

- 3.2.1 *General Workers:* R39-00 (6% of R650-00) per week from the employee PLUS an equal amount per week from the employer, subject to the standard Death and Disability Scheme contributions (refer to clause 9.3) being diverted from these Provident Fund contributions.
- 3.2.2 *All other Occupation Skills Levels:* R56-40 (6% of R940-00) per week from the employee PLUS an equal amount per week from the employer, subject to the standard Death and Disability Scheme contributions (refer to clause 9.3) being diverted from these Provident Fund contributions.
- 3.2.3 *Working Employers:* R112-80 (12% of R940-00) per week, subject to the standard Death and Disability Scheme contributions (refer to clause 9.3) being diverted from these Provident Fund contributions.

#### 4. ADDITIONAL PROVIDENT FUND CONTRIBUTIONS

- 4.1 Additional Provident Fund contributions shall be payable to the Council at the prescribed rates by the employer and employee when more than **20 hours'** wages per week are payable to an employee. To determine the number of the hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:
- 4.1.1 paid public holidays;
  - 4.1.2 trade union representative leave days;
  - 4.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a public holiday; and
  - 4.1.4 family responsibility leave days for the first 2 days only which are