



FURNITURE BARGAINING COUNCIL

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CIRCULAR 04/17

TO ALL EMPLOYERS AND EMPLOYEES (Excluding Employers and Employees in the Free State Province)

INDUSTRY'S MAIN COLLECTIVE AGREEMENT – WEEKLY WAGE RATES AND COUNCIL LEVIES

Please be advised that at the Industry's Wage Negotiations in 2016, it was agreed that the Industry's Main Collective Agreement be amended and extended for a period of two (2) years. In terms of this Agreement, the following becomes effective to all establishments/employers and their employees as from all establishment's/employer's **first (1st) full pay week in July 2017**:

1. **Increased Minimum Weekly Wage Rates - effective from each establishment's first (1st) pay week in July 2017**

Occupation Skills Level	Occupation Skills Level Code	Minimum Weekly Wage Rate Increases effective from each establishment's first (1 st) full pay week in July 2017	Minimum Weekly Wage Rates effective from each establishment's first (1 st) full pay week in July 2017
General Worker	05	10% of minimum weekly wages	R626-70
Semi-skilled Employee	04	7.5% of minimum weekly wages	R857-14
Skilled Employee	03	7.5% of minimum weekly wages	R920-96
Chargehand	02	7.5% of minimum weekly wages	R993-47
Foreman/Supervisor	01	7.5% of minimum weekly wages	R993-47

2. **Across the Board Increases of Actual Weekly Wage Rates - effective from each establishments first (1st) full pay week in July 2017.**

NB: Notwithstanding that an employee may be receiving a weekly wage, which is in excess of the prescribed minimum weekly wage rate for the work performed by him or her, such an employee nevertheless qualifies for a minimum across the board weekly wage rate increase, effective from each establishment's **first full pay week in July 2017**, as listed hereunder:-

Occupation Skills Level	Occupation Skills Level Code	Minimum Across the Board Increases of Actual Weekly Wage Rates effective from each establishment's first (1 st) full pay week in July 2017
General Worker	05	7.5% of actual weekly wages
Semi-skilled Employee	04	7.5% of actual weekly wages
Skilled Employee	03	7.5% of actual weekly wages
Chargehand	02	7.5% of actual weekly wages
Foreman/Supervisor	01	7.5% of actual weekly wages

Note: Across the board increases of actual weekly wage rates must be calculated by adding the applicable percentage increase as indicated in **point 2** above to the actual/normal weekly wage rates for all employees.

After having applied the prescribed 7.5% minimum Across the Board Weekly Wage Increases effective from the first (1st) full pay week in July 2017, an employee may not earn less than the increased prescribed Minimum Weekly Wage Rates, as indicated in **point 1** above.

3. Council Levies

Council levies which are payable by establishments/employers and their employees as from each establishment's/employer's **first (1st) full pay week in July 2017** will be as follows:

Employer	Employee	Total
R9-60 per week	R9-60 per week	R19-20 per week

NB: All of the remaining provisions of the Industry's Main Collective Agreement remain applicable.

Kindly ensure that all the provisions of this Circular are complied with. Please contact the Council's Inspectorate Department should you require any additional information or require clarity on any matter in this Circular.

Please do not contact any junior staff members of the Council for any additional information or clarity regarding this Circular.

A COPY OF THIS CIRCULAR MUST BE DISPLAYED ON YOUR ESTABLISHMENT'S NOTICE BOARD

6 June 2017