119.48	R 22.14	NWKM
(vii) 2	Artisans in all other trades	R 47.36	R 10.20	R 3.00	R 1.00	R 17.90	R 32.10	R 10.20	R 9.95	R 27.85	R 37.80		R 5.97	R 2.00	R 2.00	R 24.36	R 16.24	R 98.57	R 130.67	R 24.36	NWLM
(vii) 3	Artisans in all other trades	R 52.08	R 11.22	R 3.00	R 1.00	R 19.69	R 34.91	R 11.22	R 10.94	R 30.62	R 41.56		R 6.56	R 2.00	R 2.00	R 26.78	R 17.86	R 107.98	R 142.89	R 26.78	NWMM
(vii) 4	Artisans in all other trades	R 57.30	R 12.35	R 3.00	R 1.00	R 21.66	R 38.01	R 12.35	R 12.03	R 33.69	R 45.72		R 7.22	R 2.00	R 2.00	R 29.47	R 19.65	R 118.41	R 156.42	R 29.47	NWNM
(vii) 5	Artisans in all other trades	R 63.02	R 13.58	R 3.00	R 1.00	R 23.82	R 41.40	R 13.58	R 13.23	R 37.06	R 50.29		R 7.94	R 2.00	R 2.00	R 32.41	R 21.61	R 129.83	R 171.23	R 32.41	NWOM
(vii) 6	Artisans in all other trades	R 69.33	R 14.94	R 3.00	R 1.00	R 26.21	R 45.15	R 14.94	R 14.56	R 40.77	R 55.33		R 8.74	R 2.00	R 2.00	R 35.66	R 23.77	R 142.44	R 187.59	R 35.66	NWPM
(vii) 7	Artisans in all other trades	R 76.26	R 16.43	R 3.00	R 1.00	R 28.82	R 49.25	R 16.43	R 16.01	R 44.84	R 60.85		R 9.61	R 2.00	R 2.00	R 39.22	R 26.15	R 156.26	R 205.51	R 39.22	NWQM
(vii) 8	Artisans in all other trades	R 83.88	R 18.07	R 3.00	R 1.00	R 31.71	R 53.78	R 18.07	R 17.61	R 49.32	R 66.93		R 10.57	R 2.00	R 2.00	R 43.14	R 28.76	R 171.47	R 225.25	R 43.14	NWRM
(viii)	Full time Guard: (per 9 hour day)	R 202.25	R 4.84	R 3.00	R 1.00	R 8.49	R 17.33	R 4.84	R 4.72	R 13.21	R 17.93		R 2.83	R 2.00	R 2.00	R 11.56	R 7.70	R 48.86	R 66.19	R 11.56	NWSM
Drivers of motor vehicles and operators which are required to be in possession of a code: (per 9 hour day)																					
(ix) 1	B - Drivers-license	R 240.59	R 5.76	R 3.00	R 1.00	R 10.11	R 19.87	R 5.76	R 5.61	R 15.72	R 21.33		R 3.37	R 2.00	R 2.00	R 13.75	R 9.17	R 57.38	R 77.25	R 13.75	NWEM
(ix) 2	C1 - Drivers-license	R 264.55	R 6.33	R 3.00	R 1.00	R 11.11	R 21.44	R 6.33	R 6.17	R 17.28	R 23.45		R 3.70	R 2.00	R 2.00	R 15.12	R 10.08	R 62.68	R 84.12	R 15.12	NWFM
(ix) 3	C or EB or EC1 - Drivers-license	R 291.07	R 6.97	R 3.00	R 1.00	R 12.22	R 23.19	R 6.97	R 6.79	R 19.02	R 25.81		R 4.07	R 2.00	R 2.00	R 16.63	R 11.09	R 68.57	R 91.76	R 16.63	NWGM
(ix) 4	EC - Drivers-license	R 352.19	R 8.43	R 3.00	R 1.00	R 14.79	R 27.22	R 8.43	R 8.22	R 23.01	R 31.23		R 4.93	R 2.00	R 2.00	R 20.12	R 13.42	R 82.13	R 109.35	R 20.12	NWJM

DESCRIPTIONS:
Building Workers Category 4 includes: Dumper-drivers; Prefabricated concrete wall erectors; Hoist operators; Manufacturing workers; Paving-layers.
Building Workers Category 3 includes: Floor sanding machine operators; Stone and Terrazzo polishing Machine Operators.
Building Workers Category 2 includes: Joinery assemblers; Joinery machine operators.
Building Workers Category 1 includes: Block-layers; Forklift operators; Front-end loader and trench excavator operators and Glaziers.

Minimum wage applicable for the following local municipalities and magisterial district:		ADDITIONAL SAVING BENEFITS AVAILABLE		
Bergvliet local municipality				
Magisterial district of Moorreesburg		NWTM	R 10.00	Savings
Saldanha Bay local municipality		NWUM	R 20.00	Savings
		NWVM	R 50.00	Savings

Sleeping away allowance (when applicable) - R54.45 per night

NB. The Official Public Holidays which occur in workweeks (i.e. From Mondays to Fridays) is separately included in stamps benefits.