



## **BARGAINING COUNCIL FOR THE CONTRACT CLEANING SERVICES INDUSTRY (KZN)**

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15<sup>th</sup> November 2022

### **COUNCIL CIRCULAR – 2022-11-001**

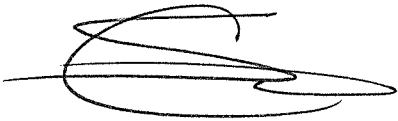
- 1 Attached please find the bonus schedule for 2022. In terms of the Council's Main Collective Agreement, the bonus is payable to all contract cleaning employees throughout Kwazulu Natal during the month of December 2022. Failure to comply with this provision will result in a R200 penalty per employee being imposed.
- 2 Remittance advices – As per clause 18.1 of the Council's Main Collective Agreement, all remittance advices, proof of payment and relevant schedules are due on or before the 7<sup>th</sup> of each month following the month in which the deductions took place. ie December 2022 is due on or before the 7<sup>th</sup> of January 2023. Failure to comply with this provision, interest and penalties will be charged as per clause 18.2 and table one of clause 31.11 of the Council's Main Collective Agreement.
- 3 Provident Fund – As per clause 30 of the Council's Main Collective Agreement, it is compulsory for all contract cleaning employees throughout Kwazulu Natal to be registered with the Provident Fund administered by NBC. All enquiries to be sent to: Angel Jangaza [JangazaA@nbc.co.za](mailto:JangazaA@nbc.co.za)
- 4 Family Medical Crisis Plan - As per clause 34 of the Council's Main Collective Agreement, it is compulsory for all contract cleaning employees throughout Kwazulu Natal to be registered with the Family Medical Crisis plan administered by Ambledown. Any employee who wishes to opt out of the plan, must complete a

withdrawal form. All enquiries to be sent to: Xolani Mabaso  
[xolani@healthcorsa.co.za](mailto:xolani@healthcorsa.co.za) or [helpdesk@healthcor.co.za](mailto:helpdesk@healthcor.co.za)

Attachments:

- 1 Annual Incentive bonus schedule
- 2 Notice on fines and levies

Yours sincerely

A handwritten signature in black ink, appearing to read 'Stephan Venter', with a large, sweeping flourish at the end.

**Stephan Venter**

**General Secretary**



**ANNUAL INCENTIVE BONUS - 2022**

**ALL AREAS**

**PRO-RATA ON THE DIFFERING WAGE RATES**

Hrs/wk	Rate/week		Dec 21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22
	Dec 21 - Feb 22	Mar 22 - Nov 22												
6	R 146.16	R 153.48	R 656.64	R 603.91	R 551.17	R 498.43	R 443.05	R 387.66	R 332.28	R 276.90	R 221.52	R 166.14	R 110.76	R 55.38
7	R 170.52	R 179.06	R 766.09	R 704.56	R 643.03	R 581.50	R 516.89	R 452.28	R 387.66	R 323.05	R 258.44	R 193.83	R 129.22	R 64.61
8	R 194.88	R 204.64	R 875.53	R 805.21	R 734.89	R 664.57	R 590.73	R 516.89	R 443.05	R 369.20	R 295.36	R 221.52	R 147.68	R 73.84
9	R 219.24	R 230.22	R 984.97	R 905.86	R 826.75	R 747.64	R 664.57	R 581.50	R 498.43	R 415.36	R 332.28	R 249.21	R 166.14	R 83.07
10	R 243.60	R 255.80	R 1 094.41	R 1 006.51	R 918.61	R 830.71	R 738.41	R 646.11	R 553.81	R 461.51	R 369.20	R 276.90	R 184.60	R 92.30
11	R 267.96	R 281.38	R 1 203.85	R 1 107.16	R 1 010.47	R 913.78	R 812.25	R 710.72	R 609.19	R 507.66	R 406.13	R 304.59	R 203.06	R 101.53
12	R 292.32	R 306.96	R 1 313.29	R 1 207.81	R 1 102.33	R 996.85	R 886.09	R 775.33	R 664.57	R 553.81	R 443.05	R 332.28	R 221.52	R 110.76
13	R 316.68	R 332.54	R 1 422.73	R 1 308.46	R 1 194.19	R 1 079.92	R 959.93	R 839.94	R 719.95	R 599.96	R 479.97	R 359.97	R 239.98	R 119.99
14	R 341.04	R 358.12	R 1 532.17	R 1 409.11	R 1 286.05	R 1 162.99	R 1 033.77	R 904.55	R 775.33	R 646.11	R 516.89	R 387.66	R 258.44	R 129.22
15	R 365.40	R 383.70	R 1 641.61	R 1 509.76	R 1 377.91	R 1 246.07	R 1 107.61	R 969.16	R 830.71	R 692.26	R 553.81	R 415.36	R 276.90	R 138.45
16	R 389.76	R 409.28	R 1 751.05	R 1 610.41	R 1 469.78	R 1 329.14	R 1 181.45	R 1 033.77	R 886.09	R 738.41	R 590.73	R 443.05	R 295.36	R 147.68
17	R 414.12	R 434.86	R 1 860.49	R 1 711.06	R 1 561.64	R 1 412.21	R 1 255.30	R 1 098.38	R 941.47	R 784.56	R 627.65	R 470.74	R 313.82	R 156.91
18	R 438.48	R 460.44	R 1 969.93	R 1 811.72	R 1 653.50	R 1 495.28	R 1 329.14	R 1 162.99	R 996.85	R 830.71	R 664.57	R 498.43	R 332.28	R 166.14
19	R 462.84	R 486.02	R 2 079.37	R 1 912.37	R 1 745.36	R 1 578.35	R 1 402.98	R 1 227.61	R 1 052.23	R 876.86	R 701.49	R 526.12	R 350.74	R 175.37
20	R 487.20	R 511.60	R 2 188.82	R 2 013.02	R 1 837.22	R 1 661.42	R 1 476.82	R 1 292.22	R 1 107.61	R 923.01	R 738.41	R 553.81	R 387.66	R 184.60
21	R 511.56	R 537.18	R 2 298.26	R 2 113.67	R 1 929.08	R 1 744.49	R 1 550.66	R 1 356.83	R 1 162.99	R 969.16	R 775.33	R 581.50	R 387.66	R 193.83
22	R 535.92	R 562.76	R 2 407.70	R 2 214.32	R 2 020.94	R 1 827.56	R 1 624.50	R 1 421.44	R 1 218.38	R 1 015.31	R 812.25	R 609.19	R 406.13	R 203.06
23	R 560.28	R 588.34	R 2 517.14	R 2 314.97	R 2 112.80	R 1 910.63	R 1 698.34	R 1 486.05	R 1 273.76	R 1 061.46	R 849.17	R 636.88	R 424.59	R 212.29
24	R 584.64	R 613.92	R 2 626.58	R 2 415.62	R 2 204.66	R 1 993.71	R 1 772.18	R 1 550.66	R 1 329.14	R 1 107.61	R 886.09	R 664.57	R 443.05	R 221.52
25	R 609.00	R 639.50	R 2 736.02	R 2 516.27	R 2 296.52	R 2 076.78	R 1 846.02	R 1 615.27	R 1 384.52	R 1 153.76	R 923.01	R 692.26	R 461.51	R 230.75
26	R 633.36	R 665.08	R 2 845.46	R 2 616.92	R 2 388.38	R 2 159.85	R 1 919.86	R 1 679.88	R 1 439.90	R 1 199.92	R 959.93	R 719.95	R 479.97	R 239.98
27	R 657.72	R 690.66	R 2 954.90	R 2 717.57	R 2 480.25	R 2 242.92	R 1 993.71	R 1 744.49	R 1 495.28	R 1 246.07	R 996.85	R 747.64	R 498.43	R 249.21
28	R 682.08	R 716.24	R 3 064.34	R 2 818.22	R 2 572.11	R 2 325.99	R 2 067.55	R 1 809.10	R 1 550.66	R 1 292.22	R 1 033.77	R 775.33	R 516.89	R 258.44
29	R 706.44	R 741.82	R 3 173.78	R 2 918.87	R 2 663.97	R 2 409.06	R 2 141.39	R 1 873.71	R 1 606.04	R 1 338.37	R 1 070.69	R 803.02	R 535.35	R 267.67
30	R 730.80	R 767.40	R 3 283.22	R 3 019.53	R 2 755.83	R 2 492.13	R 2 215.23	R 1 938.32	R 1 661.42	R 1 384.52	R 1 107.61	R 830.71	R 553.81	R 276.90
31	R 755.16	R 792.98	R 3 392.66	R 3 120.18	R 2 847.69	R 2 575.20	R 2 289.07	R 2 002.94	R 1 716.80	R 1 430.67	R 1 144.53	R 858.40	R 572.27	R 286.13
32	R 779.52	R 818.56	R 3 502.10	R 3 220.83	R 2 939.55	R 2 658.27	R 2 362.91	R 2 067.55	R 1 772.18	R 1 476.82	R 1 181.45	R 886.09	R 590.73	R 295.36
33	R 803.88	R 844.14	R 3 611.54	R 3 321.48	R 3 031.41	R 2 741.34	R 2 436.75	R 2 132.16	R 1 827.56	R 1 522.97	R 1 218.38	R 913.78	R 609.19	R 304.59
34	R 828.24	R 869.72	R 3 720.99	R 3 422.13	R 3 123.27	R 2 824.42	R 2 510.59	R 2 196.77	R 1 882.94	R 1 569.12	R 1 255.30	R 941.47	R 627.65	R 313.82
35	R 852.60	R 895.30	R 3 830.43	R 3 522.78	R 3 215.13	R 2 907.49	R 2 584.43	R 2 261.38	R 1 938.32	R 1 615.27	R 1 292.22	R 969.16	R 646.11	R 323.05
36	R 876.96	R 920.88	R 3 939.87	R 3 623.43	R 3 306.99	R 2 990.56	R 2 658.27	R 2 325.99	R 1 993.71	R 1 661.42	R 1 329.14	R 996.85	R 664.57	R 332.28
37	R 901.32	R 946.46	R 4 049.31	R 3 724.08	R 3 398.86	R 3 073.63	R 2 732.11	R 2 390.60	R 2 049.09	R 1 707.57	R 1 366.06	R 1 024.54	R 683.03	R 341.51
38	R 925.68	R 972.04	R 4 158.75	R 3 824.73	R 3 490.72	R 3 156.70	R 2 805.96	R 2 455.21	R 2 104.47	R 1 753.72	R 1 402.98	R 1 052.23	R 701.49	R 350.74
39	R 950.04	R 997.62	R 4 268.19	R 3 925.38	R 3 582.58	R 3 239.77	R 2 879.80	R 2 519.82	R 2 159.85	R 1 799.87	R 1 439.90	R 1 079.92	R 719.95	R 359.97
40	R 974.40	R 1 023.20	R 4 377.63	R 4 026.03	R 3 674.44	R 3 322.84	R 2 953.64	R 2 594.43	R 2 215.23	R 1 892.17	R 1 476.82	R 1 107.61	R 738.41	R 369.20
41	R 998.76	R 1 048.78	R 4 487.07	R 4 126.68	R 3 766.30	R 3 405.91	R 3 027.48	R 2 649.04	R 2 270.61	R 1 892.17	R 1 513.74	R 1 135.30	R 756.87	R 378.43
42	R 1 023.12	R 1 074.36	R 4 596.51	R 4 227.34	R 3 858.16	R 3 488.98	R 3 101.32	R 2 713.65	R 2 325.99	R 1 938.32	R 1 550.66	R 1 162.99	R 775.33	R 387.66
43	R 1 047.48	R 1 099.94	R 4 705.95	R 4 327.99	R 3 950.02	R 3 572.06	R 3 175.16	R 2 778.27	R 2 381.37	R 1 984.48	R 1 587.58	R 1 190.69	R 793.79	R 396.90
44	R 1 071.84	R 1 125.52	R 4 815.39	R 4 428.64	R 4 041.88	R 3 655.13	R 3 249.00	R 2 842.88	R 2 436.75	R 2 030.63	R 1 624.50	R 1 218.38	R 812.25	R 406.13
45	R 1 096.20	R 1 151.10	R 4 924.83	R 4 529.29	R 4 133.74	R 3 738.20	R 3 322.84	R 2 907.49	R 2 492.13	R 2 076.78	R 1 661.42	R 1 246.07	R 830.71	R 415.36

Penalties applicable in terms of late submission of Council documents in terms of the Council's Main Collective Agreement.

**18. COUNCIL FUNDING**

18.1 For purposes of meeting the expenses of the Council, every employer:

- a) shall deduct an amount equal to 0.5% from the monthly basic wage of each of his employees (other than casual employees);
- b) shall add to such employee deductions an amount equal to the total sum thereof;
- c) shall forward such combined employer/employee sum, in total, to the Secretary of the Council, by not later than the 7<sup>th</sup> day of the month following that on which the transactions referred to in paragraphs a) and b) above were performed.
- d) when forwarding the combined levies referred to paragraph (c) above, will send the monies together with the remittance advice as prescribed by Council, with all sections of such remittance advice fully completed.

18.2 Should a company not pay the prescribed levies by the date stipulated in paragraph c) above, then interest may be charged by the Council at a rate of ten per cent per month on any outstanding amount. The finance committee will determine whether the charge should be made.

**31. DISPUTES ABOUT INTERPRETATION, APPLICATION OR ENFORCEMENT OF AGREEMENT.**

31.11 Should a company be found to be not complying with the provisions of this agreement, the arbitrator may impose fines as per the following tables:

**TABLE ONE: MAXIMUM PERMISSIBLE FINE NOT INVOLVING AN UNDERPAYMENT**

No previous failure to comply	R100 per employee in respect of whom the failure to comply occurs
A previous failure to comply in respect of the same provision	R 200 per employee in respect of whom the failure to comply occurs
A previous failure to comply with the previous 12 months or two previous failures to comply in respect of the same provision within three years	R 300 per employee in respect of whom the failure to comply occurs
Three previous failures to comply in respect of the same provision within three years	R 400 per employee in respect of whom the failure to comply occurs
Four or more previous failures to comply in respect of the same provision within three years	R 500 per employee in respect of whom the failure to comply occurs