



BARGAINING COUNCIL FOR THE CONTRACT CLEANING SERVICES INDUSTRY (KWA-ZULU NATAL)

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The Bargaining Council for the Contract Cleaning Services Industry (KZN) (also known as BCCCI) is made up of the NCCA who represents the employers on the one side and the Unions (SATAWU, NAGEWU, SAUWOLIMO) on the other side who represent the employees.

An agreement is negotiated between the parties which is approved by the Minister of Labour, and published in the Government Gazette, making it a legal entity. The agreement is extended to non-parties which requires that even those employers whom are not members of the employer's organization as well as employees whom are not members of the Unions mentioned above are bound by the main collective agreement.

It is compulsory for all employers in the industry to register with the BCCCI and comply with the Agreement. Failure to comply with any section of the Agreement results in fines and severe penalties being imposed on the defaulter.

Upon registration, the employer is issued with a copy of the Agreement as well as the necessary information and contact details of the administrator of the benefits which apply to employees (Provident Fund and Family Crisis Medical Plan).

It is absolutely necessary for employers to familiarize themselves with the Agreement and fully understand what is required of them in terms of the law.

Special attention should be paid to those sections providing details of the wage rates, council levies and contributions to the Provident Fund and Family Crisis Medical Plan, and Collective Bargaining Levy which are compulsory and must reach the respective administrators by the 7th of each following month.

The Council investigates and conciliates complaints of non-compliance of the Agreement and penalizes non-compliant companies.

Any employer who deducts moneys from employees in respect of levies, provident fund payments and Family medical crisis plan contributions and fail to pay these funds over to the relevant administrators shall be prosecuted in accordance with the criminal procedures act.

In terms of section 200B of the Labour Relations Act as per amendments, client of the Contract Cleaning Company can be held jointly and severally liable where the Contract Cleaning Company has contravened the agreement.

RATES APPLICABLE: R25.58 per hour - 01/03/2022

Contributions Payable To The Bargaining Council For The Contract Cleaning Services Industry (KZN).

Employer and employee contribution of 0,5% of the basic wage excluding overtime, bonuses and allowances.

Banking Details: Standard Bank Greyville, Branch Code 1026, Acc No 250910942

Fax remittances to 031-3039709 / 0866180057 or email accounts@bccci.co.za

Contributions Payable To BCCCI (KZN) Provident Fund

Employer and employee contribution of 6% of the basic wage excluding overtime, bonuses and allowances.

Banking details: Standard Bank Johannesburg Branch Code 000205 Acc No 000080799

Fax Remittances/schedules to 0866752270 or email to bccinatalpf@nbc.co.za

Contributions Payable To Family Crisis Health Plan.

R54.00 per employee (Employee Contribution) (No contribution from employer)

Banking Details: Bank: **RMB** (FirstRand Bank), Branch Code **255-005 (Johannesburg)** Account Number: **628 302 857 65**

Fax schedules to 011-4631665 or email premium@ambledown.co.za; and queries@healthcorsa.co.za