



BUILDING BARGAINING COUNCIL NORTH AND WEST BOLAND: WAGE SCHEDULE

1 NOVEMBER 2020 - 31 OCTOBER 2021

"CONCEPT" (PINK)

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North and West Boland Wage Schedule applicable for the Magisterial Districts of: Citrusdal, Clanwilliam, Doringbaai, Elandsbaai, Graafwater, Klaarstroom, Klawer, Koekenaap, Laingsburg, Lambertsbaai, Leeu-Gamka, Lutzville, Matjiesfontein, Merweville, Papendorp, Prince Albert, Strandfontein, Trawal, Van Rhynsdorp, Vredendal and Wuppertal.

CONTRIBUTIONS BY THE EMPLOYEE AND THE EMPLOYER ARE PER DAY / MINIMUM WAGE TARIFFS PAYABLE FOR NORMAL TIME WORKED

EMPLOYEE CATEGORY		Employee Basic Earnings per Hour	CONTRIBUTIONS DEDUCTED FROM EMPLOYEES EARNINGS PER DAY (VAT INCLUSIVE)					CONTRIBUTIONS BY EMPLOYERS PER DAY (VAT INCLUSIVE)										AREA "C"			
			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) Prov/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	Total payable to BBC	Holiday Fund Amount payable to Employee	Benefit Codes
(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	NXAM
(i) 2	Cleaner (New)	R 22.47	R 4.84	R 3.00	R 1.00		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	NXWM
(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	NXBM
(ii) 2	Beginner Labourer / Prefabricated concrete wall Labourer (New)	R 22.47	R 4.84	R 3.00	R 1.00		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	NXXM
(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	NXCM
(iii) 2	Labourer(New)	R 22.47	R 4.84	R 3.00	R 1.00		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	NXYM
(iv)	General worker	R 22.48	R 4.84	R 3.00	R 1.00	R 8.50	R 17.34	R 4.84	R 4.72	R 13.22	R 17.94		R 2.83	R 2.00	R 2.00	R 11.56	R 7.71	R 48.88	R 66.22	R 11.56	NXDM
(v) 1	Builder workers & Learner Category 4	R 24.73	R 5.33	R 3.00	R 1.00	R 9.35	R 18.68	R 5.33	R 5.19	R 14.54	R 19.73		R 3.12	R 2.00	R 2.00	R 12.72	R 8.48	R 53.38	R 72.06	R 12.72	NXEM
(v) 2	Builder workers & Learner Category 3	R 27.20	R 5.86	R 3.00	R 1.00	R 10.28	R 20.14	R 5.86	R 5.71	R 15.99	R 21.70		R 3.43	R 2.00	R 2.00	R 13.99	R 9.33	R 58.31	R 78.45	R 13.99	NXFM
(v) 3	Builder workers & Learner Category 2	R 29.92	R 6.45	R 3.00	R 1.00	R 11.31	R 21.76	R 6.45	R 6.28	R 17.60	R 23.88		R 3.77	R 2.00	R 2.00	R 15.39	R 10.26	R 63.75	R 85.51	R 15.39	NXGM
(v) 4	Builder workers & Learner Category 1	R 32.92	R 7.09	R 3.00	R 1.00	R 12.45	R 23.54	R 7.09	R 6.91	R 19.36	R 26.27		R 4.15	R 2.00	R 2.00	R 16.93	R 11.29	R 69.73	R 93.27	R 16.93	NXHM
(vi)	Artisan: Carpet/Floor layer, Crane operator, Painter and Water proofer	R 37.97	R 8.18	R 3.00	R 1.00	R 14.35	R 26.53	R 8.18	R 7.97	R 22.33	R 30.30		R 4.78	R 2.00	R 2.00	R 19.53	R 13.02	R 79.81	R 106.34	R 19.53	NXJM
(vii) 1	Artisans in all other trades	R 41.75	R 9.00	R 3.00	R 1.00	R 15.78	R 28.78	R 9.00	R 8.77	R 24.55	R 33.32		R 5.26	R 2.00	R 2.00	R 21.47	R 14.32	R 87.37	R 116.15	R 21.47	NXKM
(vii) 2	Artisans in all other trades	R 45.92	R 9.89	R 3.00	R 1.00	R 17.36	R 31.25	R 9.89	R 9.64	R 27.00	R 36.64		R 5.79	R 2.00	R 2.00	R 23.62	R 15.74	R 95.68	R 126.93	R 23.62	NXLM
(vii) 3	Artisans in all other trades	R 50.52	R 10.88	R 3.00	R 1.00	R 19.10	R 33.98	R 10.88	R 10.61	R 29.71	R 40.32		R 6.37	R 2.00	R 2.00	R 25.98	R 17.32	R 104.87	R 138.85	R 25.98	NXMM
(vii) 4	Artisans in all other trades	R 55.57	R 11.97	R 3.00	R 1.00	R 21.01	R 36.98	R 11.97	R 11.67	R 32.68	R 44.35		R 7.00	R 2.00	R 2.00	R 28.58	R 19.05	R 114.95	R 151.93	R 28.58	NXNM
(vii) 5	Artisans in all other trades	R 61.14	R 13.17	R 3.00	R 1.00	R 23.11	R 40.28	R 13.17	R 12.84	R 35.95	R 48.79		R 7.70	R 2.00	R 2.00	R 31.44	R 20.96	R 126.06	R 166.34	R 31.44	NXOM
(vii) 6	Artisans in all other trades	R 67.25	R 14.49	R 3.00	R 1.00	R 25.42	R 43.91	R 14.49	R 14.12	R 39.54	R 53.66		R 8.47	R 2.00	R 2.00	R 34.58	R 23.06	R 138.26	R 182.17	R 34.58	NXPM
(vii) 7	Artisans in all other trades	R 73.98	R 15.94	R 3.00	R 1.00	R 27.96	R 47.90	R 15.94	R 15.54	R 43.50	R 59.04		R 9.32	R 2.00	R 2.00	R 38.05	R 25.36	R 151.71	R 199.61	R 38.05	NXQM
(vii) 8	Artisans in all other trades	R 81.37	R 17.53	R 3.00	R 1.00	R 30.76	R 52.29	R 17.53	R 17.09	R 47.85	R 64.94		R 10.25	R 2.00	R 2.00	R 41.85	R 27.90	R 166.47	R 218.76	R 41.85	NXRM
(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	NXSM
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 222.57	R 5.33	R 3.00	R 1.00	R 9.35	R 18.68	R 5.33	R 5.19	R 14.54	R 19.73		R 3.12	R 2.00	R 2.00	R 12.72	R 8.48	R 53.38	R 72.06	R 12.72	NXEM
(ix) 2	C1 - Drivers-license	R 244.82	R 5.86	R 3.00	R 1.00	R 10.28	R 20.14	R 5.86	R 5.71	R 15.99	R 21.70		R 3.43	R 2.00	R 2.00	R 13.99	R 9.33	R 58.31	R 78.45	R 13.99	NXFM
(ix) 3	C or EB or EC1 - Drivers-license	R 269.35	R 6.45	R 3.00	R 1.00	R 11.31	R 21.76	R 6.45	R 6.28	R 17.60	R 23.88		R 3.77	R 2.00	R 2.00	R 15.39	R 10.26	R 63.75	R 85.51	R 15.39	NXGM
(ix) 4	EC - Drivers-license	R 341.65	R 8.18	R 3.00	R 1.00	R 14.35	R 26.53	R 8.18	R 7.97	R 22.33	R 30.30		R 4.78	R 2.00	R 2.00	R 19.53	R 13.02	R 79.81	R 106.34	R 19.53	NXJM

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:		ADDITIONAL SAVING BENEFITS AVAILABLE	
Cederberg local municipality			
Laingsburg local municipality	NXTM	R 10.00	Savings
Matzikama local municipality	NXUM	R 20.00	Savings
Prince Albert local municipality	NXVM	R 50.00	Savings

Sleeping away allowance (when applicable) - R54.45 per night (Greater Boland : Klaarstroom, Laingsburg, Leeu-Gamka, Matjiesfontein, Merweville and Prince Albert)

Sleeping away allowance (when applicable) - R54.45 per night (West Boland : Clanwilliam, Citrusdal, Doringbaai, Elandsbaai, Graafwater, Klawer, Koekenaap, Lambertsbaai, Lutzville, Papendorp, Strandfontein, Trawal, Van Rhynsdorp, Vredendal and Wuppertal)

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