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**GOVERNMENT NOTICES
GOEWERMENTSKENNISGEWINGS**

**DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES
DEPARTEMENT VAN LANDBOU, BOSBOU EN VISSERIE**

No. R. 708

9 September 2011

MARKETING OF AGRICULTURAL PRODUCTS ACT, 1996

(ACT No. 47 OF 1996)

ESTABLISHMENT OF A STATUTORY MEASURE AND

DETERMINATION OF GUIDELINE PRICES:

LEVIES RELATING TO LUCERNE SEED AND LUCERNE HAY

I, Tina Joemat-Pettersson, Minister of Agriculture, Forestry and Fisheries, acting under sections 13 and 15 of the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996), hereby-

- (a) establish the statutory measure set out in the Schedule hereto;

- (b) determine the guideline prices for –
 - (i) lucerne hay as R1 200 per ton and
 - (ii) lucerne seed as R60 per kg.

**TINA JOEMAT-PETTERSSON,
MINISTER OF AGRICULTURE, FORESTRY AND FISHERIES.**

SCHEDULE

Definitions

1. In this Schedule any word or expression to which a meaning has been assigned in the Act shall have that meaning, and unless the context otherwise indicates-

“cleaned lucerne seed” means lucerne seed cleaned in terms of the Plant Improvement Act, 1976 (Act No. 53 of 1976);

“commercial purpose” means the buying and selling of lucerne seed or lucerne hay for commercial gain;

“dealing” means the buying and selling of lucerne seed or lucerne hay, whether for the account of the person thus dealing therein, or for the account of somebody else;

“lucerne” means lucerne seed or lucerne hay;

“lucern seed cleaner” means a person that cleans lucerne seed in terms of the Plant Improvement Act, 1976 (Act No. 53 of 1976);

“lucerne hay” means hay produced from lucerne;

“lucerne hay dealer” means a person dealing with lucerne hay;

“lucerne seed” means any locally produced and imported lucerne seed;

“NIR Instrument” means a near infrared spectroscopy instrument used for the grading of lucerne hay and accredited with the NLT;

“NLT” means the National Lucerne Trust; and

“the Act” means the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996).

Purpose and aims of statutory measure and the relation thereof to objectives of the Act

2. The purpose and aims of this statutory measure are to provide financial support to lucerne information, transformation and research functions, which have been identified by the lucerne industry as essential and in the interest of the industry as a whole.

These functions are:

- Cleaning, grading and classification standards and services;
- The collection and dissemination of statistics and other information;
- Liaison with Government and other role-players on industry issues;
- Small farmers development and training; and
- Research relating to lucerne seed and lucerne hay.

The establishment of the measure should assist in promoting the efficiency of the marketing of lucerne hay and seed. The viability of the lucerne industry should thus be enhanced.

The measure is not detrimental to any of the objectives of the Act, and in particular will not be detrimental to the number of employment opportunities or fair labour practice in the lucerne industry.

The measure will be administered by the National Lucerne Trust, who will act in terms of the mandate on behalf of the lucerne industry.

Product to which statutory measure applies

3. This statutory measure shall apply to lucerne.

Area in which statutory measure applies

4. This statutory measure shall apply within the geographical area of the Republic of South Africa.

Imposition of levies

5. Levies are hereby imposed on -

- (a) Cleaned lucerne seed produced for commercial purposes;

- (b) Lucerne hay produced for commercial purposes not analysed by the NIR Instrument;
- (c) Lucerne hay produced for commercial purposes analysed by the NIR Instrument.

Amount of levies

6. The amounts (VAT excluded) of the levies imposed in terms of clause 5 shall be-
- (a) 60c per kg on clean seed;
 - (b) R3 per ton on lucerne hay not analysed by a NIR Instrument; and
 - (c) R5 per ton for lucerne hay analysed by a NIR Instrument.

Persons by whom levies are payable

7. (1) The levies payable in terms of clause 5 shall be payable—

- (a) in the case of a levy contemplated in clause 5(a), be payable by the lucerne seed cleaner;
- (b) in the case of a levy contemplated in clause 5(b), be payable by the first lucerne hay dealer dealing with such lucerne hay; and
- (d) in the case of a levy contemplated in clause 5(c), be payable by the owner of the NIR Instrument.

(2) A levies paid by a person referred to in —

- (a) subclause (1)(a) may be recovered from the person submitting the lucerne seed concerned for cleaning;
- (b) subclause (1)(b) may be recovered from the person from whom such lucerne hay is obtained;
- (c) subclause (1)(c) may be recovered from the person submitting such lucerne hay for analysis.

Payment of levies

8.(1) Payment of a levy imposed in terms of clause 5 shall be made by the persons contemplated in clause 7, not later than the last day of the month following the month in

which the lucerne seed was submitted for cleaning, or the lucerne hay was obtained or analysed.

(2) Payment to the NLT, together with the returns required by the NLT shall –

(a) be submitted, when forwarded by post, to -

The Manager
National Lucerne Trust
P.O. Box 185
OUDTSHOORN
6620

(b) when delivered by hand, be delivered to –

The Manager
National Lucerne Trust
152 St John Street
OUDTSHOORN
6625

(c) when transferred electronically, be paid into the bank account of the NLT, ABSA account number 1120156566, branch code 63225.

Administration of levies

9. The statutory measure shall be administered by the NLO. Approximately 70% of levy income will be spent on core activities (research and information functions), not more than 10% on administration and 20% on transformation (development of emerging farmers). The levies shall be accounted for, in a manner and to the extent acceptable to the Auditor-General, separately from any other funds or assets under the control of the NLT. Annual audited financial statements will be submitted to the National Agricultural Marketing Council and the Auditor-General, with the percentage allocated towards transformation clearly indicated and accompanied by a report stating how the objectives of the levy have been met. Any deficit at the date of termination of this statutory measure shall be for the account of the NLT. The Minister of Agriculture, Forestry and Fisheries shall decide on the application of any surplus levies at the date of termination of the statutory measure.

Commencement and period of validity

10. This statutory measure shall come into operation on the date of publication thereof and shall lapse three years later.

No. R. 708

9 September 2011

WET OP DIE BEMARKING VAN LANDBOUPRODUKTE, 1996

(WET No. 47 VAN 1996)

INSTELLING VAN STATUTêRE MAATREël EN BEPALINGS VAN RIGLYNPRYS:**HEFFING BETREFFENDE LUSERN SAAD EN LUSERN HOOI**

Ek, Tina Joemat-Pettersson, Minister van Landbou, Bosbou en Visserye, handelende kragtens artikels 13 en 15 van die Wet op die Bemarking van Landbouprodukte, 1996 (Wet No. 47 van 1996)-

- (a) stel hiermee die statutêre maatreël in die Bylae uiteengesit, in;
- (b) bepaal hierby die riglynpryse vir –
 - (i) Lusernhooi as R1 200 per ton en
 - (ii) Lusernsaad as R60 per kg.

TINA JOEMAT-PETTERSSON,**MINISTER VAN LANDBOU, BOSBOU EN VISSERYE.**

BYLAE

Woordomskrywing

1. In hierdie Bylae het enige woord of uitdrukking waaraan 'n betekenis in die Wet geheg is, daardie betekenis en, tensy uit die samehang anders blyk, beteken -

“handel” die koop en verkoop van lusernsaad of lusernhooi, vir die rekening van die persoon wat daarmee handel dryf of namens iemand anders daarmee handel;

“kommersiële doeleindes” die koop en verkoop van lusernsaad of lusernhooi vir kommersiële wins”

“lusern” lusernsaad of lusernhooi;

“lusernhooi” die hooi van lusern geproduseer;

“lusernhooi handelaar” die persoon wat met lusernhooi handel dryf;

“lusernsaad skoonmaker” die persoon wat lusernsaad skoonmaak in terme van die Plantverbeteringswet, 1976 (Wet No. 53 van 1976);

“lusernsaad” die plaaslik geproduseerde en ingevoerde lusernsaad;

“NIRS Instrument” die Naby-infrarooi spektroskopie instrument wat vir die gradering van lusernhooi gebruik word en geakriditeer is by die NLT;

“NLT” die Nasionale Lusern Trust;

“skoongemaakte lusernsaad” lusernsaad skoongemaak in terme van die Plantverbeteringswet, 1976 (Wet No. 53 van 1976);

“die Wet” die Wet op Bemaking van Landbouprodukte, 1996 (Wet No.47 van 1996) soos gewysig.

Oogmerk en doelwitte van statutêre maatreël en die verband daarvan met die oogmerke van die Wet

2. Die oogmerke en doelwitte van hierdie statutêre maatreël is om finansiële ondersteuning aan die lusern navorsing-, inligtings- en ontwikkelings-funksies te verleen wat deur die lusernbedryf as noodsaaklik en in belang van die bedryf as geheel geïdentifiseer is.

Hierdie funksies sluit die volgende in:

- Skoonmaak, gradering en klassifisering standarde en dienste;
- Die insameling en verspreiding van statistiek en ander inligting;
- Onderhandelings met regering en ander instansies insake bedryfsaange-leenthede;
- Kleinboer ontwikkeling en opleiding; en
- Navorsing betreffende lusernsaad en lusernhooi.

Die instelling van die maatreël sal die effektiwiteit van die bemarking van lusernsaad en lusernhooi bevorder. Die lewensvatbaarheid van die lusernbedryf sal versterk word.

Die maatreël is nie teenstrydig met enige van die oogmerke van die Wet nie, en sal nie werkseleenthede of regverdige arbeidpraktyke benadeel nie.

Die maatreël sal deur die NLT geadministreer word, wat sal handel volgens sy mandaat in belang van die lusernbedryf.

Produk waarop statutêre maatreël van toepassing is

3. Hierdie statutêre maatreël is op lusern van toepassing.

Gebied waarin statutêre maatreël van toepassing is

4. Hierdie statutêre maatreël is in die geografiese gebied van die Republiek van Suid-Afrika van toepassing.

Instel van heffings

5. 'n Heffing word hiermee ingestel op -
- (a) Skoongemaakte lusernsaad geproduseer vir kommersiële doeleindes;
 - (b) Lusernhooi geproduseer vir kommersiële doeleindes wat deur die NIRS Instrument geanaliseer is nie;
 - (c) Lusernhooi geproduseer vir kommersiële doeleindes wat deur die NIRS Instrument geanaliseer is.

Bedrag van heffings

5. Die bedrae van die heffings (BTW uitgesluit) is soos volg:
- (a) 60c per kg op skoon saad;
 - (b) R3 per ton op lusernhooi nie deur die NIRS Instrument geanaliseer nie; en
 - (c) R5 per ton op lusernhooi deur die NIRS Instrument geanaliseer.

Persone deur wie heffings betaalbaar is

7. (1) Die heffings wat in terme van klousule 5 opgelê is, sal betaalbaar wees deur-
- (a) in geval van die heffing genoem in klousule 5(a), deur die lusernsaad skoonmaker;
 - (b) in geval van die heffing genoem in klousule 5(b), deur die eerste lusernhooi handelaar; en
 - (c) in geval van die heffing genoem in klousule 5(c), deur die eienaar van die NIRS Instrument.
- (2) Die heffings betaal deur die persoon genoem in –
- (a) subklousule (1)(a) mag verhaal word van die persoon wat die betrokke lusernsaad lewer vir skoonmaak;
 - (b) subklousule (1)(b) mag verhaal word van die persoon van wie die betrokke lusernhooi verkry is;
 - (c) subklousule (1)(c) mag verhaal word van die persoon wat die betrokke lusernhooi gestuur het vir analise.

Betaling van heffings

8. (1) Die betaling van die heffings opgelê in terme van klousule 5 sal gemaak word deur die persone bedoel in klousule 7, nie later nie as die laaste dag van die maand volgende op die maand waarin die lusernsaad versend is vir skoonmaak, of die lusernhooi verkry of geanaliseer is.
- (2) Betaling moet ten gunste van NLT uitgemaak word, en moet -
- (a) wanneer per pos gestuur, geadresseer wees aan –
Die Bestuurder
Nasionale Lusern Trust
Posbus 185
OUDTSHOORN
6620
 - (b) wanneer per hand afgelewer, afgelewer word by –
Die Bestuurder
Nasionale Lusern Trust
St John Straat 152
OUDTSHOORN
6625
 - (c) Indien elektronies oorbetal, na die bankrekening van die NLT, ABSA rekening nommer 1120156566, takkode 63225.

Administrasie van heffings

9. Hierdie statutêre maatreël sal deur die NLT geadmistrateer word. Ongeveer 70% van heffings inkomste sal op primêre funksies (navorsing en inligting), nie meer as 10% op administrasie en 20% op transformasie (ontwikkeling van opkomende boere) spandeer word. Heffings sal bestuur word op 'n manier aanvaarbaar vir die Ouditeur Generaal, apart van enige ander fondse of bates beheer deur die NLT. Jaarlikse geouditeerde finansiële state sal aan die Nasionale Landboubemarkingsraad en Ouditeur Generaal gestuur word, met die bedrae toegewys aan transformasie duidelik uitgewys en gestaaf deur 'n verslag wat aandui hoe die doelwitte van die heffing behaal is. Enige tekort op die vervaldatum van hierdie statutêre maatreël sal vir die rekening van die NLT wees. Die Minister van Landbou, Bosbou en Visserye sal oor die aanwending van enige surplus heffingsfondse, op die vervaldatum van die statutêre maatreël, besluit.

Inwerkingtreding en tydperk van geldigheid

10. Hierdie statutêre maatreël tree in werking op die dag van publikasie en sal drie jaar later verstryk.
-

No. R. 709

9 September 2011

LIQUOR PRODUCTS ACT, 1989
(ACT No. 60 OF 1989)

REGULATIONS : AMENDMENT *

The Minister of Agriculture, acting in terms of section 27 of the Liquor Products Act, 1989 (Act No. 60 of 1989), has made the regulations in the Schedule.

- * To provide for amendments to the fees payable in respect of anything done under this Act, or which is required to be so done.

SCHEDULE

Definition

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 624 of 13 July 2001 as amended by Government Notice No. R. 685 of 17 May 2002, No. R. 618 of 9 May 2003, R.1071 of 17 September 2004, R.284 of 1 April 2005, R. 270 of 31 March 2006, R.162 of 2 March 2007 and R 562 of 22 May 2009.

Amendment of table of fees payable

2. Table of fees payable is hereby amended by the substitution for the table of the following table :

No. R. 709

9 September 2011

WET OP DRANKPRODUKTE, 1989
(WET No. 60 VAN 1989)

REGULASIES : WYSIGING *

Die Minister van Landbou, het kragtens artikel 27 van die Wet op Drankprodukte, 1989 (Wet No. 60 van 1989), die regulasies in die Bylae uitgevaardig.

- * Om voorsiening te maak vir tariefaanpassings ten opsigte van enige iets wat kragtens hierdie Wet gedoen word, of wat verlang word om aldus gedoen te word.

BYLAE

Woordomskrywing

1. In hierdie Bylae beteken "die Regulasies" die regulasies gepubliseer by Goewermentskennisgewing No. R. 624 van 13 Julie 2001 soos gewysig deur Goewermentskennisgewing No. R.685 van 17 Mei 2002, R. 618 van 9 Mei 2003, R.1071 van 17 September 2004, R.284 van 1 April 2005, R. 270 van 31 Maart 2006, R.162 van 2 Maart 2007 en R.562 van 22 Mei 2009.

Wysiging van tabel van gelde betaalbaar

2. Tabel van gelde betaalbaar word deur die volgende tabel vervang:

TABLE OF FEES PAYABLE/ TABEL VAN GELDE BETAALBAAR

[Section 27(1)(k) of the Act / van die Wet]

Purpose of Payment	Amount	Doel van Betaling	Bedrag
1. Application for the registration of a code number [reg. 2(1)]	R78,00 per Application	1. Aansoek om die registrasie van 'n kodenommer [reg. 2(1)]	R78,00 per aansoek
2. Annual maintenance of the registration of a code number [reg. 2(2)]	R204,00 per Application	2. Jaarlikse instandhouding van die registrasie van 'n kodenommer [reg. 2(2)]	R204,00 per aansoek
3. Application for an import certificate (a) In the case of a product intended for importation in bulk; (b) in the case of product intended for import in the labelled containers in which it will be sold (c) in the case of a product imported as bona fide trade samples or for purposes other than the sale thereof [reg. 3]	R285,00 per Application R166,00 per application R23,00 per litre or a portion thereof	3. Aansoek om invoersertifikaat (a) in die geval van 'n produk wat vir invoer in stortmaat beoog word; (b) in die geval van 'n produk wat vir invoer beoog word in die geëtiketteerde houers waarin dit verkoop sal word (c) In die geval van 'n produk wat as bona fide handelsmonster of vir ander doeleindes as die verkoop daarvan ingevoer is. [reg. 3]	R285,00 per aansoek R166,00 per aansoek R23,00 per liter of gedeelte daarvan
Purpose of Payment	Amount	Doel van Betaling	Bedrag
4. Analysis of a sample of a product intended for	R402,00 plus analysis fee as	4. Aansoek om 'n ontledingssertifikaat	R402,00 plus ontledingstarief

import and in respect of which an acceptable certificate of analysis was not provided. [reg. 4]	per general liquor analysis tariffs	[reg. 4]	soos per algemene drank ontledingstariewe
<p>5. Application for a removal certificate:</p> <p>(a) In the case of a product imported in bulk</p> <p>(b) in the case of a product that has been imported in the labeled containers in which it will be sold and</p> <p>(c) in the case of a product imported as a bona fide trade sample or for other purposes than the sale thereof [reg. 5]</p>	<p>Nil</p> <p>R83,00 per application plus R3,50 per hl or Portion thereof</p> <p>Nil</p>	<p>5. Aansoek om 'n verwyderingsertifikaat:</p> <p>(a) In die geval van 'n produk in stortmaat ingevoer</p> <p>(b) in die geval van 'n produk wat ingevoer is in die geëtiketteerde houers waarin dit verkoop sal word</p> <p>(c) in die geval van 'n produk wat as 'n bona fide handelsmonster of vir ander doeleindes as die verkoop daarvan ingevoer is. [reg. 5]</p>	<p>Nul</p> <p>R83,00 per aansoek plus R3,50 per hl of gedeelte daarvan</p> <p>Nul</p>

Purpose of Payment	Amount	Doel van Betaling	Bedrag
6(a) Application for a permission for the blending or sale after bottling of a liquor product imported in bulk	R626,00 per application	6(a)Aansoek om 'n toestemming vir die vermenging of verkoop van bottelering van 'n drankprodukt wat in stortmaat ingevoer is.	R626,00 per aansoek
6(b)Application for a permission for the blending or sale after bottling of a liquor product imported in bulk, for consecutive bottling batches of the same blend where inspection have not been performed [reg. 6]	R470,00 per application	6(b)Aansoek om 'n toestemming vir die vermenging of verkoop van bottelering van 'n drankprodukt wat in stortmaat ingevoer is, vir agtereenvolgende bottelingslotte van dieselfde vermenging waar 'n inspeksie nie uitgevoer is nie.. [reg. 6]	R470,00 per aansoek
7. Application for export certificate [Reg 7]:		7. Aansoek om uitvoersertifikaat [Reg 7] :	
(a) in the case of a liquor product in respect of which sampling is required under regulation 52(1) of the Liquor Products Act Regulations;	R75,00 per application plus R5,00 per hl or portion thereof, to the first 100 hl plus analysis fee as per general liquor analysis tariffs	(a) in die geval van 'n produk wat bemonstering vereis ingevolge regulasie 52(1) van die Wet op Drankprodukte Regulasies;	R75,00 per aansoek plus R5,00 per hl of gedeelte daarvan tot die eerste 100 hl plus ontledingstarief soos per algemene drankontledingstariewe
(b) in the case of a liquor product in respect of which exemption from sampling is granted under regulation	R36,00 per application plus R5,00 per hl or a portion thereof to the first 100 hl	(b) in die geval van 'n drankprodukt wat vrygestel is van bemonstering ingevolge regulasie 52(7) van die Wet op	R36,00 per aansoek plus R5,00 per hl of gedeelte daarvan tot die eerste 100 hl

Purpose of Payment	Amount	Doel van Betaling	Bedrag
<p>52(7) of the Liquor Products Regulations.</p> <p>(c) In the case of a liquor product in respect of which a renewal of the sensorial grace period is required under regulation 52(1) and (7) of the Liquor Products Act Regulations</p>	<p>R150,00 per application, plus analysis fee as per general liquor analysis tariffs.</p>	<p>Drankprodukte Regulasies;</p> <p>(b) In die geval van 'n drankprodukt wat se sensoriese grasie periode 'n hernuwing vereis ingevolge regulasies 52(1) en (7) van die Wet op Drankprodukte Regulasies;</p>	<p>R150,00 per aansoek, plus ontledingstarief soos per algemene drank-ontledingstariewe</p>
<p>(d) in the case of liquor products included in domestic or personal possession of a person leaving the Republic temporarily or permanently, or which is intended as a gift or bona fide trade sample and which is not more than 100 litres each of liquor products which differ in container, composition and labelling, or which is exported by a person who is visiting the Republic as a bona fide tourist, or for use by a Head of State or diplomatic Representative of the Republic [reg. 51(4)(a) and (b) of the Liquor Products Act Regulations];</p> <p>(e) in the case of a liquor product, grape juice or concentrated must</p>	<p>R48,00 per application</p> <p>R36,00 per application</p>	<p>(d) in die geval van drankprodukte ingesluit in huishoudelike of persoonlike besittings van 'n persoon wat die Republiek tydelik of permanent verlaat, of wat as 'n geskenk of bona fide handelsmonster bedoel is en wat nie meer as 100 liter elk van drankprodukte wat in houer, samestelling en etikettering verskil, of wat as bona fide toeris besoek uitgevoer word, of vir die gebruik deur Staatshoofde of diplomatieke verteenwoordigers van die Republiek [reg. 51(4)(a) en (b) van die Wet op Drankprodukte Regulasies];</p> <p>(e) in die geval van 'n drankprodukt, druive sap of gekonsen-</p>	<p>R48,00 per aansoek</p> <p>R36,00 per aansoek</p>

Purpose of Payment	Amount	Doel van Betaling	Bedrag
<p>being exported to a destination in the European Community [reg. 51(2)(c) of the Liquor Products Act Regulations];</p> <p>(f) In the case of inspections being done on export consignments after official working hours [reg. 54 of the Liquor Products Act Regulations]</p> <p>(g) In the case of re-prints requested on Wine Online</p>	<p>R355,00 per 30 minutes or portion thereof (travel time included)</p> <p>R30,00 per application</p>	<p>mos wat na 'n bestemming in die Europese Unie uitgevoer word [reg.51(2)(c) van die Wet op Drankprodukte Regulasies];</p> <p>(f) In die geval van inspeksies wat gedoen word op uitvoer besendings na amptelike werksure [reg. 54 van die Wet op Drankprodukte Regulasies]</p> <p>(g) In die geval van kansellaries of herdruk aansoeke op Wine Online</p>	<p>R355,00 per 30 minute of gedeelte daarvan (reistyd ingesluit)</p> <p>R30,00 per aansoek</p>
<p>8. Application for an authorisation for the sale of a sacramental beverage or an alcoholic beverage obtained by the alcoholic fermentation of the juice of oranges with cane sugar or mead</p> <p>[reg. 8(1)]</p>	<p>R556,00 per application</p>	<p>8. Aansoek om magtiging vir die verkoop van sakramentele drank, 'n alkoholiese drank verkry deur die alkoholiese gisting van die sap van lemoene tesame met rietsuiker of heuningdrank</p> <p>[reg. 8(1)]</p>	<p>R556,00 per aansoek</p>
<p>9. Annual maintenance of an authorisation referred to in Item 8</p> <p>[reg. 8(2)]</p>	<p>R412,00 per authorization</p>	<p>9. Jaarlikse instandhouding van 'n magtiging in Item 8 bedoel.</p> <p>[reg. 8(2)]</p>	<p>R412,00 per magtiging</p>
<p>10. Lodging of an appeal against a decision or direction by the Administering Officer or the Wine and Spirit Board[reg. 9]</p>	<p>R4280,00 per appeal</p>	<p>10. Indiening van 'n appél teen die beslissing of lasgewing deur die Beherende Amptenaar of die Wyn-en-Spiritusraad [reg. 9]</p>	<p>R4280,00 per appél</p>

Purpose of Payment	Amount	Doel van Betaling	Bedrag
<p>11. General Liquor</p> <p>Analysis :</p> <p>(all analysis fees will be charged separately from the administrative fees for applications referred to in tariff 7)</p>		<p>11. Algemene Drank</p> <p>Ontledings :</p> <p>(alle ontledingstariewe sal afsonderlik gehef word van administratiewe tariewe vir aansoeke soos aangedui onder tarief 7)</p>	
(a) Density of sample (pycnometric method)/Specific Gravity/Total Dry Extract/Total Alcoholic Strength/Apparent Alcoholic Strength/Potential Alcoholic Strength/Obscured Alcoholic Strength/Alcoholic Strength	R 35,00 per sample	(a) Digtheid van monster (pycnometriese metode)/Soortgelyke gewig/Totale Droë Ekstrak/Totale Alkoholiese Sterkte/Skynbare Alkoholiese Sterkte/Potensiële Alkoholiese Sterkte/Verbergde Alkoholiese Sterkte/Alkoholiese Sterkte	R35,00 per monster
(b) Alcoholic Strength by Volume (Wine and Spirit Board as client)	R8,00 per sample	(b) Alkoholsterkte per Volume (Wyn-en-Spiritusraad as kliënt)	R8,00 per monster
(c) Reducing Sugar	R31,00 per sample	(c) Reduserende Suiker	R31,00 per monster
(c) Volatile Acidity	R21,00 per sample	(d) Vlughtige Suur	R21,00 per monster
(d) Total Titratable Acidity/pH	R 18,00 per sample	(e) Totale Titreerbare Suur/pH	R 18,00 per monster
(e) Sulphur Dioxide Free (Ripper Method)	R15,00 per sample	(f) Vry Swaweldioksied (Ripper metode)	R15,00 per monster

Purpose of Payment	Amount	Doel van Betaling	Bedrag
(f) Sulphur Dioxide Free (Aspiration Method)	R31,00 per sample	(g) Vry Swaweldioksied (Aspirasie metode)	R31,00 per monster
(g) Sulphur Dioxide Total (Ripper Method)	R15,00 per sample	(h) Totale Swaweldioksied (Ripper metode)	R15,00 per monster
(i) Sulphur Dioxide Total (Aspiration Method)	R31,00 per sample	(h) Totale Swaweldioksied (Aspirasie Metode)	R31,00 per monster
(j) Esters	R131,00 per sample	(j) Esters	R131,00 per monster
(k) Higher Alcohol	R109,00 per Sample	(k) Hoër Alkohol	R109,00 per monster
(l) Methanol	R109,00 per sample	(l) Metanol	R109,00 per monster
(m) Sorbic Acid	R109,00 per sample	(m) Sorbiensuur	R109,00 per monster
(n) Ascorbic Acid	R201,00 per sample	(n) Askorbiensuur	R201,00 per monster
(o) Citric Acid	R201,00 per sample	(o) Sitroensuur	R201,00 per monster
(p) Bentonite Addition	R58,00 per sample	(p) Bentoniet Byvoeging	R58,00 per monster
(q) Protein Stability	R21,00 per sample	(q) Proteien Stabiliteit	R21,00 per monster
(r) Cold Stability (Tartrate Stability)	R21,00 per sampler	(r) Koud Stabiliteit (Tartraat Stabiliteit)	R21,00 per monster
(s) Malic Acid (HPLC)	R131,00 per sample	(s) Appelsuur (HPLC)	R131,00 per monster
(t) Zinc	R14,00 per sample	(t) Sink	R14,00 per monster
(u) Potassium	R14,00 per sample	(u) Kalium	R14,00 per monster

Purpose of Payment	Amount	Doel van Betaling	Bedrag
(v) Calcium	R14,00 per sample	(v) Kalsium	R14,00 per monster
(w) Lead	R24,00 per sample	(w) Lood	R24,00 per monster
(x) Copper	R24,00 per sample	(x) Koper	R24,00 per monster
(y) Cadmium	R24,00 per sample	(y) Kadmium	R24,00 per monster
(z) Iron	R24,00 per sample	(z) Yster	R24,00 per monster
(aa) Phosphate (HPLC)	R80,00 per sample	(aa) Fosfaat (HPLC)	R80,00 per monster
(ab) Colouring Agents	R226,00 per sample	(ab) Kleurmiddels	R226,00 per monster
(ac) Glycerol/Propylene Glycol/Diethylene Glycol	R226,00 per sample	(ac) Gliserol/Propileen Glikol/Dietileen Glikol	R226,00 per monster
(ad) Gas Pressure (1) At -4 degrees C	R129,00 per sample	(ad) Gasdruk (1) By -4 grade C	R129,00 per monster
(2) Standard method	R12,00 per sample	(2) Standaard metode	R12,00 per monster
(ae) Total Sugar	R31,00 per sample	(ae) Totale Suiker	R31,00 per monster
(af) Sucrose	R37,00 per sample	(af) Sukrose	R37,00 per monster
(ag) Butterfat	R141,00 per sample	(ag) Bottervet	R141,00 per monster
(ah) Natamycin	R 650,00 per sample	(ah) Nataymycin	R 650,00 per monster
(ai) Diverse GC analysis not specified above	R387,00 per sample	(ai) Diverse GC analise nie bo gespesifiseer	R387,00 per monster
(aj) Diverse HPLC analysis not specified above	R558,00 per sample	(aj) Diverse GC analise nie bo gespesifiseer	R558,00 per monster

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 710

9 September 2011

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

I, **NELISIWE MILDRED 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 12 September 2011 and for the period ending 31 July 2014.

**N M OLIPHANT
MINISTER OF LABOUR**

UMNYANGO WEZABASEBENZI

No. R. 710

9 September 2011

UMTHETHO WOBUDLELWENO KWEZABASEBENZI KA-1995

**UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI
NABASEBENZI EMBONINI YEZOKWAKHA
UKWELULELWA KWESIVUMELWANO SABAQASHI NABASEBENZI
ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXENYE
YASO**

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe WezabaSebenzi, ngokwesigaba 32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa uMkhandlu Wokuxoxisana Phakathi Kwabaqashi Nabasebenzi Embonini Yezokwakha, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni, kusukela mhlaka 12 kuMandulo 2011 kuze kube mhlaka 31 kuNtulikazi 2014.

**N M OLIPHANT
UNGQONGQOSHE WEZABASEBENZI**

SCHEDULE**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY****COLLECTIVE AGREEMENT**

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

Northern Cape Master Builders' and Allied Trades Association

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

Amalgamated Union of Building Trade Workers of South Africa

(hereinafter referred to as the "employees" or "trade union") on the other part being parties to the Bargaining Council for the Building Industry, Kimberley to amend the Agreement published under Government Notice No. R. 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 and R. 592 of 22 July 2011.

1. SCOPE OF APPLICATION

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

2. 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 2014.

3. CLAUSE 21: MINIMUM WAGES

Substitute the following for sub-clause (1):

SCHEDULE					
WAGE PER HOUR					
AREA					
KIMBERLEY			GORDONIA		
		With effect from the coming into operation of this Agreement	With effect from 1 January 2012	With effect from the coming into operation of this Agreement	With effect from 1 January 2012
	CATEGORY OF EMPLOYEE	R	R	R	R
(a)	General Worker	7.91	8.23	7.44	7.74
(b)	Trainee Tradesman, Class 3, Tradesman, Class 3	9.26	9.63	8.78	9.13
(c)	Trainee Tradesman, Class 2, Tradesman, Class 2	9.37	9.74	8.88	9.24
(d)	Trainee Tradesman. Class 1, Tradesman, Class 1	11.86	12.33	11.38	11.83
(e)	Artisan	16.54	17.20	16.18	16.83
(f)	Craftsman	19.44	20.22	19.08	19.85

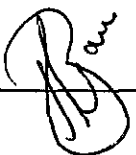
CHAIRMAN VN SMAILES :



VICE CHAIRMAN MS TOFFAR :




SECRETARY PR SERFONTEIN :

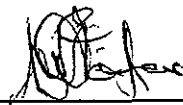


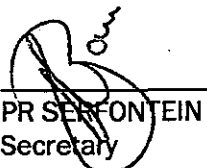
4. APPENDIXES:

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 21st DAY OF April 2011.



VN SMAILES
Chairman

MS TOFFAR
V/Chairman

PR SERFONTEIN
Secretary

NEW WAGEBANDS MEI 2011 KIMBERLEY ARTISANS AND CRAFTSMEN															
ARTISANS & CRAFTSMEN				ANNEXURE A					ANNEXURE B						
Wage interval	Min / Max Tariff per hour		Cash Bonus H	EMPLOYER CONTRIBUTION					EMPLOYEE CONTRIBUTION						
				Holiday Fund A	Pension Fund B	Benefit Fund D	Council Levy E	Employer TOTAL G	Pension Fund B	Benefit Fund D	Council Levy E	Saving F	Employee TOTAL G	Cash Bonus Included	Stamp
ART 1	0.00	16.54	2.49	66.41	59.94	25.73	2.89	154.97	59.94	25.73	2.89	5.00	93.56	762.79	248.53
2	16.55	16.64	2.50	66.79	60.29	25.73	2.89	155.70	60.29	25.73	2.89	5.00	93.91	767.39	249.61
3	16.65	16.74	2.52	67.21	60.67	25.73	2.89	156.50	60.67	25.73	2.89	5.00	94.29	772.41	250.79
4	16.75	16.84	2.53	67.60	61.02	25.73	2.89	157.24	61.02	25.73	2.89	5.00	94.64	777.01	251.88
5	16.85	16.94	2.55	68.02	61.39	25.73	2.89	158.03	61.39	25.73	2.89	5.00	95.01	782.04	253.04
6	16.95	17.04	2.56	68.40	61.74	25.73	2.89	158.76	61.74	25.73	2.89	5.00	95.36	786.64	254.12
7	17.05	17.14	2.58	68.82	62.12	25.73	2.89	159.56	62.12	25.73	2.89	5.00	95.74	791.66	255.30
8	17.15	17.24	2.59	69.20	62.46	25.73	2.89	160.28	62.46	25.73	2.89	5.00	96.08	796.27	256.36
9	17.25	17.34	2.61	69.62	62.84	25.73	2.89	161.08	62.84	25.73	2.89	5.00	96.46	801.29	257.54
10	17.35	17.44	2.62	70.01	63.19	25.73	2.89	161.82	63.19	25.73	2.89	5.00	96.81	805.89	258.63
11	17.45	17.54	2.64	70.42	63.57	25.73	2.89	162.61	63.57	25.73	2.89	5.00	97.19	810.91	259.80
12	17.55	17.64	2.65	70.81	63.91	25.73	2.89	163.34	63.91	25.73	2.89	5.00	97.53	815.52	260.87
13	17.65	17.74	2.67	71.23	64.29	25.73	2.89	164.14	64.29	25.73	2.89	5.00	97.91	820.54	262.05
14	17.75	17.84	2.68	71.61	64.64	25.73	2.89	164.87	64.64	25.73	2.89	5.00	98.26	825.14	263.13
15	17.85	17.94	2.70	72.03	65.02	25.73	2.89	165.67	65.02	25.73	2.89	5.00	98.64	830.16	264.31
16	17.95	18.04	2.71	72.41	65.36	25.73	2.89	166.39	65.36	25.73	2.89	5.00	98.98	834.77	265.37
17	18.05	18.14	2.73	72.83	65.74	25.73	2.89	167.19	65.74	25.73	2.89	5.00	99.36	839.79	266.55
18	18.15	18.24	2.74	73.22	66.09	25.73	2.89	167.93	66.09	25.73	2.89	5.00	99.71	844.39	267.64
19	18.25	18.34	2.76	73.63	66.47	25.73	2.89	168.72	66.47	25.73	2.89	5.00	100.09	849.41	268.81
20	18.35	18.44	2.77	74.02	66.81	25.73	2.89	169.45	66.81	25.73	2.89	5.00	100.43	854.02	269.88
21	18.45	18.54	2.79	74.44	67.19	25.73	2.89	170.25	67.19	25.73	2.89	5.00	100.81	859.04	271.06
22	18.55	18.64	2.80	74.82	67.54	25.73	2.89	170.98	67.54	25.73	2.89	5.00	101.16	863.64	272.14
23	18.65	18.74	2.82	75.24	67.91	25.73	2.89	171.77	67.91	25.73	2.89	5.00	101.53	868.67	273.30
24	18.75	18.84	2.83	75.62	68.26	25.73	2.89	172.50	68.26	25.73	2.89	5.00	101.88	873.27	274.38
25	18.85	18.94	2.85	76.04	68.64	25.73	2.89	173.30	68.64	25.73	2.89	5.00	102.26	878.29	275.56
26	18.95	19.04	2.86	76.43	68.99	25.73	2.89	174.04	68.99	25.73	2.89	5.00	102.61	882.89	276.65
27	19.05	19.14	2.88	76.85	69.36	25.73	2.89	174.83	69.36	25.73	2.89	5.00	102.98	887.92	277.81
28	19.15	19.24	2.89	77.23	69.71	25.73	2.89	175.56	69.71	25.73	2.89	5.00	103.33	892.52	278.89
CRAFT 29	0.00	19.44	2.92	78.03	70.43	25.73	2.89	177.08	70.43	25.73	2.89	5.00	104.05	902.15	281.13
30	19.45	19.54	2.94	78.45	70.81	25.73	2.89	177.88	70.81	25.73	2.89	5.00	104.43	907.17	282.31
31	19.55	19.64	2.95	78.83	71.16	25.73	2.89	178.61	71.16	25.73	2.89	5.00	104.78	911.77	283.39
32	19.65	19.74	2.97	79.25	71.54	25.73	2.89	179.41	71.54	25.73	2.89	5.00	105.16	916.79	284.57
33	19.75	19.84	2.98	79.64	71.88	25.73	2.89	180.14	71.88	25.73	2.89	5.00	105.50	921.40	285.64
34	19.85	19.94	3.00	80.06	72.26	25.73	2.89	180.94	72.26	25.73	2.89	5.00	105.88	926.42	286.82
35	19.95	20.04	3.01	80.44	72.61	25.73	2.89	181.67	72.61	25.73	2.89	5.00	106.23	931.02	287.90
36	20.05	20.14	3.03	80.86	72.99	25.73	2.89	182.47	72.99	25.73	2.89	5.00	106.61	936.04	289.08
37	20.15	20.24	3.04	81.24	73.33	25.73	2.89	183.19	73.33	25.73	2.89	5.00	106.95	940.65	290.14
38	20.25	20.34	3.06	81.66	73.71	25.73	2.89	183.99	73.71	25.73	2.89	5.00	107.33	945.67	291.32
39	20.35	20.44	3.07	82.05	74.06	25.73	2.89	184.73	74.06	25.73	2.89	5.00	107.68	950.27	292.41
40	20.45	20.54	3.09	82.46	74.43	25.73	2.89	185.51	74.43	25.73	2.89	5.00	108.05	955.30	293.56
41	20.55	20.64	3.10	82.85	74.78	25.73	2.89	186.25	74.78	25.73	2.89	5.00	108.40	959.90	294.65
42	20.65	20.74	3.12	83.27	75.16	25.73	2.89	187.05	75.16	25.73	2.89	5.00	108.78	964.92	295.83
43	20.75	20.84	3.13	83.65	75.51	25.73	2.89	187.78	75.51	25.73	2.89	5.00	109.13	969.52	296.91
44	20.85	20.94	3.15	84.07	75.88	25.73	2.89	188.57	75.88	25.73	2.89	5.00	109.50	974.55	298.07
45	20.95	21.04	3.16	84.45	76.23	25.73	2.89	189.30	76.23	25.73	2.89	5.00	109.85	979.15	299.15
46	21.05	21.14	3.18	84.87	76.61	25.73	2.89	190.10	76.61	25.73	2.89	5.00	110.23	984.17	300.33
47	21.15	21.24	3.19	85.26	76.95	25.73	2.89	190.83	76.95	25.73	2.89	5.00	110.57	988.78	301.40
48	21.25	21.34	3.21	85.67	77.33	25.73	2.89	191.62	77.33	25.73	2.89	5.00	110.95	993.80	302.57
49	21.35	21.44	3.22	86.06	77.68	25.73	2.89	192.36	77.68	25.73	2.89	5.00	111.30	998.40	303.66
50	21.45	21.54	3.24	86.48	78.06	25.73	2.89	193.16	78.06	25.73	2.89	5.00	111.68	1003.42	304.84
KIMBERLEY OPTIONAL STAMPS															
OPT 1	21.55	25.95	3.90	104.17	94.03	51.46	2.89	252.55	94.03	51.46	2.89	5.00	153.38	1189.87	405.93
2	25.96	31.14	4.68	125.00	112.83	51.46	2.89	292.18	112.83	51.46	2.89	5.00	172.18	1439.72	464.36
3	31.15	37.37	5.62	150.03	135.42	51.46	2.89	339.80	135.42	51.46	2.89	5.00	194.77	1739.78	534.57
4	37.38	44.84	6.74	180.00	162.48	51.46	2.89	396.83	162.48	51.46	2.89	5.00	221.83	2099.27	618.66
5	44.85	53.81	8.09	216.02	194.99	51.46	2.89	465.36	194.99	51.46	2.89	5.00	254.34	2531.16	719.70
6	53.82	64.57	9.70	259.19	233.95	51.46	2.89	547.49	233.95	51.46	2.89	5.00	293.30	3048.85	840.79
7	64.58	77.48	11.64	311.01	280.73	51.46	2.89	646.09	280.73	51.46	2.89	5.00	340.08	3670.32	986.17
8	77.49	92.98	13.97	373.23	336.89	51.46	2.89	764.47	336.89	51.46	2.89	5.00	396.24	4416.51	1160.71
9	92.99	111.58	16.77	447.92	404.30	51.46	2.89	906.57	404.30	51.46	2.89	5.00	463.65	5312.10	1370.22
10	111.59	133.90	20.12	537.50	485.16	51.46	2.89	1077.01	485.16	51.46	2.89	5.00	544.51	6386.39	1621.52
11	133.91	160.68	24.14	644.98	582.18	51.46	2.89	1281.51	582.18	51.46	2.89	5.00	641.53	7675.37	1923.04

NUWE LOONBANDE MEI 2011 KIMBERLEY AMBAGSMANNE EN VAKMANNE															
AMBAGS- & VAKMANNE			AANHANGSEL A						AANHANGSEL B						
			WERGEWER SE BYDRAE						WERKNEMER SE BYDRAE						
Loon inter val	Min / Max Tarief per uur	Kontant Bonus H	Vakans Fonds A	Pens Fonds B	Bystand Fonds D	Raad Heff E	W-Gewer TOTAAL G	Fonds B	Bystand D	Raad Heff E	Spaar F	W-Nemer TOTAAL G	Kontant Bonus Ingeel	Seel	
AMB 1	0.00	16.54	2.49	66.41	59.94	25.73	2.89	154.97	59.94	25.73	2.89	5.00	93.56	762.79	248.53
2	16.55	16.64	2.50	66.79	60.29	25.73	2.89	155.70	60.29	25.73	2.89	5.00	93.91	767.39	249.61
3	16.65	16.74	2.52	67.21	60.67	25.73	2.89	156.50	60.67	25.73	2.89	5.00	94.29	772.41	250.79
4	16.75	16.84	2.53	67.60	61.02	25.73	2.89	157.24	61.02	25.73	2.89	5.00	94.64	777.01	251.88
5	16.85	16.94	2.55	68.02	61.39	25.73	2.89	158.03	61.39	25.73	2.89	5.00	95.01	782.04	253.04
6	16.95	17.04	2.56	68.40	61.74	25.73	2.89	158.76	61.74	25.73	2.89	5.00	95.36	786.64	254.12
7	17.05	17.14	2.58	68.82	62.12	25.73	2.89	159.56	62.12	25.73	2.89	5.00	95.74	791.66	255.30
8	17.15	17.24	2.59	69.20	62.46	25.73	2.89	160.28	62.46	25.73	2.89	5.00	96.08	796.27	256.36
9	17.25	17.34	2.61	69.62	62.84	25.73	2.89	161.08	62.84	25.73	2.89	5.00	96.46	801.29	257.54
10	17.35	17.44	2.62	70.01	63.19	25.73	2.89	161.82	63.19	25.73	2.89	5.00	96.81	805.89	258.63
11	17.45	17.54	2.64	70.42	63.57	25.73	2.89	162.61	63.57	25.73	2.89	5.00	97.19	810.91	259.80
12	17.55	17.64	2.65	70.81	63.91	25.73	2.89	163.34	63.91	25.73	2.89	5.00	97.53	815.52	260.87
13	17.65	17.74	2.67	71.23	64.29	25.73	2.89	164.14	64.29	25.73	2.89	5.00	97.91	820.54	262.05
14	17.75	17.84	2.68	71.61	64.64	25.73	2.89	164.87	64.64	25.73	2.89	5.00	98.26	825.14	263.13
15	17.85	17.94	2.70	72.03	65.02	25.73	2.89	165.67	65.02	25.73	2.89	5.00	98.64	830.16	264.31
16	17.95	18.04	2.71	72.41	65.36	25.73	2.89	166.39	65.36	25.73	2.89	5.00	98.98	834.77	265.37
17	18.05	18.14	2.73	72.83	65.74	25.73	2.89	167.19	65.74	25.73	2.89	5.00	99.36	839.79	266.55
18	18.15	18.24	2.74	73.22	66.09	25.73	2.89	167.93	66.09	25.73	2.89	5.00	99.71	844.39	267.64
19	18.25	18.34	2.76	73.63	66.47	25.73	2.89	168.72	66.47	25.73	2.89	5.00	100.09	849.41	268.81
20	18.35	18.44	2.77	74.02	66.81	25.73	2.89	169.45	66.81	25.73	2.89	5.00	100.43	854.02	269.88
21	18.45	18.54	2.79	74.44	67.19	25.73	2.89	170.25	67.19	25.73	2.89	5.00	100.81	859.04	271.06
22	18.55	18.64	2.80	74.82	67.54	25.73	2.89	170.98	67.54	25.73	2.89	5.00	101.16	863.64	272.14
23	18.65	18.74	2.82	75.24	67.91	25.73	2.89	171.77	67.91	25.73	2.89	5.00	101.53	868.67	273.30
24	18.75	18.84	2.83	75.62	68.26	25.73	2.89	172.50	68.26	25.73	2.89	5.00	101.88	873.27	274.38
25	18.85	18.94	2.85	76.04	68.64	25.73	2.89	173.30	68.64	25.73	2.89	5.00	102.26	878.29	275.56
26	18.95	19.04	2.86	76.43	68.99	25.73	2.89	174.04	68.99	25.73	2.89	5.00	102.61	882.89	276.65
27	19.05	19.14	2.88	76.85	69.36	25.73	2.89	174.83	69.36	25.73	2.89	5.00	102.98	887.92	277.81
28	19.15	19.24	2.89	77.23	69.71	25.73	2.89	175.56	69.71	25.73	2.89	5.00	103.33	892.52	278.89
VAK 29	0.00	19.44	2.92	78.03	70.43	25.73	2.89	177.08	70.43	25.73	2.89	5.00	104.05	902.15	281.13
30	19.45	19.54	2.94	78.45	70.81	25.73	2.89	177.88	70.81	25.73	2.89	5.00	104.43	907.17	282.31
31	19.55	19.64	2.95	78.83	71.16	25.73	2.89	178.61	71.16	25.73	2.89	5.00	104.78	911.77	283.39
32	19.65	19.74	2.97	79.25	71.54	25.73	2.89	179.41	71.54	25.73	2.89	5.00	105.16	916.79	284.57
33	19.75	19.84	2.98	79.64	71.88	25.73	2.89	180.14	71.88	25.73	2.89	5.00	105.50	921.40	285.64
34	19.85	19.94	3.00	80.06	72.26	25.73	2.89	180.94	72.26	25.73	2.89	5.00	105.88	926.42	286.82
35	19.95	20.04	3.01	80.44	72.61	25.73	2.89	181.67	72.61	25.73	2.89	5.00	106.23	931.02	287.90
36	20.05	20.14	3.03	80.86	72.99	25.73	2.89	182.47	72.99	25.73	2.89	5.00	106.61	936.04	289.08
37	20.15	20.24	3.04	81.24	73.33	25.73	2.89	183.19	73.33	25.73	2.89	5.00	106.95	940.65	290.14
38	20.25	20.34	3.06	81.66	73.71	25.73	2.89	183.99	73.71	25.73	2.89	5.00	107.33	945.67	291.32
39	20.35	20.44	3.07	82.05	74.06	25.73	2.89	184.73	74.06	25.73	2.89	5.00	107.68	950.27	292.41
40	20.45	20.54	3.09	82.46	74.43	25.73	2.89	185.51	74.43	25.73	2.89	5.00	108.05	955.30	293.56
41	20.55	20.64	3.10	82.85	74.78	25.73	2.89	186.25	74.78	25.73	2.89	5.00	108.40	959.90	294.65
42	20.65	20.74	3.12	83.27	75.16	25.73	2.89	187.05	75.16	25.73	2.89	5.00	108.78	964.92	295.83
43	20.75	20.84	3.13	83.65	75.51	25.73	2.89	187.78	75.51	25.73	2.89	5.00	109.13	969.52	296.91
44	20.85	20.94	3.15	84.07	75.88	25.73	2.89	188.57	75.88	25.73	2.89	5.00	109.50	974.55	298.07
45	20.95	21.04	3.16	84.45	76.23	25.73	2.89	189.30	76.23	25.73	2.89	5.00	109.85	979.15	299.15
46	21.05	21.14	3.18	84.87	76.61	25.73	2.89	190.10	76.61	25.73	2.89	5.00	110.23	984.17	300.33
47	21.15	21.24	3.19	85.26	76.95	25.73	2.89	190.83	76.95	25.73	2.89	5.00	110.57	988.78	301.40
48	21.25	21.34	3.21	85.67	77.33	25.73	2.89	191.62	77.33	25.73	2.89	5.00	110.95	993.80	302.57
49	21.35	21.44	3.22	86.06	77.68	25.73	2.89	192.36	77.68	25.73	2.89	5.00	111.30	998.40	303.66
50	21.45	21.54	3.24	86.48	78.06	25.73	2.89	193.16	78.06	25.73	2.89	5.00	111.68	1003.42	304.84
KIMBERLEY VRYWILLIGE SEELS															
OPT 1	21.55	25.95	3.90	104.17	94.03	51.46	2.89	252.55	94.03	51.46	2.89	5.00	153.38	1189.87	405.93
2	25.96	31.14	4.68	125.00	112.83	51.46	2.89	292.18	112.83	51.46	2.89	5.00	172.18	1439.72	464.36
3	31.15	37.37	5.62	150.03	135.42	51.46	2.89	339.80	135.42	51.46	2.89	5.00	194.77	1739.78	534.57
4	37.38	44.84	6.74	180.00	162.48	51.46	2.89	396.83	162.48	51.46	2.89	5.00	221.83	2099.27	618.66
5	44.85	53.81	8.09	216.02	194.99	51.46	2.89	465.36	194.99	51.46	2.89	5.00	254.34	2531.16	719.70
6	53.82	64.57	9.70	259.19	233.95	51.46	2.89	547.49	233.95	51.46	2.89	5.00	293.30	3048.85	840.79
7	64.58	77.48	11.64	311.01	280.73	51.46	2.89	646.09	280.73	51.46	2.89	5.00	340.08	3670.32	986.17
8	77.49	92.98	13.97	373.23	336.89	51.46	2.89	764.47	336.89	51.46	2.89	5.00	396.24	4416.51	1160.71
9	92.99	111.58	16.77	447.92	404.30	51.46	2.89	906.57	404.30	51.46	2.89	5.00	463.65	5312.10	1370.22
10	111.59	133.90	20.12	537.50	485.16	51.46	2.89	1077.01	485.16	51.46	2.89	5.00	544.51	6386.39	1621.52
11	133.91	160.68	24.14	644.98	582.18	51.46	2.89	1281.51	582.18	51.46	2.89	5.00	641.53	7675.37	1923.04

NEW WAGEBANDS MEI 2011 KIMBERLEY NON ARTISANS															
NON ARTISANS AND SPECIFIED SKILLED			ANNEXURE A EMPLOYER CONTRIBUTION					ANNEXURE B EMPLOYEE CONTRIBUTION							
Wage inter val	Min / Max Tariff per hour	Cash Bonus H	Holiday Fund A	Pension Fund B	Benefit Fund D	Council Levy E	Employer TOTAL G	Pension Fund B	Benefit Fund D	Council Levy E	Saving F	Employee TOTAL G	Cash Bonus Included	Stamp	
1	0.00	7.91	1.13	31.55	28.48	9.02	3.00	72.05	28.48	9.02	3.00	5.00	45.50	361.30	117.55
2	7.92	8.01	1.14	31.93	28.82	9.02	3.00	72.77	28.82	9.02	3.00	5.00	45.84	365.91	118.61
3	8.02	8.11	1.15	32.32	29.17	9.02	3.00	73.51	29.17	9.02	3.00	5.00	46.19	370.51	119.70
4	8.12	8.21	1.17	32.73	29.55	9.02	3.00	74.30	29.55	9.02	3.00	5.00	46.57	375.53	120.87
5	8.22	8.31	1.18	33.12	29.89	9.02	3.00	75.03	29.89	9.02	3.00	5.00	46.91	380.14	121.94
6	8.32	8.41	1.20	33.54	30.27	9.02	3.00	75.83	30.27	9.02	3.00	5.00	47.29	385.16	123.12
7	8.42	8.51	1.21	33.92	30.62	9.02	3.00	76.56	30.62	9.02	3.00	5.00	47.64	389.76	124.20
8	8.52	8.61	1.23	34.34	31.00	9.02	3.00	77.36	31.00	9.02	3.00	5.00	48.02	394.78	125.38
9	8.62	8.71	1.24	34.72	31.34	9.02	3.00	78.08	31.34	9.02	3.00	5.00	48.36	399.39	126.44
10	8.72	8.81	1.25	35.11	31.69	9.02	3.00	78.82	31.69	9.02	3.00	5.00	48.71	403.99	127.53
11	8.82	8.91	1.27	35.53	32.07	9.02	3.00	79.62	32.07	9.02	3.00	5.00	49.09	409.01	128.71
12	8.92	9.01	1.28	35.91	32.41	9.02	3.00	80.34	32.41	9.02	3.00	5.00	49.43	413.62	129.77
13	9.02	9.11	1.30	36.33	32.79	9.02	3.00	81.14	32.79	9.02	3.00	5.00	49.81	418.64	130.95
Class 3 14	0.00	9.26	1.32	36.92	33.33	9.02	3.00	82.27	33.33	9.02	3.00	5.00	50.35	425.75	132.62
Class 2 15	9.27	9.36	1.33	37.31	33.67	9.02	3.00	83.00	33.67	9.02	3.00	5.00	50.69	430.36	133.69
16	9.37	9.46	1.35	37.72	34.05	9.02	3.00	83.79	34.05	9.02	3.00	5.00	51.07	435.38	134.86
17	9.47	9.56	1.36	38.11	34.40	9.02	3.00	84.53	34.40	9.02	3.00	5.00	51.42	439.98	135.95
18	9.57	9.66	1.38	38.53	34.78	9.02	3.00	85.33	34.78	9.02	3.00	5.00	51.80	445.00	137.13
19	9.67	9.76	1.39	38.91	35.12	9.02	3.00	86.05	35.12	9.02	3.00	5.00	52.14	449.61	138.19
20	9.77	9.86	1.40	39.30	35.47	9.02	3.00	86.79	35.47	9.02	3.00	5.00	52.49	454.21	139.28
21	9.87	9.96	1.42	39.71	35.85	9.02	3.00	87.58	35.85	9.02	3.00	5.00	52.87	459.23	140.45
22	9.97	10.06	1.43	40.10	36.19	9.02	3.00	88.31	36.19	9.02	3.00	5.00	53.21	463.84	141.52
23	10.07	10.16	1.45	40.52	36.57	9.02	3.00	89.11	36.57	9.02	3.00	5.00	53.59	468.86	142.70
24	10.17	10.26	1.46	40.90	36.92	9.02	3.00	89.84	36.92	9.02	3.00	5.00	53.94	473.46	143.78
25	10.27	10.36	1.48	41.32	37.30	9.02	3.00	90.64	37.30	9.02	3.00	5.00	54.32	478.48	144.96
26	10.37	10.46	1.49	41.70	37.64	9.02	3.00	91.36	37.64	9.02	3.00	5.00	54.66	483.09	146.02
27	10.47	10.56	1.50	42.09	37.99	9.02	3.00	92.10	37.99	9.02	3.00	5.00	55.01	487.69	147.11
28	10.57	10.66	1.52	42.51	38.37	9.02	3.00	92.90	38.37	9.02	3.00	5.00	55.39	492.71	148.29
29	10.67	10.76	1.53	42.89	38.71	9.02	3.00	93.62	38.71	9.02	3.00	5.00	55.73	497.32	149.35
30	10.77	10.86	1.55	43.31	39.09	9.02	3.00	94.42	39.09	9.02	3.00	5.00	56.11	502.34	150.53
31	10.87	10.96	1.56	43.69	39.44	9.02	3.00	95.15	39.44	9.02	3.00	5.00	56.46	506.94	151.61
32	10.97	11.06	1.58	44.11	39.82	9.02	3.00	95.95	39.82	9.02	3.00	5.00	56.84	511.96	152.79
33	11.07	11.16	1.59	44.49	40.16	9.02	3.00	96.67	40.16	9.02	3.00	5.00	57.18	516.57	153.85
34	11.17	11.26	1.60	44.88	40.51	9.02	3.00	97.41	40.51	9.02	3.00	5.00	57.53	521.17	154.94
35	11.27	11.36	1.62	45.30	40.89	9.02	3.00	98.21	40.89	9.02	3.00	5.00	57.91	526.19	156.12
36	11.37	11.46	1.63	45.68	41.23	9.02	3.00	98.93	41.23	9.02	3.00	5.00	58.25	530.80	157.18
37	11.47	11.56	1.65	46.10	41.61	9.02	3.00	99.73	41.61	9.02	3.00	5.00	58.63	535.82	158.36
38	11.57	11.66	1.66	46.48	41.96	9.02	3.00	100.46	41.96	9.02	3.00	5.00	58.98	540.42	159.44
Class 1 39	0.00	11.86	1.69	47.29	42.68	9.02	3.00	101.99	42.68	9.02	3.00	5.00	59.70	550.05	161.69
40	11.87	11.96	1.70	47.67	43.03	9.02	3.00	102.72	43.03	9.02	3.00	5.00	60.05	554.65	162.77
41	11.97	12.06	1.72	48.09	43.41	9.02	3.00	103.52	43.41	9.02	3.00	5.00	60.43	559.67	163.95
42	12.07	12.16	1.73	48.47	43.75	9.02	3.00	104.24	43.75	9.02	3.00	5.00	60.77	564.28	165.01
43	12.17	12.26	1.75	48.89	44.13	9.02	3.00	105.04	44.13	9.02	3.00	5.00	61.15	569.30	166.19
44	12.27	12.36	1.76	49.28	44.48	9.02	3.00	105.78	44.48	9.02	3.00	5.00	61.50	573.90	167.28
45	12.37	12.46	1.77	49.66	44.82	9.02	3.00	106.50	44.82	9.02	3.00	5.00	61.84	578.51	168.34
46	12.47	12.56	1.79	50.08	45.20	9.02	3.00	107.30	45.20	9.02	3.00	5.00	62.22	583.53	169.52
47	12.57	12.66	1.80	50.46	45.55	9.02	3.00	108.03	45.55	9.02	3.00	5.00	62.57	588.13	170.60
48	12.67	12.76	1.82	50.88	45.93	9.02	3.00	108.83	45.93	9.02	3.00	5.00	62.95	593.15	171.78
49	12.77	12.86	1.83	51.27	46.27	9.02	3.00	109.56	46.27	9.02	3.00	5.00	63.29	597.76	172.85
50	12.87	12.96	1.85	51.68	46.65	9.02	3.00	110.35	46.65	9.02	3.00	5.00	63.67	602.78	174.02

NUWE LOONBANDE MEI 2011 KIMBERLEY NIE AMBAGSMANNE																
NIE-AMBAGSMANNE EN VAARDIGHEIDSWERKERS			AANHANGSEL A WERKGEWER SE BYDRAE					AANHANGSEL B WERKNEMER SE BYDRAE								
Loon inter val	Min / Max Tarief per uur	Kontant Bonus H	Vakansie Fonds A	Pens Fonds B	Bystand Fonds D	Raad Heff E	W-Gewer TOTAAL G	Pens Fonds B	Bystand Fonds D	Raad Heff E	Spaar F	W-Nemer TOTAAL G	Kontant Bonus Ingesl	Seel		
1	0.00	7.91	1.13	31.55	28.48	9.02	3.00	72.05	28.48	9.02	3.00	5.00	45.50	361.30	117.55	
2	7.92	8.01	1.14	31.93	28.82	9.02	3.00	72.77	28.82	9.02	3.00	5.00	45.84	365.91	118.61	
3	8.02	8.11	1.15	32.32	29.17	9.02	3.00	73.51	29.17	9.02	3.00	5.00	46.19	370.51	119.70	
4	8.12	8.21	1.17	32.73	29.55	9.02	3.00	74.30	29.55	9.02	3.00	5.00	46.57	375.53	120.87	
5	8.22	8.31	1.18	33.12	29.89	9.02	3.00	75.03	29.89	9.02	3.00	5.00	46.91	380.14	121.94	
6	8.32	8.41	1.20	33.54	30.27	9.02	3.00	75.83	30.27	9.02	3.00	5.00	47.29	385.16	123.12	
7	8.42	8.51	1.21	33.92	30.62	9.02	3.00	76.56	30.62	9.02	3.00	5.00	47.64	389.76	124.20	
8	8.52	8.61	1.23	34.34	31.00	9.02	3.00	77.36	31.00	9.02	3.00	5.00	48.02	394.78	125.38	
9	8.62	8.71	1.24	34.72	31.34	9.02	3.00	78.08	31.34	9.02	3.00	5.00	48.36	399.39	126.44	
10	8.72	8.81	1.25	35.11	31.69	9.02	3.00	78.82	31.69	9.02	3.00	5.00	48.71	403.99	127.53	
11	8.82	8.91	1.27	35.53	32.07	9.02	3.00	79.62	32.07	9.02	3.00	5.00	49.09	409.01	128.71	
12	8.92	9.01	1.28	35.91	32.41	9.02	3.00	80.34	32.41	9.02	3.00	5.00	49.43	413.62	129.77	
13	9.02	9.11	1.30	36.33	32.79	9.02	3.00	81.14	32.79	9.02	3.00	5.00	49.81	418.64	130.95	
Klas 3	14	0.00	9.26	1.32	36.92	33.33	9.02	3.00	82.27	33.33	9.02	3.00	5.00	50.35	425.75	132.62
Klas 2	15	9.27	9.37	1.33	37.34	33.71	9.02	3.00	83.07	33.71	9.02	3.00	5.00	50.73	430.77	133.80
16	9.38	9.47	1.35	37.76	34.08	9.02	3.00	83.86	34.08	9.02	3.00	5.00	51.10	435.80	134.96	
17	9.48	9.57	1.36	38.14	34.43	9.02	3.00	84.59	34.43	9.02	3.00	5.00	51.45	440.40	136.04	
18	9.58	9.67	1.38	38.56	34.81	9.02	3.00	85.39	34.81	9.02	3.00	5.00	51.83	445.42	137.22	
19	9.68	9.77	1.39	38.95	35.15	9.02	3.00	86.12	35.15	9.02	3.00	5.00	52.17	450.03	138.29	
20	9.78	9.87	1.41	39.36	35.53	9.02	3.00	86.91	35.53	9.02	3.00	5.00	52.55	455.05	139.46	
21	9.88	9.97	1.42	39.75	35.88	9.02	3.00	87.65	35.88	9.02	3.00	5.00	52.90	459.65	140.55	
22	9.98	10.07	1.43	40.13	36.23	9.02	3.00	88.38	36.23	9.02	3.00	5.00	53.25	464.25	141.63	
23	10.08	10.17	1.45	40.55	36.60	9.02	3.00	89.17	36.60	9.02	3.00	5.00	53.62	469.28	142.79	
24	10.18	10.27	1.46	40.94	36.95	9.02	3.00	89.91	36.95	9.02	3.00	5.00	53.97	473.88	143.88	
25	10.28	10.37	1.48	41.35	37.33	9.02	3.00	90.70	37.33	9.02	3.00	5.00	54.35	478.90	145.05	
26	10.38	10.47	1.49	41.74	37.67	9.02	3.00	91.43	37.67	9.02	3.00	5.00	54.69	483.51	146.12	
27	10.48	10.57	1.51	42.16	38.05	9.02	3.00	92.23	38.05	9.02	3.00	5.00	55.07	488.53	147.30	
28	10.58	10.67	1.52	42.54	38.40	9.02	3.00	92.96	38.40	9.02	3.00	5.00	55.42	493.13	148.38	
29	10.68	10.77	1.53	42.92	38.75	9.02	3.00	93.69	38.75	9.02	3.00	5.00	55.77	497.73	149.46	
30	10.78	10.87	1.55	43.34	39.12	9.02	3.00	94.48	39.12	9.02	3.00	5.00	56.14	502.76	150.62	
31	10.88	10.97	1.56	43.73	39.47	9.02	3.00	95.22	39.47	9.02	3.00	5.00	56.49	507.36	151.71	
32	10.98	11.07	1.58	44.15	39.85	9.02	3.00	96.02	39.85	9.02	3.00	5.00	56.87	512.38	152.89	
33	11.08	11.17	1.59	44.53	40.19	9.02	3.00	96.74	40.19	9.02	3.00	5.00	57.21	516.99	153.95	
34	11.18	11.27	1.61	44.95	40.57	9.02	3.00	97.54	40.57	9.02	3.00	5.00	57.59	522.01	155.13	
35	11.28	11.37	1.62	45.33	40.92	9.02	3.00	98.27	40.92	9.02	3.00	5.00	57.94	526.61	156.21	
36	11.38	11.47	1.63	45.72	41.27	9.02	3.00	99.01	41.27	9.02	3.00	5.00	58.29	531.21	157.30	
37	11.48	11.57	1.65	46.14	41.64	9.02	3.00	99.80	41.64	9.02	3.00	5.00	58.66	536.24	158.46	
38	11.58	11.67	1.66	46.52	41.99	9.02	3.00	100.53	41.99	9.02	3.00	5.00	59.01	540.84	159.54	
Klas 1	39	0.00	11.86	1.69	47.29	42.68	9.02	3.00	101.99	42.68	9.02	3.00	5.00	59.70	550.05	161.69
40	11.87	11.96	1.70	47.67	43.03	9.02	3.00	102.72	43.03	9.02	3.00	5.00	60.05	554.65	162.77	
41	11.97	12.06	1.72	48.09	43.41	9.02	3.00	103.52	43.41	9.02	3.00	5.00	60.43	559.67	163.95	
42	12.07	12.16	1.73	48.47	43.75	9.02	3.00	104.24	43.75	9.02	3.00	5.00	60.77	564.28	165.01	
43	12.17	12.26	1.75	48.89	44.13	9.02	3.00	105.04	44.13	9.02	3.00	5.00	61.15	569.30	166.19	
44	12.27	12.36	1.76	49.28	44.48	9.02	3.00	105.78	44.48	9.02	3.00	5.00	61.50	573.90	167.28	
45	12.37	12.46	1.77	49.66	44.82	9.02	3.00	106.50	44.82	9.02	3.00	5.00	61.84	578.51	168.34	
46	12.47	12.56	1.79	50.08	45.20	9.02	3.00	107.30	45.20	9.02	3.00	5.00	62.22	583.53	169.52	
47	12.57	12.66	1.80	50.46	45.55	9.02	3.00	108.03	45.55	9.02	3.00	5.00	62.57	588.13	170.60	
48	12.67	12.76	1.82	50.88	45.93	9.02	3.00	108.83	45.93	9.02	3.00	5.00	62.95	593.15	171.78	
49	12.77	12.86	1.83	51.27	46.27	9.02	3.00	109.56	46.27	9.02	3.00	5.00	63.29	597.76	172.85	
50	12.87	12.96	1.85	51.68	46.65	9.02	3.00	110.35	46.65	9.02	3.00	5.00	63.67	602.78	174.02	

NEW WAGEBANDS JANUARIE 2012 KIMBERLEY ARTISANS AND CRAFTSMEN															
ARTISANS & CRAFTSMEN			ANNEXURE A						ANNEXURE B						
			EMPLOYER CONTRIBUTION						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 1	0.00	17.20	2.58	69.03	62.31	26.75	3.01	161.10	62.31	26.75	3.01	5.00	97.07	793.03	258.17
2	17.21	17.30	2.60	69.45	62.69	26.75	3.01	161.90	62.69	26.75	3.01	5.00	97.45	798.05	259.35
3	17.31	17.40	2.61	69.83	63.03	26.75	3.01	162.62	63.03	26.75	3.01	5.00	97.79	802.66	260.41
4	17.41	17.50	2.63	70.25	63.41	26.75	3.01	163.42	63.41	26.75	3.01	5.00	98.17	807.68	261.59
5	17.51	17.60	2.64	70.63	63.76	26.75	3.01	164.15	63.76	26.75	3.01	5.00	98.52	812.28	262.67
6	17.61	17.70	2.66	71.05	64.13	26.75	3.01	164.94	64.13	26.75	3.01	5.00	98.89	817.31	263.83
7	17.71	17.80	2.67	71.44	64.48	26.75	3.01	165.68	64.48	26.75	3.01	5.00	99.24	821.91	264.92
8	17.81	17.90	2.69	71.85	64.86	26.75	3.01	166.47	64.86	26.75	3.01	5.00	99.62	826.93	266.09
9	17.91	18.00	2.70	72.24	65.21	26.75	3.01	167.21	65.21	26.75	3.01	5.00	99.97	831.53	267.18
10	18.01	18.10	2.72	72.66	65.58	26.75	3.01	168.00	65.58	26.75	3.01	5.00	100.34	836.56	268.34
11	18.11	18.20	2.73	73.04	65.93	26.75	3.01	168.73	65.93	26.75	3.01	5.00	100.69	841.16	269.42
12	18.21	18.30	2.75	73.46	66.31	26.75	3.01	169.53	66.31	26.75	3.01	5.00	101.07	846.18	270.60
13	18.31	18.40	2.76	73.84	66.65	26.75	3.01	170.25	66.65	26.75	3.01	5.00	101.41	850.79	271.66
14	18.41	18.50	2.78	74.26	67.03	26.75	3.01	171.05	67.03	26.75	3.01	5.00	101.79	855.81	272.84
15	18.51	18.60	2.79	74.65	67.38	26.75	3.01	171.79	67.38	26.75	3.01	5.00	102.14	860.41	273.93
16	18.61	18.70	2.81	75.07	67.76	26.75	3.01	172.59	67.76	26.75	3.01	5.00	102.52	865.43	275.11
17	18.71	18.80	2.82	75.45	68.10	26.75	3.01	173.31	68.10	26.75	3.01	5.00	102.86	870.04	276.17
18	18.81	18.90	2.84	75.87	68.48	26.75	3.01	174.11	68.48	26.75	3.01	5.00	103.24	875.06	277.35
19	18.91	19.00	2.86	76.29	68.86	26.75	3.01	174.91	68.86	26.75	3.01	5.00	103.62	880.08	278.53
20	19.01	19.10	2.87	76.67	69.21	26.75	3.01	175.64	69.21	26.75	3.01	5.00	103.97	884.68	279.61
21	19.11	19.20	2.89	77.09	69.58	26.75	3.01	176.43	69.58	26.75	3.01	5.00	104.34	889.71	280.77
22	19.21	19.30	2.90	77.47	69.93	26.75	3.01	177.16	69.93	26.75	3.01	5.00	104.69	894.31	281.85
23	19.31	19.40	2.92	77.89	70.31	26.75	3.01	177.96	70.31	26.75	3.01	5.00	105.07	899.33	283.03
24	19.41	19.50	2.93	78.28	70.65	26.75	3.01	178.69	70.65	26.75	3.01	5.00	105.41	903.94	284.10
25	19.51	19.60	2.95	78.69	71.03	26.75	3.01	179.48	71.03	26.75	3.01	5.00	105.79	908.96	285.27
26	19.61	19.70	2.96	79.08	71.38	26.75	3.01	180.22	71.38	26.75	3.01	5.00	106.14	913.56	286.36
27	19.71	19.80	2.98	79.50	71.76	26.75	3.01	181.02	71.76	26.75	3.01	5.00	106.52	918.58	287.54
28	19.81	19.90	2.99	79.88	72.10	26.75	3.01	181.74	72.10	26.75	3.01	5.00	106.86	923.19	288.60
CRAFT 29	0.00	20.22	3.04	81.17	73.27	26.75	3.01	184.20	73.27	26.75	3.01	5.00	108.03	938.67	292.23
30	20.23	20.32	3.05	81.56	73.62	26.75	3.01	184.94	73.62	26.75	3.01	5.00	108.38	943.27	293.32
31	20.33	20.42	3.07	81.98	73.99	26.75	3.01	185.73	73.99	26.75	3.01	5.00	108.75	948.30	294.48
32	20.43	20.52	3.08	82.36	74.34	26.75	3.01	186.46	74.34	26.75	3.01	5.00	109.10	952.90	295.56
33	20.53	20.62	3.10	82.78	74.72	26.75	3.01	187.26	74.72	26.75	3.01	5.00	109.48	957.92	296.74
34	20.63	20.72	3.11	83.16	75.06	26.75	3.01	187.98	75.06	26.75	3.01	5.00	109.82	962.53	297.80
35	20.73	20.82	3.13	83.58	75.44	26.75	3.01	188.78	75.44	26.75	3.01	5.00	110.20	967.55	298.98
36	20.83	20.92	3.14	83.96	75.79	26.75	3.01	189.51	75.79	26.75	3.01	5.00	110.55	972.15	300.06
37	20.93	21.02	3.16	84.38	76.17	26.75	3.01	190.31	76.17	26.75	3.01	5.00	110.93	977.17	301.24
38	21.03	21.12	3.17	84.77	76.51	26.75	3.01	191.04	76.51	26.75	3.01	5.00	111.27	981.78	302.31
39	21.13	21.22	3.19	85.19	76.89	26.75	3.01	191.84	76.89	26.75	3.01	5.00	111.65	986.80	303.49
40	21.23	21.32	3.20	85.57	77.24	26.75	3.01	192.57	77.24	26.75	3.01	5.00	112.00	991.40	304.57
41	21.33	21.42	3.22	85.99	77.62	26.75	3.01	193.37	77.62	26.75	3.01	5.00	112.38	996.42	305.75
42	21.43	21.52	3.23	86.37	77.96	26.75	3.01	194.09	77.96	26.75	3.01	5.00	112.72	1001.03	306.81
43	21.53	21.62	3.25	86.79	78.34	26.75	3.01	194.89	78.34	26.75	3.01	5.00	113.10	1006.05	307.99
44	21.63	21.72	3.26	87.18	78.69	26.75	3.01	195.63	78.69	26.75	3.01	5.00	113.45	1010.65	309.08
45	21.73	21.82	3.28	87.59	79.07	26.75	3.01	196.42	79.07	26.75	3.01	5.00	113.83	1015.67	310.25
46	21.83	21.92	3.29	87.98	79.41	26.75	3.01	197.15	79.41	26.75	3.01	5.00	114.17	1020.28	311.32
47	21.93	22.02	3.31	88.40	79.79	26.75	3.01	197.95	79.79	26.75	3.01	5.00	114.55	1025.30	312.50
48	22.03	22.12	3.32	88.78	80.14	26.75	3.01	198.68	80.14	26.75	3.01	5.00	114.90	1029.90	313.58
49	22.13	22.22	3.34	89.20	80.51	26.75	3.01	199.47	80.51	26.75	3.01	5.00	115.27	1034.93	314.74
50	22.23	22.32	3.35	89.58	80.86	26.75	3.01	200.20	80.86	26.75	3.01	5.00	115.62	1039.53	315.82
KIMBERLEY OPTIONAL STAMPS															
OPT 1	22.33	26.98	4.05	108.29	97.74	53.50	3.01	262.54	97.74	53.50	3.01	5.00	159.25	1237.10	421.79
2	26.99	32.38	4.87	129.99	117.34	53.50	3.01	303.84	117.34	53.50	3.01	5.00	178.85	1497.40	482.69
3	32.39	38.86	5.84	155.99	140.81	53.50	3.01	353.31	140.81	53.50	3.01	5.00	202.32	1809.18	555.63
4	38.87	46.63	7.01	187.19	168.97	53.50	3.01	412.67	168.97	53.50	3.01	5.00	230.48	2183.32	643.15
5	46.64	55.96	8.41	224.64	202.77	53.50	3.01	485.92	202.77	53.50	3.01	5.00	264.28	2632.37	748.20
6	55.97	67.15	10.09	269.55	243.31	53.50	3.01	569.37	243.31	53.50	3.01	5.00	304.82	3170.98	874.19
7	67.16	80.58	12.11	323.47	291.97	53.50	3.01	671.95	291.97	53.50	3.01	5.00	353.48	3817.57	1025.43
8	80.59	96.70	14.53	388.17	350.37	53.50	3.01	795.05	350.37	53.50	3.01	5.00	411.88	4593.47	1206.93
9	96.71	116.04	17.44	465.82	420.46	53.50	3.01	942.79	420.46	53.50	3.01	5.00	481.97	5524.63	1424.76
10	116.05	139.25	20.92	558.96	504.54	53.50	3.01	1120.01	504.54	53.50	3.01	5.00	566.05	6641.60	1686.06
11	139.26	167.10	25.11	670.77	605.46	53.50	3.01	1332.74	605.46	53.50	3.01	5.00	666.97	7982.48	1999.71

NUWE LOONBANDE JANUARIE 2012 KIMBERLEY AMBAGSMANNE EN VAKMANNE															
AMBAGS- & VAKMANNE			AANHANGSEL A						AANHANGSEL B						
			WERGEWER SE BYDRAE						WERKNEMER SE BYDRAE						
Loon inter val	Min / Max Tarief per uur	Kontant Bonus H	Vakans Fonds A	Pens Fonds B	Bystand Fonds D	Raad Heff E	W-Gewer TOTAAL G	Pens Fonds B	Bystand Fonds D	Raad Heff E	Spaar F	W-Nemer TOTAAL G	Kontant Bonus Ingeest	Seel	
AMB 1	0.00	17.20	2.58	69.03	62.31	26.75	3.01	161.10	62.31	26.75	3.01	5.00	97.07	793.03	258.17
2	17.21	17.30	2.60	69.45	62.69	26.75	3.01	161.90	62.69	26.75	3.01	5.00	97.45	798.05	259.35
3	17.31	17.40	2.61	69.83	63.03	26.75	3.01	162.62	63.03	26.75	3.01	5.00	97.79	802.66	260.41
4	17.41	17.50	2.63	70.25	63.41	26.75	3.01	163.42	63.41	26.75	3.01	5.00	98.17	807.68	261.59
5	17.51	17.60	2.64	70.63	63.76	26.75	3.01	164.15	63.76	26.75	3.01	5.00	98.52	812.28	262.67
6	17.61	17.70	2.66	71.05	64.13	26.75	3.01	164.94	64.13	26.75	3.01	5.00	98.89	817.31	263.83
7	17.71	17.80	2.67	71.44	64.48	26.75	3.01	165.68	64.48	26.75	3.01	5.00	99.24	821.91	264.92
8	17.81	17.90	2.69	71.85	64.86	26.75	3.01	166.47	64.86	26.75	3.01	5.00	99.62	826.93	266.09
9	17.91	18.00	2.70	72.24	65.21	26.75	3.01	167.21	65.21	26.75	3.01	5.00	99.97	831.53	267.18
10	18.01	18.10	2.72	72.66	65.58	26.75	3.01	168.00	65.58	26.75	3.01	5.00	100.34	836.56	268.34
11	18.11	18.20	2.73	73.04	65.93	26.75	3.01	168.73	65.93	26.75	3.01	5.00	100.69	841.16	269.42
12	18.21	18.30	2.75	73.46	66.31	26.75	3.01	169.53	66.31	26.75	3.01	5.00	101.07	846.18	270.60
13	18.31	18.40	2.76	73.84	66.65	26.75	3.01	170.25	66.65	26.75	3.01	5.00	101.41	850.79	271.66
14	18.41	18.50	2.78	74.26	67.03	26.75	3.01	171.05	67.03	26.75	3.01	5.00	101.79	855.81	272.84
15	18.51	18.60	2.79	74.65	67.38	26.75	3.01	171.79	67.38	26.75	3.01	5.00	102.14	860.41	273.93
16	18.61	18.70	2.81	75.07	67.76	26.75	3.01	172.59	67.76	26.75	3.01	5.00	102.52	865.43	275.11
17	18.71	18.80	2.82	75.45	68.10	26.75	3.01	173.31	68.10	26.75	3.01	5.00	102.86	870.04	276.17
18	18.81	18.90	2.84	75.87	68.48	26.75	3.01	174.11	68.48	26.75	3.01	5.00	103.24	875.06	277.35
19	18.91	19.00	2.86	76.29	68.86	26.75	3.01	174.91	68.86	26.75	3.01	5.00	103.62	880.08	278.53
20	19.01	19.10	2.87	76.67	69.21	26.75	3.01	175.64	69.21	26.75	3.01	5.00	103.97	884.68	279.61
21	19.11	19.20	2.89	77.09	69.58	26.75	3.01	176.43	69.58	26.75	3.01	5.00	104.34	889.71	280.77
22	19.21	19.30	2.90	77.47	69.93	26.75	3.01	177.16	69.93	26.75	3.01	5.00	104.69	894.31	281.85
23	19.31	19.40	2.92	77.89	70.31	26.75	3.01	177.96	70.31	26.75	3.01	5.00	105.07	899.33	283.03
24	19.41	19.50	2.93	78.28	70.65	26.75	3.01	178.69	70.65	26.75	3.01	5.00	105.41	903.94	284.10
25	19.51	19.60	2.95	78.69	71.03	26.75	3.01	179.48	71.03	26.75	3.01	5.00	105.79	908.96	285.27
26	19.61	19.70	2.96	79.08	71.38	26.75	3.01	180.22	71.38	26.75	3.01	5.00	106.14	913.56	286.36
27	19.71	19.80	2.98	79.50	71.76	26.75	3.01	181.02	71.76	26.75	3.01	5.00	106.52	918.58	287.54
28	19.81	19.90	2.99	79.88	72.10	26.75	3.01	181.74	72.10	26.75	3.01	5.00	106.86	923.19	288.60
VAK 29	0.00	20.22	3.04	81.17	73.27	26.75	3.01	184.20	73.27	26.75	3.01	5.00	108.03	938.67	292.23
30	20.23	20.32	3.05	81.56	73.62	26.75	3.01	184.94	73.62	26.75	3.01	5.00	108.38	943.27	293.32
31	20.33	20.42	3.07	81.98	73.99	26.75	3.01	185.73	73.99	26.75	3.01	5.00	108.75	948.30	294.48
32	20.43	20.52	3.08	82.36	74.34	26.75	3.01	186.46	74.34	26.75	3.01	5.00	109.10	952.90	295.56
33	20.53	20.62	3.10	82.78	74.72	26.75	3.01	187.26	74.72	26.75	3.01	5.00	109.48	957.92	296.74
34	20.63	20.72	3.11	83.16	75.06	26.75	3.01	187.98	75.06	26.75	3.01	5.00	109.82	962.53	297.80
35	20.73	20.82	3.13	83.56	75.44	26.75	3.01	188.78	75.44	26.75	3.01	5.00	110.20	967.55	298.98
36	20.83	20.92	3.14	83.96	75.79	26.75	3.01	189.51	75.79	26.75	3.01	5.00	110.55	972.15	300.06
37	20.93	21.02	3.16	84.38	76.17	26.75	3.01	190.31	76.17	26.75	3.01	5.00	110.93	977.17	301.24
38	21.03	21.12	3.17	84.77	76.51	26.75	3.01	191.04	76.51	26.75	3.01	5.00	111.27	981.78	302.31
39	21.13	21.22	3.19	85.19	76.89	26.75	3.01	191.84	76.89	26.75	3.01	5.00	111.65	986.80	303.49
40	21.23	21.32	3.20	85.57	77.24	26.75	3.01	192.57	77.24	26.75	3.01	5.00	112.00	991.40	304.57
41	21.33	21.42	3.22	85.99	77.62	26.75	3.01	193.37	77.62	26.75	3.01	5.00	112.38	996.42	305.75
42	21.43	21.52	3.23	86.37	77.96	26.75	3.01	194.09	77.96	26.75	3.01	5.00	112.72	1001.03	306.81
43	21.53	21.62	3.25	86.79	78.34	26.75	3.01	194.89	78.34	26.75	3.01	5.00	113.10	1006.05	307.99
44	21.63	21.72	3.26	87.18	78.69	26.75	3.01	195.63	78.69	26.75	3.01	5.00	113.45	1010.65	309.08
45	21.73	21.82	3.28	87.59	79.07	26.75	3.01	196.42	79.07	26.75	3.01	5.00	113.83	1015.67	310.25
46	21.83	21.92	3.29	87.98	79.41	26.75	3.01	197.15	79.41	26.75	3.01	5.00	114.17	1020.28	311.32
47	21.93	22.02	3.31	88.40	79.79	26.75	3.01	197.95	79.79	26.75	3.01	5.00	114.55	1025.30	312.50
48	22.03	22.12	3.32	88.78	80.14	26.75	3.01	198.68	80.14	26.75	3.01	5.00	114.90	1029.90	313.58
49	22.13	22.22	3.34	89.20	80.51	26.75	3.01	199.47	80.51	26.75	3.01	5.00	115.27	1034.93	314.74
50	22.23	22.32	3.35	89.58	80.86	26.75	3.01	200.20	80.86	26.75	3.01	5.00	115.62	1039.53	315.82
KIMBERLEY VRYWILLIGE SEELS															
OPT 1	22.33	26.98	4.05	108.29	97.74	53.50	3.01	262.54	97.74	53.50	3.01	5.00	159.25	1237.10	421.79
2	26.99	32.38	4.87	129.99	117.34	53.50	3.01	303.84	117.34	53.50	3.01	5.00	178.85	1497.40	482.69
3	32.39	38.86	5.84	155.99	140.81	53.50	3.01	353.31	140.81	53.50	3.01	5.00	202.32	1809.18	555.63
4	38.87	46.63	7.01	187.19	168.97	53.50	3.01	412.67	168.97	53.50	3.01	5.00	230.48	2183.32	643.15
5	46.64	55.96	8.41	224.64	202.77	53.50	3.01	483.92	202.77	53.50	3.01	5.00	264.28	2632.37	748.20
6	55.97	67.15	10.09	269.55	243.31	53.50	3.01	569.37	243.31	53.50	3.01	5.00	304.82	3170.98	874.19
7	67.16	80.58	12.11	323.47	291.97	53.50	3.01	671.95	291.97	53.50	3.01	5.00	353.48	3817.57	1025.43
8	80.59	96.70	14.53	388.17	350.37	53.50	3.01	795.05	350.37	53.50	3.01	5.00	411.88	4593.47	1206.93
9	96.71	116.04	17.44	465.82	420.46	53.50	3.01	942.79	420.46	53.50	3.01	5.00	481.97	5524.63	1424.76
10	116.05	139.25	20.92	558.96	504.54	53.50	3.01	1120.01	504.54	53.50	3.01	5.00	566.05	6641.60	1686.06
11	139.26	167.10	25.11	670.77	605.46	53.50	3.01	1332.74	605.46	53.50	3.01	5.00	666.97	7982.48	1999.71

NEW WAGEBANDS JANUARIE 2012 KIMBERLEY NON ARTISANS															
NON ARTISANS AND SPECIFIED SKILLED				ANNEXURE A EMPLOYER CONTRIBUTION					ANNEXURE B EMPLOYEE CONTRIBUTION						
Wage interval	Min / Max Tariff per hour	Cash Bonus H		Holiday Fund A	Pension Fund B	Benefit Fund D	Council Levy E	Employer TOTAL G	Pension Fund B	Benefit Fund D	Council Levy E	Saving F	Employee TOTAL G	Cash Bonus Included	Stamp
1	0.00	8.23	1.17	32.80	29.61	9.38	3.00	74.79	29.61	9.38	3.00	5.00	46.99	376.01	121.78
2	8.24	8.33	1.19	33.22	29.99	9.38	3.00	75.59	29.99	9.38	3.00	5.00	47.37	381.03	122.96
3	8.34	8.43	1.20	33.61	30.33	9.38	3.00	76.32	30.33	9.38	3.00	5.00	47.71	385.64	124.03
4	8.44	8.53	1.21	33.99	30.68	9.38	3.00	77.05	30.68	9.38	3.00	5.00	48.06	390.24	125.11
5	8.54	8.63	1.23	34.41	31.06	9.38	3.00	77.85	31.06	9.38	3.00	5.00	48.44	395.26	126.29
6	8.64	8.73	1.24	34.79	31.41	9.38	3.00	78.58	31.41	9.38	3.00	5.00	48.79	399.86	127.37
7	8.74	8.83	1.26	35.21	31.78	9.38	3.00	79.37	31.78	9.38	3.00	5.00	49.16	404.89	128.53
8	8.84	8.93	1.27	35.60	32.13	9.38	3.00	80.11	32.13	9.38	3.00	5.00	49.51	409.49	129.62
9	8.94	9.03	1.29	36.01	32.51	9.38	3.00	80.90	32.51	9.38	3.00	5.00	49.89	414.51	130.79
10	9.04	9.13	1.30	36.40	32.85	9.38	3.00	81.63	32.85	9.38	3.00	5.00	50.23	419.12	131.86
11	9.14	9.23	1.31	36.78	33.20	9.38	3.00	82.36	33.20	9.38	3.00	5.00	50.58	423.72	132.94
12	9.24	9.33	1.33	37.20	33.58	9.38	3.00	83.16	33.58	9.38	3.00	5.00	50.96	428.74	134.12
13	9.34	9.43	1.34	37.59	33.93	9.38	3.00	83.90	33.93	9.38	3.00	5.00	51.31	433.34	135.21
Class 3	0.00	9.63	1.37	38.39	34.65	9.38	3.00	85.42	34.65	9.38	3.00	5.00	52.03	442.97	137.45
Class 2	9.64	9.73	1.39	38.81	35.03	9.38	3.00	86.22	35.03	9.38	3.00	5.00	52.41	447.99	138.63
16	9.74	9.83	1.40	39.19	35.37	9.38	3.00	86.94	35.37	9.38	3.00	5.00	52.75	452.60	139.69
17	9.84	9.93	1.41	39.57	35.72	9.38	3.00	87.67	35.72	9.38	3.00	5.00	53.10	457.20	140.77
18	9.94	10.03	1.43	39.99	36.10	9.38	3.00	88.47	36.10	9.38	3.00	5.00	53.48	462.22	141.95
19	10.04	10.13	1.44	40.38	36.45	9.38	3.00	89.21	36.45	9.38	3.00	5.00	53.83	466.82	143.04
20	10.14	10.23	1.46	40.80	36.82	9.38	3.00	90.00	36.82	9.38	3.00	5.00	54.20	471.85	144.20
21	10.24	10.33	1.47	41.18	37.17	9.38	3.00	90.73	37.17	9.38	3.00	5.00	54.55	476.45	145.28
22	10.34	10.43	1.49	41.60	37.55	9.38	3.00	91.53	37.55	9.38	3.00	5.00	54.93	481.47	146.46
23	10.44	10.53	1.50	41.98	37.89	9.38	3.00	92.25	37.89	9.38	3.00	5.00	55.27	486.08	147.52
24	10.54	10.63	1.51	42.37	38.24	9.38	3.00	92.99	38.24	9.38	3.00	5.00	55.62	490.68	148.61
25	10.64	10.73	1.53	42.78	38.62	9.38	3.00	93.78	38.62	9.38	3.00	5.00	56.00	495.70	149.78
26	10.74	10.83	1.54	43.17	38.97	9.38	3.00	94.52	38.97	9.38	3.00	5.00	56.35	500.30	150.87
27	10.84	10.93	1.56	43.59	39.34	9.38	3.00	95.31	39.34	9.38	3.00	5.00	56.72	505.33	152.03
28	10.94	11.03	1.57	43.97	39.69	9.38	3.00	96.04	39.69	9.38	3.00	5.00	57.07	509.93	153.11
29	11.04	11.13	1.59	44.39	40.07	9.38	3.00	96.84	40.07	9.38	3.00	5.00	57.45	514.95	154.29
30	11.14	11.23	1.60	44.77	40.41	9.38	3.00	97.56	40.41	9.38	3.00	5.00	57.79	519.56	155.35
31	11.24	11.33	1.61	45.16	40.76	9.38	3.00	98.30	40.76	9.38	3.00	5.00	58.14	524.16	156.44
32	11.34	11.43	1.63	45.58	41.14	9.38	3.00	99.10	41.14	9.38	3.00	5.00	58.52	529.18	157.62
33	11.44	11.53	1.64	45.96	41.49	9.38	3.00	99.83	41.49	9.38	3.00	5.00	58.87	533.78	158.70
34	11.54	11.63	1.66	46.38	41.86	9.38	3.00	100.62	41.86	9.38	3.00	5.00	59.24	538.81	159.86
35	11.64	11.73	1.67	46.76	42.21	9.38	3.00	101.35	42.21	9.38	3.00	5.00	59.59	543.41	160.94
36	11.74	11.83	1.68	47.15	42.56	9.38	3.00	102.09	42.56	9.38	3.00	5.00	59.94	548.01	162.03
37	11.84	11.93	1.70	47.57	42.93	9.38	3.00	102.88	42.93	9.38	3.00	5.00	60.31	553.04	163.19
38	11.94	12.03	1.71	47.95	43.28	9.38	3.00	103.61	43.28	9.38	3.00	5.00	60.66	557.64	164.27
Class 1	0.00	12.33	1.76	49.17	44.38	9.38	3.00	105.93	44.38	9.38	3.00	5.00	61.76	572.29	167.69
40	12.34	12.43	1.77	49.56	44.73	9.38	3.00	106.67	44.73	9.38	3.00	5.00	62.11	576.89	168.78
41	12.44	12.53	1.78	49.94	45.08	9.38	3.00	107.40	45.08	9.38	3.00	5.00	62.46	581.49	169.86
42	12.54	12.63	1.80	50.36	45.45	9.38	3.00	108.19	45.45	9.38	3.00	5.00	62.83	586.52	171.02
43	12.64	12.73	1.81	50.74	45.80	9.38	3.00	108.92	45.80	9.38	3.00	5.00	63.18	591.12	172.10
44	12.74	12.83	1.83	51.16	46.18	9.38	3.00	109.72	46.18	9.38	3.00	5.00	63.56	596.14	173.28
45	12.84	12.93	1.84	51.54	46.53	9.38	3.00	110.45	46.53	9.38	3.00	5.00	63.91	600.74	174.36
46	12.94	13.03	1.86	51.96	46.90	9.38	3.00	111.24	46.90	9.38	3.00	5.00	64.28	605.77	175.52
47	13.04	13.13	1.87	52.35	47.25	9.38	3.00	111.98	47.25	9.38	3.00	5.00	64.63	610.37	176.61
48	13.14	13.23	1.88	52.73	47.60	9.38	3.00	112.71	47.60	9.38	3.00	5.00	64.98	614.97	177.69
49	13.24	13.33	1.90	53.15	47.97	9.38	3.00	113.50	47.97	9.38	3.00	5.00	65.35	620.00	178.85
50	13.34	13.43	1.91	53.53	48.32	9.38	3.00	114.23	48.32	9.38	3.00	5.00	65.70	624.60	179.93

NUWE LOONBANDE JANUARIE 2012 KIMBERLEY NIE AMBAGSMANNE															
NIE-AMBAGSMANNE EN VAARDIGHEIDSWERKERS				AANHANGSEL A					AANHANGSEL B						
Loon inter val	Min / Max Tarief per uur		Kontant Bonus H	WERKGEWER 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 Ingest	Seel		
1	0.00	8.23	1.17	32.80	29.61	9.38	3.00	74.79	29.61	9.38	3.00	5.00	46.99	376.01	121.78
2	8.24	8.33	1.19	33.22	29.99	9.38	3.00	75.59	29.99	9.38	3.00	5.00	47.37	381.03	122.96
3	8.34	8.43	1.20	33.61	30.33	9.38	3.00	76.32	30.33	9.38	3.00	5.00	47.71	385.64	124.03
4	8.44	8.53	1.21	33.99	30.68	9.38	3.00	77.05	30.68	9.38	3.00	5.00	48.06	390.24	125.11
5	8.54	8.63	1.23	34.41	31.06	9.38	3.00	77.85	31.06	9.38	3.00	5.00	48.44	395.26	126.29
6	8.64	8.73	1.24	34.79	31.41	9.38	3.00	78.58	31.41	9.38	3.00	5.00	48.79	399.86	127.37
7	8.74	8.83	1.26	35.21	31.78	9.38	3.00	79.37	31.78	9.38	3.00	5.00	49.16	404.89	128.53
8	8.84	8.93	1.27	35.60	32.13	9.38	3.00	80.11	32.13	9.38	3.00	5.00	49.51	409.49	129.62
9	8.94	9.03	1.29	36.01	32.51	9.38	3.00	80.90	32.51	9.38	3.00	5.00	49.89	414.51	130.79
10	9.04	9.13	1.30	36.40	32.85	9.38	3.00	81.63	32.85	9.38	3.00	5.00	50.23	419.12	131.86
11	9.14	9.23	1.31	36.78	33.20	9.38	3.00	82.36	33.20	9.38	3.00	5.00	50.58	423.72	132.94
12	9.24	9.33	1.33	37.20	33.58	9.38	3.00	83.16	33.58	9.38	3.00	5.00	50.96	428.74	134.12
13	9.34	9.43	1.34	37.59	33.93	9.38	3.00	83.90	33.93	9.38	3.00	5.00	51.31	433.34	135.21
Klas 3 14	0.00	9.63	1.37	38.39	34.65	9.38	3.00	85.42	34.65	9.38	3.00	5.00	52.03	442.97	137.45
Klas 2 15	9.64	9.74	1.39	38.84	35.06	9.38	3.00	86.28	35.06	9.38	3.00	5.00	52.44	448.41	138.72
16	9.75	9.84	1.40	39.23	35.41	9.38	3.00	87.02	35.41	9.38	3.00	5.00	52.79	453.01	139.81
17	9.85	9.94	1.42	39.64	35.78	9.38	3.00	87.80	35.78	9.38	3.00	5.00	53.16	458.04	140.96
18	9.95	10.04	1.43	40.03	36.13	9.38	3.00	88.54	36.13	9.38	3.00	5.00	53.51	462.64	142.05
19	10.05	10.14	1.44	40.41	36.48	9.38	3.00	89.27	36.48	9.38	3.00	5.00	53.86	467.24	143.13
20	10.15	10.24	1.46	40.83	36.86	9.38	3.00	90.07	36.86	9.38	3.00	5.00	54.24	472.26	144.31
21	10.25	10.34	1.47	41.21	37.20	9.38	3.00	90.79	37.20	9.38	3.00	5.00	54.58	476.87	145.37
22	10.35	10.44	1.49	41.63	37.58	9.38	3.00	91.59	37.58	9.38	3.00	5.00	54.96	481.89	146.55
23	10.45	10.54	1.50	42.02	37.93	9.38	3.00	92.33	37.93	9.38	3.00	5.00	55.31	486.49	147.64
24	10.55	10.64	1.52	42.44	38.30	9.38	3.00	93.12	38.30	9.38	3.00	5.00	55.68	491.52	148.80
25	10.65	10.74	1.53	42.82	38.65	9.38	3.00	93.85	38.65	9.38	3.00	5.00	56.03	496.12	149.88
26	10.75	10.84	1.54	43.20	39.00	9.38	3.00	94.58	39.00	9.38	3.00	5.00	56.38	500.72	150.96
27	10.85	10.94	1.56	43.62	39.38	9.38	3.00	95.38	39.38	9.38	3.00	5.00	56.76	505.74	152.14
28	10.95	11.04	1.57	44.01	39.72	9.38	3.00	96.11	39.72	9.38	3.00	5.00	57.10	510.35	153.21
29	11.05	11.14	1.59	44.43	40.10	9.38	3.00	96.91	40.10	9.38	3.00	5.00	57.48	515.37	154.39
30	11.15	11.24	1.60	44.81	40.45	9.38	3.00	97.64	40.45	9.38	3.00	5.00	57.83	519.97	155.47
31	11.25	11.34	1.61	45.19	40.79	9.38	3.00	98.36	40.79	9.38	3.00	5.00	58.17	524.58	156.53
32	11.35	11.44	1.63	45.61	41.17	9.38	3.00	99.16	41.17	9.38	3.00	5.00	58.55	529.60	157.71
33	11.45	11.54	1.64	46.00	41.52	9.38	3.00	99.90	41.52	9.38	3.00	5.00	58.90	534.20	158.80
34	11.55	11.64	1.66	46.41	41.90	9.38	3.00	100.69	41.90	9.38	3.00	5.00	59.28	539.22	159.97
35	11.65	11.74	1.67	46.80	42.24	9.38	3.00	101.42	42.24	9.38	3.00	5.00	59.62	543.83	161.04
36	11.75	11.84	1.69	47.22	42.62	9.38	3.00	102.22	42.62	9.38	3.00	5.00	60.00	548.85	162.22
37	11.85	11.94	1.70	47.60	42.97	9.38	3.00	102.95	42.97	9.38	3.00	5.00	60.35	553.45	163.30
38	11.95	12.04	1.71	47.98	43.31	9.38	3.00	103.67	43.31	9.38	3.00	5.00	60.69	558.06	164.36
Klas 1 39	0.00	12.33	1.76	49.17	44.38	9.38	3.00	105.93	44.38	9.38	3.00	5.00	61.76	572.29	167.69
40	12.34	12.43	1.77	49.56	44.73	9.38	3.00	106.67	44.73	9.38	3.00	5.00	62.11	576.89	168.78
41	12.44	12.53	1.78	49.94	45.08	9.38	3.00	107.40	45.08	9.38	3.00	5.00	62.46	581.49	169.86
42	12.54	12.63	1.80	50.36	45.45	9.38	3.00	108.19	45.45	9.38	3.00	5.00	62.83	586.52	171.02
43	12.64	12.73	1.81	50.74	45.80	9.38	3.00	108.92	45.80	9.38	3.00	5.00	63.18	591.12	172.10
44	12.74	12.83	1.83	51.16	46.18	9.38	3.00	109.72	46.18	9.38	3.00	5.00	63.56	596.14	173.28
45	12.84	12.93	1.84	51.54	46.53	9.38	3.00	110.45	46.53	9.38	3.00	5.00	63.91	600.74	174.36
46	12.94	13.03	1.86	51.96	46.90	9.38	3.00	111.24	46.90	9.38	3.00	5.00	64.28	605.77	175.52
47	13.04	13.13	1.87	52.35	47.25	9.38	3.00	111.98	47.25	9.38	3.00	5.00	64.63	610.37	176.61
48	13.14	13.23	1.88	52.73	47.60	9.38	3.00	112.71	47.60	9.38	3.00	5.00	64.98	614.97	177.69
49	13.24	13.33	1.90	53.15	47.97	9.38	3.00	113.50	47.97	9.38	3.00	5.00	65.35	620.00	178.85
50	13.34	13.43	1.91	53.53	48.32	9.38	3.00	114.23	48.32	9.38	3.00	5.00	65.70	624.60	179.93

NEW WAGEBANDS MEI 2011 GORDONIA ARTISANS AND CRAFTSMEN

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 1	0.00	16.18	2.32	64.56	58.28	26.06	6.07	154.97	58.28	26.06	6.07	5.00	95.41	737.09	250.38
2	16.19	16.28	2.33	64.95	58.62	26.06	6.07	155.70	58.62	26.06	6.07	5.00	95.75	741.70	251.45
3	16.29	16.38	2.34	65.33	58.97	26.06	6.07	156.43	58.97	26.06	6.07	5.00	96.10	746.30	252.53
4	16.39	16.48	2.36	65.75	59.35	26.06	6.07	157.23	59.35	26.06	6.07	5.00	96.48	751.32	253.71
5	16.49	16.58	2.37	66.13	59.69	26.06	6.07	157.95	59.69	26.06	6.07	5.00	96.82	755.93	254.77
6	16.59	16.68	2.39	66.55	60.07	26.06	6.07	158.75	60.07	26.06	6.07	5.00	97.20	760.95	255.95
7	16.69	16.78	2.40	66.93	60.42	26.06	6.07	159.48	60.42	26.06	6.07	5.00	97.55	765.55	257.03
8	16.79	16.88	2.42	67.35	60.80	26.06	6.07	160.28	60.80	26.06	6.07	5.00	97.93	770.57	258.21
9	16.89	16.98	2.43	67.74	61.14	26.06	6.07	161.01	61.14	26.06	6.07	5.00	98.27	775.18	259.28
10	16.99	17.08	2.44	68.12	61.49	26.06	6.07	161.74	61.49	26.06	6.07	5.00	98.62	779.78	260.36
11	17.09	17.18	2.46	68.54	61.87	26.06	6.07	162.54	61.87	26.06	6.07	5.00	99.00	784.80	261.54
12	17.19	17.28	2.47	68.92	62.21	26.06	6.07	163.26	62.21	26.06	6.07	5.00	99.34	789.41	262.60
13	17.29	17.38	2.49	69.34	62.59	26.06	6.07	164.06	62.59	26.06	6.07	5.00	99.72	794.43	263.78
14	17.39	17.48	2.50	69.73	62.94	26.06	6.07	164.80	62.94	26.06	6.07	5.00	100.07	799.03	264.87
15	17.49	17.58	2.52	70.14	63.32	26.06	6.07	165.59	63.32	26.06	6.07	5.00	100.45	804.05	266.04
16	17.59	17.68	2.53	70.53	63.66	26.06	6.07	166.32	63.66	26.06	6.07	5.00	100.79	808.66	267.11
17	17.69	17.78	2.54	70.91	64.01	26.06	6.07	167.05	64.01	26.06	6.07	5.00	101.14	813.26	268.19
18	17.79	17.88	2.56	71.33	64.39	26.06	6.07	167.85	64.39	26.06	6.07	5.00	101.52	818.28	269.37
19	17.89	17.98	2.57	71.72	64.73	26.06	6.07	168.58	64.73	26.06	6.07	5.00	101.86	822.89	270.44
20	17.99	18.08	2.59	72.13	65.11	26.06	6.07	169.37	65.11	26.06	6.07	5.00	102.24	827.91	271.61
21	18.09	18.18	2.60	72.52	65.46	26.06	6.07	170.11	65.46	26.06	6.07	5.00	102.59	832.51	272.70
22	18.19	18.28	2.62	72.94	65.84	26.06	6.07	170.91	65.84	26.06	6.07	5.00	102.97	837.53	273.88
23	18.29	18.38	2.63	73.32	66.18	26.06	6.07	171.63	66.18	26.06	6.07	5.00	103.31	842.14	274.94
24	18.39	18.48	2.64	73.70	66.53	26.06	6.07	172.36	66.53	26.06	6.07	5.00	103.66	846.74	276.02
25	18.49	18.58	2.66	74.12	66.91	26.06	6.07	173.16	66.91	26.06	6.07	5.00	104.04	851.76	277.20
26	18.59	18.68	2.67	74.51	67.25	26.06	6.07	173.89	67.25	26.06	6.07	5.00	104.38	856.37	278.27
27	18.69	18.78	2.69	74.93	67.63	26.06	6.07	174.69	67.63	26.06	6.07	5.00	104.76	861.39	279.45
28	18.79	18.88	2.70	75.31	67.98	26.06	6.07	175.42	67.98	26.06	6.07	5.00	105.11	865.99	280.53
CRAFT 29	0.00	19.08	2.73	76.11	68.70	26.06	6.07	176.94	68.70	26.06	6.07	5.00	105.83	875.62	282.77
30	19.09	19.18	2.74	76.50	69.05	26.06	6.07	177.68	69.05	26.06	6.07	5.00	106.18	880.22	283.86
31	19.19	19.28	2.76	76.92	69.43	26.06	6.07	178.48	69.43	26.06	6.07	5.00	106.56	885.24	285.04
32	19.29	19.38	2.77	77.30	69.77	26.06	6.07	179.20	69.77	26.06	6.07	5.00	106.90	889.85	286.10
33	19.39	19.48	2.79	77.72	70.15	26.06	6.07	180.00	70.15	26.06	6.07	5.00	107.28	894.87	287.28
34	19.49	19.58	2.80	78.10	70.50	26.06	6.07	180.73	70.50	26.06	6.07	5.00	107.63	899.47	288.36
35	19.59	19.68	2.82	78.52	70.88	26.06	6.07	181.53	70.88	26.06	6.07	5.00	108.01	904.49	289.54
36	19.69	19.78	2.83	78.90	71.22	26.06	6.07	182.25	71.22	26.06	6.07	5.00	108.35	909.10	290.60
37	19.79	19.88	2.84	79.29	71.57	26.06	6.07	182.99	71.57	26.06	6.07	5.00	108.70	913.70	291.69
38	19.89	19.98	2.86	79.71	71.95	26.06	6.07	183.79	71.95	26.06	6.07	5.00	109.08	918.72	292.87
39	19.99	20.08	2.87	80.09	72.29	26.06	6.07	184.51	72.29	26.06	6.07	5.00	109.42	923.33	293.93
40	20.09	20.18	2.89	80.51	72.67	26.06	6.07	185.31	72.67	26.06	6.07	5.00	109.80	928.35	295.11
41	20.19	20.28	2.90	80.89	73.02	26.06	6.07	186.04	73.02	26.06	6.07	5.00	110.15	932.95	296.19
42	20.29	20.38	2.92	81.31	73.40	26.06	6.07	186.84	73.40	26.06	6.07	5.00	110.53	937.97	297.37
43	20.39	20.48	2.93	81.70	73.74	26.06	6.07	187.57	73.74	26.06	6.07	5.00	110.87	942.58	298.44
44	20.49	20.58	2.94	82.08	74.09	26.06	6.07	188.30	74.09	26.06	6.07	5.00	111.22	947.18	299.52
45	20.59	20.68	2.96	82.50	74.47	26.06	6.07	189.10	74.47	26.06	6.07	5.00	111.60	952.20	300.70
46	20.69	20.78	2.97	82.88	74.81	26.06	6.07	189.82	74.81	26.06	6.07	5.00	111.94	956.81	301.76
47	20.79	20.88	2.99	83.30	75.19	26.06	6.07	190.62	75.19	26.06	6.07	5.00	112.32	961.83	302.94
48	20.89	20.98	3.00	83.69	75.54	26.06	6.07	191.36	75.54	26.06	6.07	5.00	112.67	966.43	304.03
49	20.99	21.08	3.02	84.10	75.92	26.06	6.07	192.15	75.92	26.06	6.07	5.00	113.05	971.45	305.20
50	21.09	21.18	3.03	84.49	76.26	26.06	6.07	192.88	76.26	26.06	6.07	5.00	113.39	976.06	306.27
GORDONIA OPTIONAL STAMPS															
OPT 1	21.19	25.53	3.65	101.83	91.92	52.12	6.07	251.94	91.92	52.12	6.07	5.00	155.11	1157.99	407.05
2	25.54	30.64	4.38	122.21	110.31	52.12	6.07	290.71	110.31	52.12	6.07	5.00	173.50	1402.40	464.21
3	30.65	36.77	5.26	146.68	132.39	52.12	6.07	337.26	132.39	52.12	6.07	5.00	195.58	1695.77	532.84
4	36.78	44.12	6.31	175.99	158.85	52.12	6.07	393.03	158.85	52.12	6.07	5.00	222.04	2047.31	615.07
5	44.13	52.94	7.58	211.20	190.64	52.12	6.07	460.03	190.64	52.12	6.07	5.00	253.83	2469.57	713.86
6	52.95	63.53	9.09	253.43	228.75	52.12	6.07	540.37	228.75	52.12	6.07	5.00	291.94	2975.96	832.31
7	63.54	76.24	10.91	304.14	274.52	52.12	6.07	636.85	274.52	52.12	6.07	5.00	337.71	3584.04	974.56
8	76.25	91.49	13.09	364.96	329.43	52.12	6.07	752.58	329.43	52.12	6.07	5.00	392.62	4313.48	1145.20
9	91.50	109.79	15.71	437.97	395.33	52.12	6.07	891.49	395.33	52.12	6.07	5.00	458.52	5188.98	1350.01
10	109.80	131.75	18.85	525.56	474.39	52.12	6.07	1058.14	474.39	52.12	6.07	5.00	537.58	6239.42	1595.72
11	131.76	158.10	22.62	630.68	569.27	52.12	6.07	1258.14	569.27	52.12	6.07	5.00	632.46	7499.94	1890.60

NUWE LOONBANDE MET 2011 GORDONIA AMBAGSMANNE EN VAKMANNE															
AMBAGS- & VAKMANNE				AANHANGSEL A					AANHANGSEL B						
Loon inter val	Min / Max Tarief per uur		Kontant Bonus G	WERGEWER SE BYDRAE					WERKNEEMER SE BYDRAE						
				Vakans Fonds A	Pens Fonds B	Bystan Fonds C	Raad Heff D	W-Gewer TOTAAL F	Pens Fonds B	Bystan Fonds C	Raad Heff D	Spaar E	W-Nemer TOTAAL F	Kontant Bonus Ingesel	Seel
AMB 1	0.00	16.18	2.32	64.56	58.28	26.06	6.07	154.97	58.28	26.06	6.07	5.00	95.41	737.09	250.38
2	16.19	16.28	2.33	64.95	58.62	26.06	6.07	155.70	58.62	26.06	6.07	5.00	95.75	741.70	251.45
3	16.29	16.38	2.34	65.33	58.97	26.06	6.07	156.43	58.97	26.06	6.07	5.00	96.10	746.30	252.53
4	16.39	16.48	2.36	65.75	59.35	26.06	6.07	157.23	59.35	26.06	6.07	5.00	96.48	751.32	253.71
5	16.49	16.58	2.37	66.13	59.69	26.06	6.07	157.95	59.69	26.06	6.07	5.00	96.82	755.93	254.77
6	16.59	16.68	2.39	66.55	60.07	26.06	6.07	158.75	60.07	26.06	6.07	5.00	97.20	760.95	255.95
7	16.69	16.78	2.40	66.93	60.42	26.06	6.07	159.48	60.42	26.06	6.07	5.00	97.55	765.55	257.03
8	16.79	16.88	2.42	67.35	60.80	26.06	6.07	160.28	60.80	26.06	6.07	5.00	97.93	770.57	258.21
9	16.89	16.98	2.43	67.74	61.14	26.06	6.07	161.01	61.14	26.06	6.07	5.00	98.27	775.18	259.28
10	16.99	17.08	2.44	68.12	61.49	26.06	6.07	161.74	61.49	26.06	6.07	5.00	98.62	779.78	260.36
11	17.09	17.18	2.46	68.54	61.87	26.06	6.07	162.54	61.87	26.06	6.07	5.00	99.00	784.80	261.54
12	17.19	17.28	2.47	68.92	62.21	26.06	6.07	163.26	62.21	26.06	6.07	5.00	99.34	789.41	262.60
13	17.29	17.38	2.49	69.34	62.59	26.06	6.07	164.06	62.59	26.06	6.07	5.00	99.72	794.43	263.78
14	17.39	17.48	2.50	69.73	62.94	26.06	6.07	164.80	62.94	26.06	6.07	5.00	100.07	799.03	264.87
15	17.49	17.58	2.52	70.14	63.32	26.06	6.07	165.59	63.32	26.06	6.07	5.00	100.45	804.05	266.04
16	17.59	17.68	2.53	70.53	63.66	26.06	6.07	166.32	63.66	26.06	6.07	5.00	100.79	808.66	267.11
17	17.69	17.78	2.54	70.91	64.01	26.06	6.07	167.05	64.01	26.06	6.07	5.00	101.14	813.26	268.19
18	17.79	17.88	2.56	71.33	64.39	26.06	6.07	167.85	64.39	26.06	6.07	5.00	101.52	818.28	269.37
19	17.89	17.98	2.57	71.72	64.73	26.06	6.07	168.58	64.73	26.06	6.07	5.00	101.86	822.89	270.44
20	17.99	18.08	2.59	72.13	65.11	26.06	6.07	169.37	65.11	26.06	6.07	5.00	102.24	827.91	271.61
21	18.09	18.18	2.60	72.52	65.46	26.06	6.07	170.11	65.46	26.06	6.07	5.00	102.59	832.51	272.70
22	18.19	18.28	2.62	72.94	65.84	26.06	6.07	170.91	65.84	26.06	6.07	5.00	102.97	837.53	273.88
23	18.29	18.38	2.63	73.32	66.18	26.06	6.07	171.63	66.18	26.06	6.07	5.00	103.31	842.14	274.94
24	18.39	18.48	2.64	73.70	66.53	26.06	6.07	172.36	66.53	26.06	6.07	5.00	103.66	846.74	276.02
25	18.49	18.58	2.66	74.12	66.91	26.06	6.07	173.16	66.91	26.06	6.07	5.00	104.04	851.76	277.20
26	18.59	18.68	2.67	74.51	67.25	26.06	6.07	173.89	67.25	26.06	6.07	5.00	104.38	856.37	278.27
27	18.69	18.78	2.69	74.93	67.63	26.06	6.07	174.69	67.63	26.06	6.07	5.00	104.76	861.39	279.45
28	18.79	18.88	2.70	75.31	67.98	26.06	6.07	175.42	67.98	26.06	6.07	5.00	105.11	865.99	280.53
VAK 29	0.00	19.08	2.73	76.11	68.70	26.06	6.07	176.94	68.70	26.06	6.07	5.00	105.83	875.62	282.77
30	19.09	19.18	2.74	76.50	69.05	26.06	6.07	177.68	69.05	26.06	6.07	5.00	106.18	880.22	283.86
31	19.19	19.28	2.76	76.92	69.43	26.06	6.07	178.48	69.43	26.06	6.07	5.00	106.56	885.24	285.04
32	19.29	19.38	2.77	77.30	69.77	26.06	6.07	179.20	69.77	26.06	6.07	5.00	106.90	889.85	286.10
33	19.39	19.48	2.79	77.72	70.15	26.06	6.07	180.00	70.15	26.06	6.07	5.00	107.28	894.87	287.28
34	19.49	19.58	2.80	78.10	70.50	26.06	6.07	180.73	70.50	26.06	6.07	5.00	107.63	899.47	288.36
35	19.59	19.68	2.82	78.52	70.88	26.06	6.07	181.53	70.88	26.06	6.07	5.00	108.01	904.49	289.54
36	19.69	19.78	2.83	78.90	71.22	26.06	6.07	182.25	71.22	26.06	6.07	5.00	108.35	909.10	290.60
37	19.79	19.88	2.84	79.29	71.57	26.06	6.07	182.99	71.57	26.06	6.07	5.00	108.70	913.70	291.69
38	19.89	19.98	2.86	79.71	71.95	26.06	6.07	183.79	71.95	26.06	6.07	5.00	109.08	918.72	292.87
39	19.99	20.08	2.87	80.09	72.29	26.06	6.07	184.51	72.29	26.06	6.07	5.00	109.42	923.33	293.93
40	20.09	20.18	2.89	80.51	72.67	26.06	6.07	185.31	72.67	26.06	6.07	5.00	109.80	928.35	295.11
41	20.19	20.28	2.90	80.89	73.02	26.06	6.07	186.04	73.02	26.06	6.07	5.00	110.15	932.95	296.19
42	20.29	20.38	2.92	81.31	73.40	26.06	6.07	186.84	73.40	26.06	6.07	5.00	110.53	937.97	297.37
43	20.39	20.48	2.93	81.70	73.74	26.06	6.07	187.57	73.74	26.06	6.07	5.00	110.87	942.58	298.44
44	20.49	20.58	2.94	82.08	74.09	26.06	6.07	188.30	74.09	26.06	6.07	5.00	111.22	947.18	299.52
45	20.59	20.68	2.96	82.50	74.47	26.06	6.07	189.10	74.47	26.06	6.07	5.00	111.60	952.20	300.70
46	20.69	20.78	2.97	82.88	74.81	26.06	6.07	189.82	74.81	26.06	6.07	5.00	111.94	956.81	301.76
47	20.79	20.88	2.99	83.30	75.19	26.06	6.07	190.62	75.19	26.06	6.07	5.00	112.32	961.83	302.94
48	20.89	20.98	3.00	83.69	75.54	26.06	6.07	191.36	75.54	26.06	6.07	5.00	112.67	966.43	304.03
49	20.99	21.08	3.02	84.10	75.92	26.06	6.07	192.15	75.92	26.06	6.07	5.00	113.05	971.45	305.20
50	21.09	21.18	3.03	84.49	76.26	26.06	6.07	192.88	76.26	26.06	6.07	5.00	113.39	976.06	306.27
GORDONIA VRYWILLIGE SEELS															
OPT 1	21.19	25.53	3.65	101.83	91.92	52.12	6.07	251.94	91.92	52.12	6.07	5.00	155.11	1157.99	407.05
2	25.54	30.64	4.38	122.21	110.31	52.12	6.07	290.71	110.31	52.12	6.07	5.00	173.50	1402.40	464.21
3	30.65	36.77	5.26	146.68	132.39	52.12	6.07	337.26	132.39	52.12	6.07	5.00	195.58	1695.77	532.84
4	36.78	44.12	6.31	175.99	158.85	52.12	6.07	393.03	158.85	52.12	6.07	5.00	222.04	2047.31	615.07
5	44.13	52.94	7.58	211.20	190.64	52.12	6.07	460.03	190.64	52.12	6.07	5.00	253.83	2469.57	713.86
6	52.95	63.53	9.09	253.43	228.75	52.12	6.07	540.37	228.75	52.12	6.07	5.00	291.94	2975.96	832.31
7	63.54	76.24	10.91	304.14	274.52	52.12	6.07	636.85	274.52	52.12	6.07	5.00	337.71	3584.04	974.56
8	76.25	91.49	13.09	364.96	329.43	52.12	6.07	752.58	329.43	52.12	6.07	5.00	392.62	4313.48	1145.20
9	91.50	109.79	15.71	437.97	395.33	52.12	6.07	891.49	395.33	52.12	6.07	5.00	458.52	5188.98	1350.01
10	109.80	131.75	18.85	525.56	474.39	52.12	6.07	1058.14	474.39	52.12	6.07	5.00	537.58	6239.42	1595.72
11	131.76	158.10	22.62	630.68	569.27	52.12	6.07	1258.14	569.27	52.12	6.07	5.00	632.46	7499.94	1890.60

NEW WAGEBANDS MEI 2011 GORDONIA NON ARTISANS

NON ARTISANS AND SPECIFIED SKILLED			ANNEXURE A EMPLOYER CONTRIBUTION						ANNEXURE B EMPLOYEE CONTRIBUTION						
Wage interval	Min / Max Tariff per hour	Cash Bonus H	Holiday Fund A	Pension Fund B	Benefit Fund D	Council Levy E	Employer TOTAL G	Pension Fund B	Benefit Fund D	Council Levy E	Saving F	Employee TOTAL G	Cash Bonus Included	Stamp	
1	0.00	7.44	1.06	29.66	26.78	8.48	6.30	71.22	26.78	8.48	6.30	5.00	46.56	335.94	117.78
2	7.45	7.54	1.07	30.05	27.12	8.48	6.30	71.95	27.12	8.48	6.30	5.00	46.90	340.55	118.85
3	7.55	7.64	1.09	30.47	27.90	8.48	6.30	72.75	27.50	8.48	6.30	5.00	47.28	345.57	120.03
4	7.65	7.74	1.10	30.85	27.85	8.48	6.30	73.48	27.85	8.48	6.30	5.00	47.63	350.17	121.11
5	7.75	7.84	1.12	31.27	28.22	8.48	6.30	74.27	28.22	8.48	6.30	5.00	48.00	355.20	122.27
6	7.85	7.94	1.13	31.65	28.57	8.48	6.30	75.00	28.57	8.48	6.30	5.00	48.35	359.80	123.35
7	7.95	8.04	1.15	32.07	28.95	8.48	6.30	75.80	28.95	8.48	6.30	5.00	48.73	364.82	124.53
8	8.05	8.14	1.16	32.46	29.30	8.48	6.30	76.54	29.30	8.48	6.30	5.00	49.08	369.42	125.62
9	8.15	8.24	1.17	32.84	29.64	8.48	6.30	77.26	29.64	8.48	6.30	5.00	49.42	374.03	126.68
10	8.25	8.34	1.19	33.26	30.02	8.48	6.30	78.06	30.02	8.48	6.30	5.00	49.80	379.05	127.86
11	8.35	8.44	1.20	33.64	30.37	8.48	6.30	78.79	30.37	8.48	6.30	5.00	50.15	383.65	128.94
12	8.45	8.54	1.22	34.06	30.74	8.48	6.30	79.58	30.74	8.48	6.30	5.00	50.52	388.68	130.10
13	8.55	8.64	1.23	34.44	31.09	8.48	6.30	80.31	31.09	8.48	6.30	5.00	50.87	393.28	131.18
Class 3 14	0.00	8.78	1.25	35.00	31.59	8.48	6.30	81.37	31.59	8.48	6.30	5.00	51.37	399.98	132.74
Class 2 15	8.79	8.88	1.26	35.39	31.94	8.48	6.30	82.11	31.94	8.48	6.30	5.00	51.72	404.58	133.83
16	8.89	8.98	1.28	35.81	32.32	8.48	6.30	82.91	32.32	8.48	6.30	5.00	52.10	409.60	135.01
17	8.99	9.08	1.29	36.19	32.67	8.48	6.30	83.64	32.67	8.48	6.30	5.00	52.45	414.20	136.09
18	9.09	9.18	1.31	36.61	33.04	8.48	6.30	84.43	33.04	8.48	6.30	5.00	52.82	419.23	137.25
19	9.19	9.28	1.32	36.99	33.39	8.48	6.30	85.16	33.39	8.48	6.30	5.00	53.17	423.83	138.33
20	9.29	9.38	1.34	37.41	33.77	8.48	6.30	85.96	33.77	8.48	6.30	5.00	53.55	428.85	139.51
21	9.39	9.48	1.35	37.79	34.11	8.48	6.30	86.68	34.11	8.48	6.30	5.00	53.89	433.46	140.57
22	9.49	9.58	1.36	38.18	34.46	8.48	6.30	87.42	34.46	8.48	6.30	5.00	54.24	438.06	141.66
23	9.59	9.68	1.38	38.60	34.84	8.48	6.30	88.22	34.84	8.48	6.30	5.00	54.62	443.08	142.84
24	9.69	9.78	1.39	38.98	35.19	8.48	6.30	88.95	35.19	8.48	6.30	5.00	54.97	447.68	143.92
25	9.79	9.88	1.41	39.40	35.56	8.48	6.30	89.74	35.56	8.48	6.30	5.00	55.34	452.71	145.08
26	9.89	9.98	1.42	39.78	35.91	8.48	6.30	90.47	35.91	8.48	6.30	5.00	55.69	457.31	146.16
27	9.99	10.08	1.44	40.20	36.29	8.48	6.30	91.27	36.29	8.48	6.30	5.00	56.07	462.33	147.34
28	10.09	10.18	1.45	40.59	36.63	8.48	6.30	92.00	36.63	8.48	6.30	5.00	56.41	466.94	148.41
29	10.19	10.28	1.46	40.97	36.98	8.48	6.30	92.73	36.98	8.48	6.30	5.00	56.76	471.54	149.49
30	10.29	10.38	1.48	41.39	37.36	8.48	6.30	93.53	37.36	8.48	6.30	5.00	57.14	476.56	150.67
31	10.39	10.48	1.49	41.77	37.71	8.48	6.30	94.26	37.71	8.48	6.30	5.00	57.49	481.16	151.75
32	10.49	10.58	1.51	42.19	38.08	8.48	6.30	95.05	38.08	8.48	6.30	5.00	57.86	486.19	152.91
33	10.59	10.68	1.52	42.58	38.43	8.48	6.30	95.79	38.43	8.48	6.30	5.00	58.21	490.79	154.00
34	10.69	10.78	1.54	42.99	38.81	8.48	6.30	96.58	38.81	8.48	6.30	5.00	58.59	495.81	155.17
35	10.79	10.88	1.55	43.38	39.15	8.48	6.30	97.31	39.15	8.48	6.30	5.00	58.93	500.42	156.24
36	10.89	10.98	1.56	43.76	39.50	8.48	6.30	98.04	39.50	8.48	6.30	5.00	59.28	505.02	157.32
37	10.99	11.08	1.58	44.18	39.88	8.48	6.30	98.84	39.88	8.48	6.30	5.00	59.66	510.04	158.50
38	11.09	11.18	1.59	44.56	40.23	8.48	6.30	99.57	40.23	8.48	6.30	5.00	60.01	514.64	159.58
Class 1 39	0.00	11.38	1.62	45.37	40.95	8.48	6.30	101.10	40.95	8.48	6.30	5.00	60.73	524.27	161.83
40	11.39	11.48	1.63	45.75	41.30	8.48	6.30	101.83	41.30	8.48	6.30	5.00	61.08	528.87	162.91
41	11.49	11.58	1.65	46.17	41.67	8.48	6.30	102.62	41.67	8.48	6.30	5.00	61.45	533.90	164.07
42	11.59	11.68	1.66	46.55	42.02	8.48	6.30	103.35	42.02	8.48	6.30	5.00	61.80	538.50	165.15
43	11.69	11.78	1.68	46.97	42.40	8.48	6.30	104.15	42.40	8.48	6.30	5.00	62.18	543.52	166.33
44	11.79	11.88	1.69	47.36	42.75	8.48	6.30	104.89	42.75	8.48	6.30	5.00	62.53	548.12	167.42
45	11.89	11.98	1.71	47.78	43.12	8.48	6.30	105.68	43.12	8.48	6.30	5.00	62.90	553.15	168.58
46	11.99	12.08	1.72	48.16	43.47	8.48	6.30	106.41	43.47	8.48	6.30	5.00	63.25	557.75	169.66
47	12.09	12.18	1.73	48.54	43.82	8.48	6.30	107.14	43.82	8.48	6.30	5.00	63.60	562.35	170.74
48	12.19	12.28	1.75	48.96	44.19	8.48	6.30	107.93	44.19	8.48	6.30	5.00	63.97	567.38	171.90
49	12.29	12.38	1.76	49.35	44.54	8.48	6.30	108.67	44.54	8.48	6.30	5.00	64.32	571.98	172.99
50	12.39	12.48	1.78	49.76	44.92	8.48	6.30	109.46	44.92	8.48	6.30	5.00	64.70	577.00	174.16

NUWE LOONBANDE MEI 2011 GORDONIA NIE AMBAGSMANNE															
NIE-AMBAGSMANNE EN VAARDIGHEIDSWERKERS			AANHANGSEL A WERGEWER SE BYDRAE						AANHANGSEL B WERKNEMER SE BYDRAE						
Loon Inter val	Min / Max Tarief per uur	Kontant Bonus H	Vakansie Fonds A	Pens Fonds B	Bystand Fonds D	Raad Heff E	W-Gewer TOTAAL G	Pens Fonds B	Bystand Fonds D	Raad Heff E	Spaar F F	W-Nemer TOTAAL G	Kontant Bonus Ingesl	Seel	
1	0.00	7.44	1.06	29.66	26.78	8.48	6.30	71.22	26.78	8.48	6.30	5.00	46.56	335.94	117.78
2	7.45	7.54	1.07	30.05	27.12	8.48	6.30	71.95	27.12	8.48	6.30	5.00	46.90	340.55	118.85
3	7.55	7.64	1.09	30.47	27.50	8.48	6.30	72.75	27.50	8.48	6.30	5.00	47.28	345.57	120.03
4	7.65	7.74	1.10	30.85	27.85	8.48	6.30	73.48	27.85	8.48	6.30	5.00	47.63	350.17	121.11
5	7.75	7.84	1.12	31.27	28.22	8.48	6.30	74.27	28.22	8.48	6.30	5.00	48.00	355.20	122.27
6	7.85	7.94	1.13	31.65	28.57	8.48	6.30	75.00	28.57	8.48	6.30	5.00	48.35	359.80	123.35
7	7.95	8.04	1.15	32.07	28.95	8.48	6.30	75.80	28.95	8.48	6.30	5.00	48.73	364.82	124.53
8	8.05	8.14	1.16	32.46	29.30	8.48	6.30	76.54	29.30	8.48	6.30	5.00	49.08	369.42	125.62
9	8.15	8.24	1.17	32.84	29.64	8.48	6.30	77.26	29.64	8.48	6.30	5.00	49.42	374.03	126.68
10	8.25	8.34	1.19	33.26	30.02	8.48	6.30	78.06	30.02	8.48	6.30	5.00	49.80	379.05	127.86
11	8.35	8.44	1.20	33.64	30.37	8.48	6.30	78.79	30.37	8.48	6.30	5.00	50.15	383.65	128.94
12	8.45	8.54	1.22	34.06	30.74	8.48	6.30	79.58	30.74	8.48	6.30	5.00	50.52	388.68	130.10
13	8.55	8.64	1.23	34.44	31.09	8.48	6.30	80.31	31.09	8.48	6.30	5.00	50.87	393.28	131.18
Klas 3	0.00	8.78	1.25	35.00	31.59	8.48	6.30	81.37	31.59	8.48	6.30	5.00	51.37	399.98	132.74
Klas 2	8.79	8.88	1.26	35.39	31.94	8.48	6.30	82.11	31.94	8.48	6.30	5.00	51.72	404.58	133.83
16	8.89	8.98	1.28	35.81	32.32	8.48	6.30	82.91	32.32	8.48	6.30	5.00	52.10	409.60	135.01
17	8.99	9.08	1.29	36.19	32.67	8.48	6.30	83.64	32.67	8.48	6.30	5.00	52.45	414.20	136.09
18	9.09	9.18	1.31	36.61	33.04	8.48	6.30	84.43	33.04	8.48	6.30	5.00	52.82	419.23	137.25
19	9.19	9.28	1.32	36.99	33.39	8.48	6.30	85.16	33.39	8.48	6.30	5.00	53.17	423.83	138.33
20	9.29	9.38	1.34	37.41	33.77	8.48	6.30	85.96	33.77	8.48	6.30	5.00	53.55	428.85	139.51
21	9.39	9.48	1.35	37.79	34.11	8.48	6.30	86.68	34.11	8.48	6.30	5.00	53.89	433.46	140.57
22	9.49	9.58	1.36	38.18	34.46	8.48	6.30	87.42	34.46	8.48	6.30	5.00	54.24	438.06	141.66
23	9.59	9.68	1.38	38.60	34.84	8.48	6.30	88.22	34.84	8.48	6.30	5.00	54.62	443.08	142.84
24	9.69	9.78	1.39	38.98	35.19	8.48	6.30	88.95	35.19	8.48	6.30	5.00	54.97	447.68	143.92
25	9.79	9.88	1.41	39.40	35.56	8.48	6.30	89.74	35.56	8.48	6.30	5.00	55.34	452.71	145.08
26	9.89	9.98	1.42	39.78	35.91	8.48	6.30	90.47	35.91	8.48	6.30	5.00	55.69	457.31	146.16
27	9.99	10.08	1.44	40.20	36.29	8.48	6.30	91.27	36.29	8.48	6.30	5.00	56.07	462.33	147.34
28	10.09	10.18	1.45	40.59	36.63	8.48	6.30	92.00	36.63	8.48	6.30	5.00	56.41	466.94	148.41
29	10.19	10.28	1.46	40.97	36.98	8.48	6.30	92.73	36.98	8.48	6.30	5.00	56.76	471.54	149.49
30	10.29	10.38	1.48	41.39	37.36	8.48	6.30	93.53	37.36	8.48	6.30	5.00	57.14	476.56	150.67
31	10.39	10.48	1.49	41.77	37.71	8.48	6.30	94.26	37.71	8.48	6.30	5.00	57.49	481.16	151.75
32	10.49	10.58	1.51	42.19	38.08	8.48	6.30	95.05	38.08	8.48	6.30	5.00	57.86	486.19	152.91
33	10.59	10.68	1.52	42.58	38.43	8.48	6.30	95.79	38.43	8.48	6.30	5.00	58.21	490.79	154.00
34	10.69	10.78	1.54	42.99	38.81	8.48	6.30	96.58	38.81	8.48	6.30	5.00	58.59	495.81	155.17
35	10.79	10.88	1.55	43.38	39.15	8.48	6.30	97.31	39.15	8.48	6.30	5.00	58.93	500.42	156.24
36	10.89	10.98	1.56	43.76	39.50	8.48	6.30	98.04	39.50	8.48	6.30	5.00	59.28	505.02	157.32
37	10.99	11.08	1.58	44.18	39.88	8.48	6.30	98.84	39.88	8.48	6.30	5.00	59.66	510.04	158.50
38	11.09	11.18	1.59	44.56	40.23	8.48	6.30	99.57	40.23	8.48	6.30	5.00	60.01	514.64	159.58
Klas 1	0.00	11.38	1.62	45.37	40.95	8.48	6.30	101.10	40.95	8.48	6.30	5.00	60.73	524.27	161.83
40	11.39	11.48	1.63	45.75	41.30	8.48	6.30	101.83	41.30	8.48	6.30	5.00	61.08	528.87	162.91
41	11.49	11.58	1.65	46.17	41.67	8.48	6.30	102.62	41.67	8.48	6.30	5.00	61.45	533.90	164.07
42	11.59	11.68	1.66	46.55	42.02	8.48	6.30	103.35	42.02	8.48	6.30	5.00	61.80	538.50	165.15
43	11.69	11.78	1.68	46.97	42.40	8.48	6.30	104.15	42.40	8.48	6.30	5.00	62.18	543.52	166.33
44	11.79	11.88	1.69	47.36	42.75	8.48	6.30	104.89	42.75	8.48	6.30	5.00	62.53	548.12	167.42
45	11.89	11.98	1.71	47.78	43.12	8.48	6.30	105.68	43.12	8.48	6.30	5.00	62.90	553.15	168.58
46	11.99	12.08	1.72	48.16	43.47	8.48	6.30	106.41	43.47	8.48	6.30	5.00	63.25	557.75	169.66
47	12.09	12.18	1.73	48.54	43.82	8.48	6.30	107.14	43.82	8.48	6.30	5.00	63.60	562.35	170.74
48	12.19	12.28	1.75	48.96	44.19	8.48	6.30	107.93	44.19	8.48	6.30	5.00	63.97	567.38	171.90
49	12.29	12.38	1.76	49.35	44.54	8.48	6.30	108.67	44.54	8.48	6.30	5.00	64.32	571.98	172.99
50	12.39	12.48	1.78	49.76	44.92	8.48	6.30	109.46	44.92	8.48	6.30	5.00	64.70	577.00	174.16

NEW WAGEBANDS JANUARIE 2012 GORDONIA ARTISANS AND CRAFTSMEN															
ARTISANS & CRAFTSMEN				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	
ART 1	0.00	16.83	2.41	67.14	60.61	27.10	6.31	161.16	60.61	27.10	6.31	5.00	99.02	766.78	260.18
2	16.84	16.93	2.42	67.53	60.95	27.10	6.31	161.89	60.95	27.10	6.31	5.00	99.36	771.39	261.25
3	16.94	17.03	2.44	67.95	61.33	27.10	6.31	162.69	61.33	27.10	6.31	5.00	99.74	776.41	262.43
4	17.04	17.13	2.45	68.33	61.68	27.10	6.31	163.42	61.68	27.10	6.31	5.00	100.09	781.01	263.51
5	17.14	17.23	2.47	68.75	62.06	27.10	6.31	164.22	62.06	27.10	6.31	5.00	100.47	786.03	264.69
6	17.24	17.33	2.48	69.13	62.40	27.10	6.31	164.94	62.40	27.10	6.31	5.00	100.81	790.64	265.75
7	17.34	17.43	2.49	69.52	62.75	27.10	6.31	165.68	62.75	27.10	6.31	5.00	101.16	795.24	266.84
8	17.44	17.53	2.51	69.94	63.13	27.10	6.31	166.48	63.13	27.10	6.31	5.00	101.54	800.26	268.02
9	17.54	17.63	2.52	70.32	63.47	27.10	6.31	167.20	63.47	27.10	6.31	5.00	101.88	804.87	269.08
10	17.64	17.73	2.54	70.74	63.85	27.10	6.31	168.00	63.85	27.10	6.31	5.00	102.26	809.89	270.26
11	17.74	17.83	2.55	71.12	64.20	27.10	6.31	168.73	64.20	27.10	6.31	5.00	102.61	814.49	271.34
12	17.84	17.93	2.57	71.54	64.58	27.10	6.31	169.53	64.58	27.10	6.31	5.00	102.99	819.51	272.52
13	17.94	18.03	2.58	71.92	64.92	27.10	6.31	170.25	64.92	27.10	6.31	5.00	103.33	824.12	273.58
14	18.04	18.13	2.59	72.31	65.27	27.10	6.31	170.99	65.27	27.10	6.31	5.00	103.68	828.72	274.67
15	18.14	18.23	2.61	72.73	65.65	27.10	6.31	171.79	65.65	27.10	6.31	5.00	104.06	833.74	275.85
16	18.24	18.33	2.62	73.11	65.99	27.10	6.31	172.51	65.99	27.10	6.31	5.00	104.40	838.35	276.91
17	18.34	18.43	2.64	73.53	66.37	27.10	6.31	173.31	66.37	27.10	6.31	5.00	104.78	843.37	278.09
18	18.44	18.53	2.65	73.91	66.72	27.10	6.31	174.04	66.72	27.10	6.31	5.00	105.13	847.97	279.17
19	18.54	18.63	2.67	74.33	67.10	27.10	6.31	174.84	67.10	27.10	6.31	5.00	105.51	852.99	280.35
20	18.64	18.73	2.68	74.72	67.44	27.10	6.31	175.57	67.44	27.10	6.31	5.00	105.85	857.60	281.42
21	18.74	18.83	2.69	75.10	67.79	27.10	6.31	176.30	67.79	27.10	6.31	5.00	106.20	862.20	282.50
22	18.84	18.93	2.71	75.52	68.17	27.10	6.31	177.10	68.17	27.10	6.31	5.00	106.58	867.22	283.68
23	18.94	19.03	2.72	75.90	68.51	27.10	6.31	177.82	68.51	27.10	6.31	5.00	106.92	871.83	284.74
24	19.04	19.13	2.74	76.32	68.89	27.10	6.31	178.62	68.89	27.10	6.31	5.00	107.30	876.85	285.92
25	19.14	19.23	2.75	76.71	69.24	27.10	6.31	179.36	69.24	27.10	6.31	5.00	107.65	881.45	287.01
26	19.24	19.33	2.77	77.12	69.62	27.10	6.31	180.15	69.62	27.10	6.31	5.00	108.03	886.47	288.18
27	19.34	19.43	2.78	77.51	69.96	27.10	6.31	180.88	69.96	27.10	6.31	5.00	108.37	891.08	289.25
28	19.44	19.53	2.79	77.89	70.31	27.10	6.31	181.61	70.31	27.10	6.31	5.00	108.72	895.68	290.33
CRAFT 29	0.00	19.85	2.84	79.18	71.47	27.10	6.31	184.06	71.47	27.10	6.31	5.00	109.88	911.17	293.94
30	19.86	19.95	2.85	79.57	71.82	27.10	6.31	184.80	71.82	27.10	6.31	5.00	110.23	915.77	295.03
31	19.96	20.05	2.87	79.99	72.20	27.10	6.31	185.60	72.20	27.10	6.31	5.00	110.61	920.79	296.21
32	20.06	20.15	2.88	80.37	72.54	27.10	6.31	186.32	72.54	27.10	6.31	5.00	110.95	925.40	297.27
33	20.16	20.25	2.90	80.79	72.92	27.10	6.31	187.12	72.92	27.10	6.31	5.00	111.33	930.42	298.45
34	20.26	20.35	2.91	81.17	73.27	27.10	6.31	187.85	73.27	27.10	6.31	5.00	111.68	935.02	299.53
35	20.36	20.45	2.93	81.59	73.65	27.10	6.31	188.65	73.65	27.10	6.31	5.00	112.06	940.04	300.71
36	20.46	20.55	2.94	81.98	73.99	27.10	6.31	189.38	73.99	27.10	6.31	5.00	112.40	944.65	301.78
37	20.56	20.65	2.95	82.36	74.34	27.10	6.31	190.11	74.34	27.10	6.31	5.00	112.75	949.25	302.86
38	20.66	20.75	2.97	82.78	74.72	27.10	6.31	190.91	74.72	27.10	6.31	5.00	113.13	954.27	304.04
39	20.76	20.85	2.98	83.16	75.06	27.10	6.31	191.63	75.06	27.10	6.31	5.00	113.47	958.88	305.10
40	20.86	20.95	3.00	83.58	75.44	27.10	6.31	192.43	75.44	27.10	6.31	5.00	113.85	963.90	306.28
41	20.96	21.05	3.01	83.96	75.79	27.10	6.31	193.16	75.79	27.10	6.31	5.00	114.20	968.50	307.36
42	21.06	21.15	3.03	84.38	76.17	27.10	6.31	193.96	76.17	27.10	6.31	5.00	114.58	973.52	308.54
43	21.16	21.25	3.04	84.77	76.51	27.10	6.31	194.69	76.51	27.10	6.31	5.00	114.92	978.13	309.61
44	21.26	21.35	3.05	85.15	76.86	27.10	6.31	195.42	76.86	27.10	6.31	5.00	115.27	982.73	310.69
45	21.36	21.45	3.07	85.57	77.24	27.10	6.31	196.22	77.24	27.10	6.31	5.00	115.65	987.75	311.87
46	21.46	21.55	3.08	85.95	77.58	27.10	6.31	196.94	77.58	27.10	6.31	5.00	115.99	992.36	312.93
47	21.56	21.65	3.10	86.37	77.96	27.10	6.31	197.74	77.96	27.10	6.31	5.00	116.37	997.38	314.11
48	21.66	21.75	3.11	86.76	78.31	27.10	6.31	198.48	78.31	27.10	6.31	5.00	116.72	1001.98	315.20
49	21.76	21.85	3.13	87.18	78.69	27.10	6.31	199.28	78.69	27.10	6.31	5.00	117.10	1007.00	316.38
50	21.86	21.95	3.14	87.56	79.03	27.10	6.31	200.00	79.03	27.10	6.31	5.00	117.44	1011.61	317.44
GORDONIA OPTIONAL STAMPS															
OPT 1	21.96	26.55	3.80	105.92	95.60	54.20	6.31	262.03	95.60	54.20	6.31	5.00	161.11	1204.64	423.14
2	26.56	31.86	4.56	127.10	114.72	54.20	6.31	302.33	114.72	54.20	6.31	5.00	180.23	1458.67	482.56
3	31.87	38.23	5.47	152.50	137.66	54.20	6.31	390.67	137.66	54.20	6.31	5.00	203.17	1763.33	553.84
4	38.24	45.88	6.56	183.00	165.19	54.20	6.31	408.70	165.19	54.20	6.31	5.00	230.70	2129.10	639.40
5	45.89	55.06	7.88	219.65	198.26	54.20	6.31	478.42	198.26	54.20	6.31	5.00	263.77	2568.53	742.19
6	55.07	66.07	9.45	263.55	237.89	54.20	6.31	561.95	237.89	54.20	6.31	5.00	303.40	3095.00	865.35
7	66.08	79.28	11.34	316.25	285.45	54.20	6.31	662.21	285.45	54.20	6.31	5.00	350.96	3726.94	1013.17
8	79.29	95.14	13.61	379.52	342.56	54.20	6.31	782.59	342.56	54.20	6.31	5.00	408.07	4485.68	1190.66
9	95.15	114.17	16.34	455.45	411.11	54.20	6.31	927.07	411.11	54.20	6.31	5.00	476.62	5396.33	1403.69
10	114.18	137.00	19.60	546.50	493.29	54.20	6.31	1100.30	493.29	54.20	6.31	5.00	558.80	6488.20	1659.10
11	137.01	164.40	23.52	655.80	591.95	54.20	6.31	1308.26	591.95	54.20	6.31	5.00	657.46	7798.94	1965.72

NUWE LOONBANDE JANUARIE 2012 GORDONIA AMBAGSMANNE EN VAKMANNE																
AMBAGS- & VAKMANNE				AANKANGSEL A					AANKANGSEL B							
				WERKEMER SE BYDRAE					WERKEMER SE BYDRAE							
Loon inter val	Min / Max Tarief per uur	Kontant Bonus G	Vakans Fonds A	Pens Fonds B	Bystan Fonds C	Raad Heff D	W-Gewer TOTAAL F	Pens Fonds B	Bystan Fonds C	Raad Heff D	Spaar E	W-Nemer TOTAAL F	Kontant Bonus Ingest	Seel		
AMB 1	0.00	16.83	2.41	67.14	60.61	27.10	6.31	161.16	60.61	27.10	6.31	5.00	99.02	766.78	260.18	
2	16.84	16.93	2.42	67.53	60.95	27.10	6.31	161.89	60.95	27.10	6.31	5.00	99.36	771.39	261.25	
3	16.94	17.03	2.44	67.95	61.33	27.10	6.31	162.69	61.33	27.10	6.31	5.00	99.74	776.41	262.43	
4	17.04	17.13	2.45	68.33	61.68	27.10	6.31	163.42	61.68	27.10	6.31	5.00	100.09	781.01	263.51	
5	17.14	17.23	2.47	68.75	62.06	27.10	6.31	164.22	62.06	27.10	6.31	5.00	100.47	786.03	264.69	
6	17.24	17.33	2.48	69.13	62.40	27.10	6.31	164.94	62.40	27.10	6.31	5.00	100.81	790.64	265.75	
7	17.34	17.43	2.49	69.52	62.75	27.10	6.31	165.68	62.75	27.10	6.31	5.00	101.16	795.24	266.84	
8	17.44	17.53	2.51	69.94	63.13	27.10	6.31	166.48	63.13	27.10	6.31	5.00	101.54	800.26	268.02	
9	17.54	17.63	2.52	70.32	63.47	27.10	6.31	167.20	63.47	27.10	6.31	5.00	101.88	804.87	269.08	
10	17.64	17.73	2.54	70.74	63.85	27.10	6.31	168.00	63.85	27.10	6.31	5.00	102.26	809.89	270.26	
11	17.74	17.83	2.55	71.12	64.20	27.10	6.31	168.73	64.20	27.10	6.31	5.00	102.61	814.49	271.34	
12	17.84	17.93	2.57	71.54	64.58	27.10	6.31	169.53	64.58	27.10	6.31	5.00	102.99	819.51	272.52	
13	17.94	18.03	2.58	71.92	64.92	27.10	6.31	170.25	64.92	27.10	6.31	5.00	103.33	824.12	273.58	
14	18.04	18.13	2.59	72.31	65.27	27.10	6.31	170.99	65.27	27.10	6.31	5.00	103.68	828.72	274.67	
15	18.14	18.23	2.61	72.73	65.65	27.10	6.31	171.79	65.65	27.10	6.31	5.00	104.06	833.74	275.85	
16	18.24	18.33	2.62	73.11	65.99	27.10	6.31	172.51	65.99	27.10	6.31	5.00	104.40	838.35	276.91	
17	18.34	18.43	2.64	73.53	66.37	27.10	6.31	173.31	66.37	27.10	6.31	5.00	104.78	843.37	278.09	
18	18.44	18.53	2.65	73.91	66.72	27.10	6.31	174.04	66.72	27.10	6.31	5.00	105.13	847.97	279.17	
19	18.54	18.63	2.67	74.33	67.10	27.10	6.31	174.84	67.10	27.10	6.31	5.00	105.51	852.99	280.35	
20	18.64	18.73	2.68	74.72	67.44	27.10	6.31	175.57	67.44	27.10	6.31	5.00	105.85	857.60	281.42	
21	18.74	18.83	2.69	75.10	67.79	27.10	6.31	176.30	67.79	27.10	6.31	5.00	106.20	862.20	282.50	
22	18.84	18.93	2.71	75.52	68.17	27.10	6.31	177.10	68.17	27.10	6.31	5.00	106.58	867.22	283.68	
23	18.94	19.03	2.72	75.90	68.51	27.10	6.31	177.82	68.51	27.10	6.31	5.00	106.92	871.83	284.74	
24	19.04	19.13	2.74	76.32	68.89	27.10	6.31	178.62	68.89	27.10	6.31	5.00	107.30	876.85	285.92	
25	19.14	19.23	2.75	76.71	69.24	27.10	6.31	179.36	69.24	27.10	6.31	5.00	107.65	881.45	287.01	
26	19.24	19.33	2.77	77.12	69.62	27.10	6.31	180.15	69.62	27.10	6.31	5.00	108.03	886.47	288.18	
27	19.34	19.43	2.78	77.51	69.96	27.10	6.31	180.88	69.96	27.10	6.31	5.00	108.37	891.08	289.25	
28	19.44	19.53	2.79	77.89	70.31	27.10	6.31	181.61	70.31	27.10	6.31	5.00	108.72	895.68	290.33	
VAK 29	0.00	19.85	2.84	79.18	71.47	27.10	6.31	184.06	71.47	27.10	6.31	5.00	109.88	911.17	293.94	
30	19.86	19.95	2.85	79.57	71.82	27.10	6.31	184.80	71.82	27.10	6.31	5.00	110.23	915.77	295.03	
31	19.96	20.05	2.87	79.99	72.20	27.10	6.31	185.60	72.20	27.10	6.31	5.00	110.61	920.79	296.21	
32	20.06	20.15	2.88	80.37	72.54	27.10	6.31	186.32	72.54	27.10	6.31	5.00	110.95	925.40	297.27	
33	20.16	20.25	2.90	80.79	72.92	27.10	6.31	187.12	72.92	27.10	6.31	5.00	111.33	930.42	298.45	
34	20.26	20.35	2.91	81.17	73.27	27.10	6.31	187.85	73.27	27.10	6.31	5.00	111.68	935.02	299.53	
35	20.36	20.45	2.93	81.59	73.65	27.10	6.31	188.65	73.65	27.10	6.31	5.00	112.06	940.04	300.71	
36	20.46	20.55	2.94	81.98	73.99	27.10	6.31	189.38	73.99	27.10	6.31	5.00	112.40	944.65	301.78	
37	20.56	20.65	2.95	82.36	74.34	27.10	6.31	190.11	74.34	27.10	6.31	5.00	112.75	949.25	302.86	
38	20.66	20.75	2.97	82.78	74.72	27.10	6.31	190.91	74.72	27.10	6.31	5.00	113.13	954.27	304.04	
39	20.76	20.85	2.98	83.16	75.06	27.10	6.31	191.63	75.06	27.10	6.31	5.00	113.47	958.88	305.10	
40	20.86	20.95	3.00	83.58	75.44	27.10	6.31	192.43	75.44	27.10	6.31	5.00	113.85	963.90	306.28	
41	20.96	21.05	3.01	83.96	75.79	27.10	6.31	193.16	75.79	27.10	6.31	5.00	114.20	968.50	307.36	
42	21.06	21.15	3.03	84.38	76.17	27.10	6.31	193.96	76.17	27.10	6.31	5.00	114.58	973.52	308.54	
43	21.16	21.25	3.04	84.77	76.51	27.10	6.31	194.69	76.51	27.10	6.31	5.00	114.92	978.13	309.61	
44	21.26	21.35	3.05	85.15	76.86	27.10	6.31	195.42	76.86	27.10	6.31	5.00	115.27	982.73	310.69	
45	21.36	21.45	3.07	85.57	77.24	27.10	6.31	196.22	77.24	27.10	6.31	5.00	115.65	987.75	311.87	
46	21.46	21.55	3.08	85.95	77.58	27.10	6.31	196.94	77.58	27.10	6.31	5.00	115.99	992.36	312.93	
47	21.56	21.65	3.10	86.37	77.96	27.10	6.31	197.74	77.96	27.10	6.31	5.00	116.37	997.38	314.11	
48	21.66	21.75	3.11	86.76	78.31	27.10	6.31	198.48	78.31	27.10	6.31	5.00	116.72	1001.98	315.20	
49	21.76	21.85	3.13	87.18	78.69	27.10	6.31	199.28	78.69	27.10	6.31	5.00	117.10	1007.00	316.38	
50	21.86	21.95	3.14	87.56	79.03	27.10	6.31	200.00	79.03	27.10	6.31	5.00	117.44	1011.61	317.44	
GORDONIA VRYWILLIGE SEELS																
OPT 1	21.96	26.55	3.80	105.92	95.60	54.20	6.31	262.03	95.60	54.20	6.31	5.00	161.11	1204.64	423.14	
2	26.56	31.86	4.56	127.10	114.72	54.20	6.31	302.33	114.72	54.20	6.31	5.00	180.23	1458.67	482.56	
3	31.87	38.23	5.47	152.50	137.66	54.20	6.31	350.67	137.66	54.20	6.31	5.00	203.17	1763.33	553.84	
4	38.24	45.88	6.56	183.00	165.19	54.20	6.31	408.70	165.19	54.20	6.31	5.00	230.70	2129.10	639.40	
5	45.89	55.06	7.88	219.65	198.26	54.20	6.31	478.42	198.26	54.20	6.31	5.00	263.77	2568.53	742.19	
6	55.07	66.07	9.45	263.55	237.89	54.20	6.31	561.95	237.89	54.20	6.31	5.00	303.40	3095.00	865.35	
7	66.08	79.28	11.34	316.25	285.45	54.20	6.31	662.21	285.45	54.20	6.31	5.00	350.96	3726.94	1013.17	
8	79.29	95.14	13.61	379.52	342.56	54.20	6.31	782.59	342.56	54.20	6.31	5.00	408.07	4485.68	1190.66	
9	95.15	114.17	16.34	455.45	411.11	54.20	6.31	927.07	411.11	54.20	6.31	5.00	476.62	5396.33	1403.69	
10	114.18	137.00	19.60	546.50	493.29	54.20	6.31	1100.30	493.29	54.20	6.31	5.00	558.80	6488.20	1659.10	
11	137.01	164.40	23.52	655.80	591.95	54.20	6.31	1308.26	591.95	54.20	6.31	5.00	657.46	7798.94	1965.72	

NEW WAGEBANDS JANUARIE 2012 GORDONIA NON ARTISANS

NON ARTISANS AND SPECIFIED SKILLED			ANNEXURE A EMPLOYER CONTRIBUTION						ANNEXURE B EMPLOYEE CONTRIBUTION						
Wage interval	Min / Max Tariff per hour	Cash Bonus H	Holiday Fund A	Pension Fund B	Benefit Fund D	Council Levy E	Employer TOTAL G	Pension Fund B	Benefit Fund D	Council Levy E	Saving F	Employee TOTAL G	Cash Bonus Included	Stamp	
1	0.00	7.74	1.10	30.85	27.85	8.82	6.30	73.82	27.85	8.82	6.30	5.00	47.97	349.83	121.79
2	7.75	7.84	1.12	31.27	28.22	8.82	6.30	74.61	28.22	8.82	6.30	5.00	48.34	354.86	122.95
3	7.85	7.94	1.13	31.65	28.57	8.82	6.30	75.34	28.57	8.82	6.30	5.00	48.69	359.46	124.03
4	7.95	8.04	1.15	32.07	28.95	8.82	6.30	76.14	28.95	8.82	6.30	5.00	49.07	364.48	125.21
5	8.05	8.14	1.16	32.46	29.30	8.82	6.30	76.88	29.30	8.82	6.30	5.00	49.42	369.08	126.30
6	8.15	8.24	1.17	32.84	29.64	8.82	6.30	77.60	29.64	8.82	6.30	5.00	49.76	373.69	127.36
7	8.25	8.34	1.19	33.26	30.02	8.82	6.30	78.40	30.02	8.82	6.30	5.00	50.14	378.71	128.54
8	8.35	8.44	1.20	33.64	30.37	8.82	6.30	79.13	30.37	8.82	6.30	5.00	50.49	383.31	129.62
9	8.45	8.54	1.22	34.06	30.74	8.82	6.30	79.92	30.74	8.82	6.30	5.00	50.86	388.34	130.78
10	8.55	8.64	1.23	34.44	31.09	8.82	6.30	80.65	31.09	8.82	6.30	5.00	51.21	392.94	131.86
11	8.65	8.74	1.24	34.83	31.44	8.82	6.30	81.39	31.44	8.82	6.30	5.00	51.56	397.54	132.95
12	8.75	8.84	1.26	35.25	31.82	8.82	6.30	82.19	31.82	8.82	6.30	5.00	51.94	402.56	134.13
13	8.85	8.94	1.27	35.63	32.16	8.82	6.30	82.91	32.16	8.82	6.30	5.00	52.28	407.17	135.19
Class 3 14	0.00	9.13	1.30	36.40	32.85	8.82	6.30	84.37	32.85	8.82	6.30	5.00	52.97	416.38	137.34
Class 2 15	9.14	9.23	1.31	36.78	33.20	8.82	6.30	85.10	33.20	8.82	6.30	5.00	53.32	420.98	138.42
16	9.24	9.33	1.33	37.20	33.58	8.82	6.30	85.90	33.58	8.82	6.30	5.00	53.70	426.00	139.60
17	9.34	9.43	1.34	37.59	33.93	8.82	6.30	86.64	33.93	8.82	6.30	5.00	54.05	430.60	140.69
18	9.44	9.53	1.36	38.00	34.30	8.82	6.30	87.42	34.30	8.82	6.30	5.00	54.42	435.63	141.84
19	9.54	9.63	1.37	38.39	34.65	8.82	6.30	88.16	34.65	8.82	6.30	5.00	54.77	440.23	142.93
20	9.64	9.73	1.39	38.81	35.03	8.82	6.30	88.96	35.03	8.82	6.30	5.00	55.15	445.25	144.11
21	9.74	9.83	1.40	39.19	35.37	8.82	6.30	89.68	35.37	8.82	6.30	5.00	55.49	449.86	145.17
22	9.84	9.93	1.41	39.57	35.72	8.82	6.30	90.41	35.72	8.82	6.30	5.00	55.84	454.46	146.25
23	9.94	10.03	1.43	39.99	36.10	8.82	6.30	91.21	36.10	8.82	6.30	5.00	56.22	459.48	147.43
24	10.04	10.13	1.44	40.38	36.45	8.82	6.30	91.95	36.45	8.82	6.30	5.00	56.57	464.08	148.52
25	10.14	10.23	1.46	40.80	36.82	8.82	6.30	92.74	36.82	8.82	6.30	5.00	56.94	469.11	149.68
26	10.24	10.33	1.47	41.18	37.17	8.82	6.30	93.47	37.17	8.82	6.30	5.00	57.29	473.71	150.76
27	10.34	10.43	1.49	41.60	37.55	8.82	6.30	94.27	37.55	8.82	6.30	5.00	57.67	478.73	151.94
28	10.44	10.53	1.50	41.98	37.89	8.82	6.30	94.99	37.89	8.82	6.30	5.00	58.01	483.34	153.00
29	10.54	10.63	1.51	42.37	38.24	8.82	6.30	95.73	38.24	8.82	6.30	5.00	58.36	487.94	154.09
30	10.64	10.73	1.53	42.78	38.62	8.82	6.30	96.52	38.62	8.82	6.30	5.00	58.74	492.96	155.26
31	10.74	10.83	1.54	43.17	38.97	8.82	6.30	97.26	38.97	8.82	6.30	5.00	59.09	497.56	156.35
32	10.84	10.93	1.56	43.59	39.34	8.82	6.30	98.05	39.34	8.82	6.30	5.00	59.46	502.59	157.51
33	10.94	11.03	1.57	43.97	39.69	8.82	6.30	98.78	39.69	8.82	6.30	5.00	59.81	507.19	158.59
34	11.04	11.13	1.59	44.39	40.07	8.82	6.30	99.58	40.07	8.82	6.30	5.00	60.19	512.21	159.77
35	11.14	11.23	1.60	44.77	40.41	8.82	6.30	100.30	40.41	8.82	6.30	5.00	60.53	516.82	160.83
36	11.24	11.33	1.61	45.16	40.76	8.82	6.30	101.04	40.76	8.82	6.30	5.00	60.88	521.42	161.92
37	11.34	11.43	1.63	45.58	41.14	8.82	6.30	101.84	41.14	8.82	6.30	5.00	61.26	526.44	163.10
38	11.44	11.53	1.64	45.96	41.49	8.82	6.30	102.57	41.49	8.82	6.30	5.00	61.61	531.04	164.18
Class 1 39	0.00	11.83	1.68	47.15	42.56	8.82	6.30	104.83	42.56	8.82	6.30	5.00	62.68	545.27	167.51
40	11.84	11.93	1.70	47.57	42.93	8.82	6.30	105.62	42.93	8.82	6.30	5.00	63.05	550.30	168.67
41	11.94	12.03	1.71	47.95	43.28	8.82	6.30	106.35	43.28	8.82	6.30	5.00	63.40	554.90	169.75
42	12.04	12.13	1.73	48.37	43.66	8.82	6.30	107.15	43.66	8.82	6.30	5.00	63.78	559.92	170.93
43	12.14	12.23	1.74	48.75	44.01	8.82	6.30	107.88	44.01	8.82	6.30	5.00	64.13	564.52	172.01
44	12.24	12.33	1.76	49.17	44.38	8.82	6.30	108.67	44.38	8.82	6.30	5.00	64.50	569.55	173.17
45	12.34	12.43	1.77	49.56	44.73	8.82	6.30	109.41	44.73	8.82	6.30	5.00	64.85	574.15	174.26
46	12.44	12.53	1.78	49.94	45.08	8.82	6.30	110.14	45.08	8.82	6.30	5.00	65.20	578.75	175.34
47	12.54	12.63	1.80	50.36	45.45	8.82	6.30	110.93	45.45	8.82	6.30	5.00	65.57	583.78	176.50
48	12.64	12.73	1.81	50.74	45.80	8.82	6.30	111.66	45.80	8.82	6.30	5.00	65.92	588.38	177.58
49	12.74	12.83	1.83	51.16	46.18	8.82	6.30	112.46	46.18	8.82	6.30	5.00	66.30	593.40	178.76
50	12.84	12.93	1.84	51.54	46.53	8.82	6.30	113.19	46.53	8.82	6.30	5.00	66.65	598.00	179.84

NUWE LOONBANDE JANUARIE 2012 GORDONIA NIE AMBAGSMANNE																
NIE-AMBAGSMANNE EN VAARDIGHEIDSWERKERS			AANHANGSEL A WERGEWER SE BYDRAE					AANHANGSEL B WERKNEMER SE BYDRAE								
Loon inter val	Min / Max Tarief per uur	Kontant Bonus H	Vakansie Fonds A	Pens Fonds B	Bystand Fonds D	Raad Heff E	W-Gewer TOTAAL G	Pens Fonds B	Bystand Fonds D	Raad Heff E	Spaar F	W-Nemer TOTAAL G	Kontant Bonus Ingesl	Seel		
1	0.00	7.74	1.10	30.85	27.85	8.82	6.30	73.82	27.85	8.82	6.30	5.00	47.97	349.83	121.79	
2	7.75	7.84	1.12	31.27	28.22	8.82	6.30	74.61	28.22	8.82	6.30	5.00	48.34	354.86	122.95	
3	7.85	7.94	1.13	31.65	28.57	8.82	6.30	75.34	28.57	8.82	6.30	5.00	48.69	359.46	124.03	
4	7.95	8.04	1.15	32.07	28.95	8.82	6.30	76.14	28.95	8.82	6.30	5.00	49.07	364.48	125.21	
5	8.05	8.14	1.16	32.46	29.30	8.82	6.30	76.88	29.30	8.82	6.30	5.00	49.42	369.08	126.30	
6	8.15	8.24	1.17	32.84	29.64	8.82	6.30	77.60	29.64	8.82	6.30	5.00	49.76	373.69	127.36	
7	8.25	8.34	1.19	33.26	30.02	8.82	6.30	78.40	30.02	8.82	6.30	5.00	50.14	378.71	128.54	
8	8.35	8.44	1.20	33.64	30.37	8.82	6.30	79.13	30.37	8.82	6.30	5.00	50.49	383.31	129.62	
9	8.45	8.54	1.22	34.06	30.74	8.82	6.30	79.92	30.74	8.82	6.30	5.00	50.86	388.34	130.78	
10	8.55	8.64	1.23	34.44	31.09	8.82	6.30	80.65	31.09	8.82	6.30	5.00	51.21	392.94	131.86	
11	8.65	8.74	1.24	34.83	31.44	8.82	6.30	81.39	31.44	8.82	6.30	5.00	51.56	397.54	132.95	
12	8.75	8.84	1.26	35.25	31.82	8.82	6.30	82.19	31.82	8.82	6.30	5.00	51.94	402.56	134.13	
13	8.85	8.94	1.27	35.63	32.16	8.82	6.30	82.91	32.16	8.82	6.30	5.00	52.28	407.17	135.19	
Klas 3	14	0.00	9.13	1.30	36.40	32.85	8.82	6.30	84.37	32.85	8.82	6.30	5.00	52.97	416.38	137.34
Klas 2	15	9.14	9.23	1.31	36.78	33.20	8.82	6.30	85.10	33.20	8.82	6.30	5.00	53.32	420.98	138.42
16	9.24	9.33	1.33	37.20	33.58	8.82	6.30	85.90	33.58	8.82	6.30	5.00	53.70	426.00	139.60	
17	9.34	9.43	1.34	37.59	33.93	8.82	6.30	86.64	33.93	8.82	6.30	5.00	54.05	430.60	140.69	
18	9.44	9.53	1.36	38.00	34.30	8.82	6.30	87.42	34.30	8.82	6.30	5.00	54.42	435.63	141.84	
19	9.54	9.63	1.37	38.39	34.65	8.82	6.30	88.16	34.65	8.82	6.30	5.00	54.77	440.23	142.93	
20	9.64	9.73	1.39	38.81	35.03	8.82	6.30	88.96	35.03	8.82	6.30	5.00	55.15	445.25	144.11	
21	9.74	9.83	1.40	39.19	35.37	8.82	6.30	89.68	35.37	8.82	6.30	5.00	55.49	449.86	145.17	
22	9.84	9.93	1.41	39.57	35.72	8.82	6.30	90.41	35.72	8.82	6.30	5.00	55.84	454.46	146.25	
23	9.94	10.03	1.43	39.99	36.10	8.82	6.30	91.21	36.10	8.82	6.30	5.00	56.22	459.48	147.43	
24	10.04	10.13	1.44	40.38	36.45	8.82	6.30	91.95	36.45	8.82	6.30	5.00	56.57	464.08	148.52	
25	10.14	10.23	1.46	40.80	36.82	8.82	6.30	92.74	36.82	8.82	6.30	5.00	56.94	469.11	149.68	
26	10.24	10.33	1.47	41.18	37.17	8.82	6.30	93.47	37.17	8.82	6.30	5.00	57.29	473.71	150.76	
27	10.34	10.43	1.49	41.60	37.55	8.82	6.30	94.27	37.55	8.82	6.30	5.00	57.67	478.73	151.94	
28	10.44	10.53	1.50	41.98	37.89	8.82	6.30	94.99	37.89	8.82	6.30	5.00	58.01	483.34	153.00	
29	10.54	10.63	1.51	42.37	38.24	8.82	6.30	95.73	38.24	8.82	6.30	5.00	58.36	487.94	154.09	
30	10.64	10.73	1.53	42.78	38.62	8.82	6.30	96.52	38.62	8.82	6.30	5.00	58.74	492.96	155.26	
31	10.74	10.83	1.54	43.17	38.97	8.82	6.30	97.26	38.97	8.82	6.30	5.00	59.09	497.56	156.35	
32	10.84	10.93	1.56	43.59	39.34	8.82	6.30	98.05	39.34	8.82	6.30	5.00	59.46	502.59	157.51	
33	10.94	11.03	1.57	43.97	39.69	8.82	6.30	98.78	39.69	8.82	6.30	5.00	59.81	507.19	158.59	
34	11.04	11.13	1.59	44.39	40.07	8.82	6.30	99.58	40.07	8.82	6.30	5.00	60.19	512.21	159.77	
35	11.14	11.23	1.60	44.77	40.41	8.82	6.30	100.30	40.41	8.82	6.30	5.00	60.53	516.82	160.83	
36	11.24	11.33	1.61	45.16	40.76	8.82	6.30	101.04	40.76	8.82	6.30	5.00	60.88	521.42	161.92	
37	11.34	11.43	1.63	45.58	41.14	8.82	6.30	101.84	41.14	8.82	6.30	5.00	61.26	526.44	163.10	
38	11.44	11.53	1.64	45.96	41.49	8.82	6.30	102.57	41.49	8.82	6.30	5.00	61.61	531.04	164.18	
Klas 1	39	0.00	11.83	1.68	47.15	42.56	8.82	6.30	104.83	42.56	8.82	6.30	5.00	62.68	545.27	167.51
40	11.84	11.93	1.70	47.57	42.93	8.82	6.30	105.62	42.93	8.82	6.30	5.00	63.05	550.30	168.67	
41	11.94	12.03	1.71	47.95	43.28	8.82	6.30	106.35	43.28	8.82	6.30	5.00	63.40	554.90	169.75	
42	12.04	12.13	1.73	48.37	43.66	8.82	6.30	107.15	43.66	8.82	6.30	5.00	63.78	559.92	170.93	
43	12.14	12.23	1.74	48.75	44.01	8.82	6.30	107.88	44.01	8.82	6.30	5.00	64.13	564.52	172.01	
44	12.24	12.33	1.76	49.17	44.38	8.82	6.30	108.67	44.38	8.82	6.30	5.00	64.50	569.55	173.17	
45	12.34	12.43	1.77	49.56	44.73	8.82	6.30	109.41	44.73	8.82	6.30	5.00	64.85	574.15	174.26	
46	12.44	12.53	1.78	49.94	45.08	8.82	6.30	110.14	45.08	8.82	6.30	5.00	65.20	578.75	175.34	
47	12.54	12.63	1.80	50.36	45.45	8.82	6.30	110.93	45.45	8.82	6.30	5.00	65.57	583.78	176.50	
48	12.64	12.73	1.81	50.74	45.80	8.82	6.30	111.66	45.80	8.82	6.30	5.00	65.92	588.38	177.58	
49	12.74	12.83	1.83	51.16	46.18	8.82	6.30	112.46	46.18	8.82	6.30	5.00	66.30	593.40	178.76	
50	12.84	12.93	1.84	51.54	46.53	8.82	6.30	113.19	46.53	8.82	6.30	5.00	66.65	598.00	179.84	

**DEPARTMENT OF TRADE AND INDUSTRY
DEPARTEMENT VAN HANDEL EN NYWERHEID**

No. R. 711

9 September 2011

**NATIONAL BUILDING REGULATIONS AND BUILDING STANDARDS
ACT, 1977 (ACT 103 of 1977)**

**INTRODUCTION OF AMENDMENTS TO THE NATIONAL BUILDING
REGULATIONS TO INTRODUCE REQUIREMENTS FOR ENERGY USAGE IN
BUILDINGS**

I, Dr Rob Davies, Minister of Trade and Industry, hereby under section 17 (1) of the National Building Regulations and Building Standards Act (Act 103 of 1977) and on the recommendation of the Board of the National Regulator of Compulsory Specifications, amend the National Building Regulations, as set out in the Schedule, with effect from the date two (2) months from publication of this notice.



Dr R Davies MP

Minister of Trade and Industry

**NATIONAL BUILDING REGULATIONS AND BUILDING STANDARDS ACT (ACT No. 103 OF
1977) AS AMENDED**

SCHEDULE

**AMENDMENTS TO THE NATIONAL BUILDING REGULATIONS TO INTRODUCE
REQUIREMENTS FOR ENERGY USAGE IN BUILDINGS**

1 Regulation A7 is amended as follows:

A7 Layout Drawing

Add the following additional requirements:

- (m) where provided, the location, type and capacity of water heating installations; and
- (n) where provided, details of fenestration and insulation required to satisfy the energy usage requirements of Regulation XA.

2 Regulation A19 is amended as follows:

A19 Competent persons

Add the following additional requirement to sub-regulation A19 (1)(a)(i):

XA 3 (b).

Add the following additional requirement to sub-regulation A19 (12):

- (c) Where regulation XA is satisfied by a competent person in accordance with the requirements of SANS 10400 Part XA, the competent person who is responsible for such determination shall on completion of the construction and commissioning of the building submit to the local authority a fully completed Form 4 as contained in SANS 10400-A.

3 Regulation AZ2 is amended as follows:

AZ2 Definitions

Add the following additional definitions to Regulation AZ2:

"building envelope" means the elements of a building that separate a habitable room from the exterior of a building or a garage or storage area;

“certified thermal calculation software” means software certified by the Board of Agrément South Africa in terms of Agrément South Africa’s Energy Software Protocols as being fit for thermal modelling or calculation purposes in terms of these regulations;

“reference building” means a hypothetical building that is used to determine the maximum allowable heating load for the proposed building.

“orientation” means the direction a building envelope element faces, i.e. the direction of a vector perpendicular to and pointing away from the surface outside of the element.

4 Renumber Regulation X (Repeal of regulations) as Regulation AZ5 (Repeal of regulations).

Delete Part X Repeal of regulations and add the following AZ5:

AZ5 Repeal of regulations

The National Building Regulations published under Government Notice no. R 1081 of 10 June 1988 as amended by Government Notice no. R 1726 of 26 August 1988 is repealed from the date of the coming into operation of these regulations.

5 Add the following new regulation Part X:

Part X: Environmental sustainability

REGULATION

XA: Energy usage in buildings

XA1 In order to contribute to the reduction of greenhouse gases buildings, and extensions to buildings in respect of which plans and specifications are to be drawn and submitted in terms of the Act, having A1, A2, A3, A4, C1, C2, E1, E2, E3, E4, F1, F2, F3, G1, H1, H2, H3, H4 and H5 occupancies or building classifications in accordance with regulation A20, excluding garage and storage areas contained within such occupancies, shall be designed and constructed so that they

(a) are capable of using energy efficiently while fulfilling user needs in relation to vertical transport, if any, thermal comfort, lighting and hot water; or

(b) have a building envelope and services which facilitate the efficient use of energy appropriate to their function and use, internal environment and geographical location.

Equipment and plant required for conducting the business of the occupant shall be excluded from these requirements.

XA2 At least 50% (volume fraction) of the annual average hot water heating requirement shall be provided by means other than electrical resistance heating including but not limited to solar heating, heat pumps, heat recovery from other systems or processes and renewable combustible fuel.

XA3 The requirements of sub-regulation XA1 shall be deemed to be satisfied when such building is designed and constructed in accordance with the following requirements:

- a) has an orientation, shading, services and building envelope in accordance with SANS 10400 Part XA; or
 - b) is the subject of a rational design by a competent person, which demonstrates that the energy usage of such building is equivalent to or better than that which would have been achieved by compliance with the requirements of SANS 10400 XA, or
 - c) has a theoretical energy usage performance, determined using certified thermal calculation software, less than or equal to that of a reference building in accordance with SANS 10400 Part XA.
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