

ANNEXURE B.1

LABOUR REGULATED MINIMUM MONTHLY SALARY PER CLEANER (NORMAL TIME)

#	ITEM	DESCRIPTION	AMOUNT
1	Basic monthly wage cost	R23.87 x 40 hours per week x 4.33 weeks	R 4 134.28
	Hourly rate	Hourly rate	R 23.87
	Daily rate	8 hrs per day	R 190.96
	Weekly wage cost	Hourly wage x 40 hours (week)	R 954.80
2	Leave provisions		R 445.57
	Annual leave	15 days per year	R 238.70
	Sick leave	10 days per year	R 159.13
	Family responsibility	3 days per year	R 47.74
3	Other: Employer contribution		R 869.49
	Provident fund	5.25% of monthly wage	R 217.05
	Bonus	4.33 weeks for a full 12 months	R 344.52
	UIF	1% of basic monthly wage	R 41.34
	COID	1.6% of basic monthly wage	R 66.15
	Training levy	SDL = 1% of wage	R 79.38
	Uniform	R500 per year	R 41.67
	Severance pay	1.92% of basic monthly wage	R 79.38
4	Monthly Labour Cost (per 1 x cleaner)	A1 + A2 + A3	R 5 412.83
5	Total monthly labour cost (per total number of cleaners required	13	R 70 362.11
TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 24 MONTHS (including all required cleaners including Supervisor) R _____			

I, _____ hereby commit my company to pay my employees according to the above-mentioned salary template.

Signed by: _____

Full name and surname _____

Capacity _____

IMPORTANCE NOTICE

* Bidders must not pay anything less than the approved labour rate to its employees. Failure to comply will result in disqualification

* Random payslips will be requested from the cleaning personell once contract is in place

* Please include the weekend and public holidays rates where applicable

ANNEXURE B.2

LABOUR REGULATED MINIMUM MONTHLY SALARY PER CLEANER (NIGHT SHIFT AND OVERTIME)

#	ITEM	DESCRIPTION	AMOUNT
1	Basic monthly wage cost	R23.87 x 55 hours per week x 4.33 weeks	R 5 439.34
	Hourly rate	Hourly rate	R 23.87
	Daily rate	11 hrs per day	R 251.24
	Weekly wage cost	Hourly wage x 55 hours (week)	R 1 256.20
	Saturday rate	6 hrs x R23.87= R143.23 x 4.33 weeks	R 620.14
	Sunday rate	9 hrs x R23.87 = R214.83.00 x 4.33 weeks	R 930.21
2	Leave provisions		R 510.88
	Annual leave	15 days per year	R 238.70
	Sick leave	10 days per year	R 209.37
	Family responsibility	3 days per year	R 62.81
3	Other: Employer contribution		R 816.39
	Provident fund	5.25% of monthly wage	R 217.05
	Bonus	4.33 weeks for a full 12 months	R 344.52
	UIF	1% of basic monthly wage	R 37.71
	COID	1.6% of basic monthly wage	R 41.67
	Training levy	SDL = 1% of wage	R 54.39
	Uniform	R500 per year	R 41.67
	Severance pay	1.92% of basic monthly wage	R 79.38
4	Monthly Labour Cost (per 1 x cleaner)	A1 + A2 + A3	R 7 806.08
5	Total monthly labour cost (per total number of cleaners required	4	R 31 224,32
TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 24 MONTHS (including all required cleaners and Supervisor) R _____			

I, _____ hereby commit my company to pay my employees according to the above-mentioned salary template.

Signed by: _____

Full name and surname _____

Capacity _____

IMPORTANCE NOTICE

*** Bidders must not pay anything less than the approved labour rate**

*** Random payslips will be requested from the cleaning personel once contract is in place**
*** Please include the weekend and public holidays rates where applicable to its employees.**

ANNEXURE B.3

LABOUR REGULATED MINIMUM MONTHLY SALARY PER GARDENER

#	ITEM	DESCRIPTION	AMOUNT
1	Basic monthly wage cost	R23.87 x 40 hours per week x 4.33 weeks	R 4 134.28
	Hourly rate	Hourly rate	R 23.87
	Daily rate	8 hrs per day	R 190.96
	Weekly wage cost	Hourly wage x 40 hours (week)	R 954.80
2	Leave provisions		R 445.57
	Annual leave	15 days per year	R 238.70
	Sick leave	10 days per year	R 159.13
	Family responsibility	3 days per year	R 47.74
3	Other: Employer contribution		R 869.49
	Provident fund	5.25% of monthly wage	R 217.05
	Bonus	4.33 weeks for a full 12 months	R 344.52
	UIF	1% of basic monthly wage	R 41.34
	COID	1.6% of basic monthly wage	R 66.15
	Training levy	SDL = 1% of wage	R 79.38
	Uniform	R500 per year	R 41.67
	Severance pay	1.92% of basic monthly wage	R 79.38
4	Monthly Labour Cost (per 1 x cleaner)	A1 + A2 + A3	R 5 412.83
5	Total monthly labour cost (per total number of gardeners required	7	R 37 889.81
TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 24 MONTHS (including all required cleaners including Supervisor) R _____			

I, _____ hereby commit my company to pay my employees according to the above-mentioned salary template.

Signed by: _____

Full name and surname _____

Capacity _____

IMPORTANCE NOTICE

* Bidders must not pay anything less than the approved labour rate to its employees. Failure to comply will result in disqualification

* Random payslips will be requested from the cleaning personnel once contract is in place

* Please include the weekend and public holidays rates where applicable