

	ITEM	DESCRIPTION	SERVICE PROVIDER AMOUNT	
1	Basic monthly wage cost	Cleaning sectorial determination		
	Hourly rate	40 hours per week		
	Daily rate	8 hrs per day		
	Weekly wage cost	Hourly wage x 40 hours		
2	Leave provisions			
	Annual leave	15 days per year		
	Sick leave	10 days per year		
	Family responsibility	3 days per year		
3	Other: Employer contribution			
	Provident fund	5.25% of monthly wage		
	Bonus	4.33 weeks for a full 12 months		
	UIF	1% of basic monthly wage		
	COID	1.6% of basic monthly wage		
	NCCA / Union levy fee	1.52% per employee per month		
	Training levy	SDL = 1% of wage		
	Uniform	R500 per year		
	Severance pay	1,92%		
4	Monthly Labour Cost (per 1 x cleaner)	1 + 2 + 3		
5		1		

NB: Failure to commit paying employees as per the Department of Labour's latest rates, will result in the bids disqualification.

I, _____ hereby commit my company, _____ to pay my employees at or above the minimum labour rate.

Signature_____

Capacity_____

*** Please include the weekend and public holidays rates where applicable**