



BUILDING BARGAINING COUNCIL NORTH AND WEST BOLAND: WAGE SCHEDULE

1 NOVEMBER 2022 - 31 OCTOBER 2023

"CONCEPT" (YELLOW)

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
SATELLITE OFFICES: MOORREESBURG: 52 Long Street Tel 022 433 1133 Fax 022 433 1133; CERES: 86J Voortrekker Street Tel 023 316 1119 Fax 023 316 1119; ROBERTSON: 48 Van Reenen Street Tel 023 626 4858 Fax 023 626 4858; SWELLENDAAM: 19 Voortrekker Street Tel 028 514 3499 Fax 028 514 3499

North and West Boland Wage Schedule applicable for the areas of : Agulhas, Ariston/Waenhuiskrans, Botrivier, Bredasdorp, Caledon, Elim, Genadendal, Grabouw, Greyton, Klipdale, Napier, Proteem, Riviersonderend, Struisbaai and Villiersdorp.

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 "D"				
			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) 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 (11 days)	Total Employer Contribution
(i) 1	Cleaner	R 23.84	R 5.14	R 3.00	R 1.00	R 9.01	R 18.15	R 5.14	R 5.01	R 14.02	R 19.03		R 3.00	R 2.50	R 2.50	R 12.26	R 8.99	R 53.42	R 71.57	R 12.26	NZAO
(i) 2	Cleaner (New)	R 23.84	R 5.14	R 3.00	R 1.00		R 9.14	R 5.14				R 1.00	R 3.00	R 2.50	R 2.50	R 12.26	R 8.99	R 35.39	R 44.53	R 12.26	NZWO
(ii) 1	Beginner Labourer / Prefabricated concrete wall Labourer	R 23.84	R 5.14	R 3.00	R 1.00	R 9.01	R 18.15	R 5.14	R 5.01	R 14.02	R 19.03		R 3.00	R 2.50	R 2.50	R 12.26	R 8.99	R 53.42	R 71.57	R 12.26	NZBO
(ii) 2	Beginner Labourer / Prefabricated concrete wall Labourer (New)	R 23.84	R 5.14	R 3.00	R 1.00		R 9.14	R 5.14				R 1.00	R 3.00	R 2.50	R 2.50	R 12.26	R 8.99	R 35.39	R 44.53	R 12.26	NZ XO
(iii) 1	Labourer	R 23.84	R 5.14	R 3.00	R 1.00	R 9.01	R 18.15	R 5.14	R 5.01	R 14.02	R 19.03		R 3.00	R 2.50	R 2.50	R 12.26	R 8.99	R 53.42	R 71.57	R 12.26	NZCO
(iii) 2	Labourer (New)	R 23.84	R 5.14	R 3.00	R 1.00		R 9.14	R 5.14				R 1.00	R 3.00	R 2.50	R 2.50	R 12.26	R 8.99	R 35.39	R 44.53	R 12.26	NZYO
(iv)	General worker	R 25.00	R 5.39	R 3.00	R 1.00	R 9.45	R 18.84	R 5.39	R 5.25	R 14.70	R 19.95		R 3.15	R 2.50	R 2.50	R 12.86	R 9.43	R 55.78	R 74.62	R 12.86	NZDO
(v) 1	Builder workers & Learner Category 4	R 27.50	R 5.93	R 3.00	R 1.00	R 10.40	R 20.33	R 5.93	R 5.78	R 16.17	R 21.95		R 3.47	R 2.50	R 2.50	R 14.14	R 10.37	R 60.86	R 81.19	R 14.14	NZEO
(v) 2	Builder workers & Learner Category 3	R 30.25	R 6.52	R 3.00	R 1.00	R 11.44	R 21.96	R 6.52	R 6.35	R 17.79	R 24.14		R 3.81	R 2.50	R 2.50	R 15.56	R 11.41	R 66.44	R 88.40	R 15.56	NZFO
(v) 3	Builder workers & Learner Category 2	R 33.29	R 7.17	R 3.00	R 1.00	R 12.58	R 23.75	R 7.17	R 6.99	R 19.58	R 26.57		R 4.19	R 2.50	R 2.50	R 17.12	R 12.56	R 72.61	R 96.36	R 17.12	NZGO
(v) 4	Builder workers & Learner Category 1	R 36.61	R 7.89	R 3.00	R 1.00	R 13.84	R 25.73	R 7.89	R 7.69	R 21.53	R 29.22		R 4.61	R 2.50	R 2.50	R 18.83	R 13.81	R 79.36	R 105.09	R 18.83	NZHO
(vi)	Artisan: Carpet/Floor layer, Crane operator, Painter and Water proofer	R 40.28	R 8.68	R 3.00	R 1.00	R 15.23	R 27.91	R 8.68	R 8.46	R 23.68	R 32.14		R 5.08	R 2.50	R 2.50	R 20.71	R 15.19	R 86.80	R 114.71	R 20.71	NZJO
(vii) 1	Artisans in all other trades	R 44.30	R 9.54	R 3.00	R 1.00	R 16.74	R 30.28	R 9.54	R 9.30	R 26.05	R 35.35		R 5.58	R 2.50	R 2.50	R 22.78	R 16.71	R 94.96	R 125.24	R 22.78	NZKO
(vii) 2	Artisans in all other trades	R 48.72	R 10.50	R 3.00	R 1.00	R 18.42	R 32.92	R 10.50	R 10.23	R 28.65	R 38.88		R 6.14	R 2.50	R 2.50	R 25.06	R 18.37	R 103.95	R 136.87	R 25.06	NZLO
(vii) 3	Artisans in all other trades	R 53.59	R 11.55	R 3.00	R 1.00	R 20.26	R 35.81	R 11.55	R 11.25	R 31.51	R 42.76		R 6.75	R 2.50	R 2.50	R 27.56	R 20.21	R 113.83	R 149.64	R 27.56	NZMO
(vii) 4	Artisans in all other trades	R 58.96	R 12.70	R 3.00	R 1.00	R 22.29	R 38.99	R 12.70	R 12.38	R 34.67	R 47.05		R 7.43	R 2.50	R 2.50	R 30.32	R 22.24	R 124.74	R 163.73	R 30.32	NZNO
(vii) 5	Artisans in all other trades	R 64.86	R 13.97	R 3.00	R 1.00	R 24.52	R 42.49	R 13.97	R 13.62	R 38.14	R 51.76		R 8.17	R 2.50	R 2.50	R 33.36	R 24.46	R 136.72	R 179.21	R 33.36	NZOO
(vii) 6	Artisans in all other trades	R 71.34	R 15.37	R 3.00	R 1.00	R 26.97	R 46.34	R 15.37	R 14.98	R 41.95	R 56.93		R 8.99	R 2.50	R 2.50	R 36.69	R 26.91	R 149.89	R 196.23	R 36.69	NZPO
(vii) 7	Artisans in all other trades	R 78.48	R 16.91	R 3.00	R 1.00	R 29.67	R 50.58	R 16.91	R 16.48	R 46.15	R 62.63		R 9.89	R 2.50	R 2.50	R 40.36	R 29.60	R 164.39	R 214.97	R 40.36	NZQO
(vii) 8	Artisans in all other trades	R 86.33	R 18.60	R 3.00	R 1.00	R 32.63	R 55.23	R 18.60	R 18.13	R 50.76	R 68.89		R 10.88	R 2.50	R 2.50	R 44.40	R 32.56	R 180.33	R 235.56	R 44.40	NZRO
(viii)	Full time Guard: (per 9 hour day)	R 214.56	R 5.14	R 3.00	R 1.00	R 9.01	R 18.15	R 5.14	R 5.01	R 14.02	R 19.03		R 3.00	R 2.50	R 2.50	R 12.26	R 8.99	R 53.42	R 71.57	R 12.26	NZSO
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 247.50	R 5.93	R 3.00	R 1.00	R 10.40	R 20.33	R 5.93	R 5.78	R 16.17	R 21.95		R 3.47	R 2.50	R 2.50	R 14.14	R 10.37	R 60.86	R 81.19	R 14.14	NZEO
(ix) 2	C1 - Drivers-license	R 272.25	R 6.52	R 3.00	R 1.00	R 11.44	R 21.96	R 6.52	R 6.35	R 17.79	R 24.14		R 3.81	R 2.50	R 2.50	R 15.56	R 11.41	R 66.44	R 88.40	R 15.56	NZFO
(ix) 3	C or EB or EC1 - Drivers-license	R 299.61	R 7.17	R 3.00	R 1.00	R 12.58	R 23.75	R 7.17	R 6.99	R 19.58	R 26.57		R 4.19	R 2.50	R 2.50	R 17.12	R 12.56	R 72.61	R 96.36	R 17.12	NZGO
(ix) 4	EC - Drivers-license	R 362.52	R 8.68	R 3.00	R 1.00	R 15.23	R 27.91	R 8.68	R 8.46	R 23.68	R 32.14		R 5.08	R 2.50	R 2.50	R 20.71	R 15.19	R 86.80	R 114.71	R 20.71	NZJO

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 for the following local municipalities:			ADDITIONAL SAVING BENEFITS AVAILABLE		
Cape Agulhas local municipality	NZTO	R 10.00	Savings		
Theewaterskloof local municipality	NZUO	R 20.00	Savings		
	NZVO	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.