

C.4 PRICE SCHEDULE

Bid specifications may not make any reference to any particular trade mark, name, patent, design, type, specific origin or producer, unless there is no other sufficiently precise or intelligible way of describing the characteristics of the work, in which case such reference must be accompanied by the words "or equivalent".

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SCHEDULE 1
CATEGORY 1 - NON-MEDICAL STAFF

ITEM	CLASSIFICATIONS	Remuneration Task Grade	Minimum remuneration as prescribed by the The CCT for relevant position if employment is less than three months	Hourly rate Less than three months	Gross rate Charged to the CCT per hour. Rate to make provision for leave pay, holiday pay, UIF, etc – As detailed on SCHEDULE 3. Rate to include minimum remuneration rate as prescribed by The CCT collective agreements (less than 3 months) Rate exclusive VAT	Minimum remuneration as prescribed by the The CCT inclusive of benefits for the relevant position if employment is longer than three months.	Hourly rate More than three months	Gross rate Charged to the CCT per hour. Rate to make provision for leave pay, holiday pay, UIF, etc – As detailed on SCHEDULE 4. Rate to include minimum remuneration rate as prescribed by The CCT collective agreements (more than 3 months –inclusive of benefits) Rate - exclusive of VAT
1	2	3	4	5	6	7	8	9
<u>Operational stream</u>								
1	Worker	T2a	132 026	63.47		209 683	100.81	
2	Senior Worker	T2b	139 554	67.09		217 765	104.70	
3	Attendant	T3	169 811	81.64		286 201	137.60	
4	Operator: Light Equipment	T3	169 811	81.64		286 201	137.60	
5	Operator: Small Plant	T4	186 196	89.52		313 055	150.51	
6	Operator: Mechanical Plant, Grade 1	T5	198 222	95.30		328 432	157.90	
7	Operator: Mechanical Plant, Grade 2	T6	211 435	101.65		345 324	166.02	

ITEM	CLASSIFICATIONS	Remuneration Task Grade	Minimum remuneration as prescribed by the The CCT for relevant position if employment is less than three months	Hourly rate Less than three months	Gross rate Charged to the CCT per hour. Rate to make provision for leave pay, holiday pay, UIF, etc – As detailed on SCHEDULE 3. Rate to include minimum remuneration rate as prescribed by The CCT collective agreements (less than 3 months) Rate exclusive VAT	Minimum remuneration as prescribed by the The CCT inclusive of benefits for the relevant position if employment is longer than three months.	Hourly rate More than three months	Gross rate Charged to the CCT per hour. Rate to make provision for leave pay, holiday pay, UIF, etc – As detailed on SCHEDULE 4. Rate to include minimum remuneration rate as prescribed by The CCT collective agreements (more than 3 months –inclusive of benefits) Rate - exclusive of VAT
1	2	3	4	5	6	7	8	9
8	Operator: Mechanical Plant, Grade 3	T7	233 834	112.42		373 969	179.80	
9	Driver, Grade 1	T4	186 196	89.52		313 055	150.51	
10	Driver, Grade 2	T5	198 222	95.30		328 432	157.90	
11	Driver, Grade 3	T6	211 435	101.65		345 324	166.02	
12	Process Operator	T3	169 811	81.64		286 201	137.60	
13	Senior Process Operator	T4	186 196	89.52		313 055	150.51	
14	Principal Process Operator	T5	198 222	95.30		328 432	157.90	
15	Process Controller	T7	233 834	112.42		373 969	179.80	
16	Senior Process Controller	T8	301 439	144.92		460 403	221.35	
<u>Artisan stream</u>								

17	Maintenance Assistant	T3	169 811	81.64		286 201	137.60	
18	Handyman	T4	186 196	89.52		313 055	150.51	
19	Senior Handyman	T5	198 222	95.30		328 432	157.90	

ITEM	CLASSIFICATIONS	Remuneration Task Grade	Minimum remuneration as prescribed by the The CCT for relevant position if employment is less than three months	Hourly rate Less than three months	Gross rate Charged to the CCT per hour. Rate to make provision for leave pay, holiday pay, UIF, etc – As detailed on SCHEDULE 3. Rate to include minimum remuneration rate as prescribed by The CCT collective agreements (less than 3 months) Rate exclusive VAT	Minimum remuneration as prescribed by the The CCT inclusive of benefits for the relevant position if employment is longer than three months.	Hourly rate More than three months	Gross rate Charged to the CCT per hour. Rate to make provision for leave pay, holiday pay, UIF, etc – As detailed on SCHEDULE 4. Rate to include minimum remuneration rate as prescribed by The CCT collective agreements (more than 3 months –inclusive of benefits) Rate - exclusive of VAT
1	2	3	4	5	6	7	8	9
20	Special Workman	T7	233 834	112.42		373 969	179.80	
21	Artisan(Construction)	T8	301 439	144.92		460 403	221.35	
22	Senior Artisan(Construction)	T9	349 932	168.24		522 408	251.16	
23	Artisan(Engineering)	T9	349 932	168.24		522 408	251.16	
24	Senior Artisan(Engineering)	T10	395 945	190.36		581 246	279.45	

Operational Supervision

25	Team Leader	T5	198 222	95.30		328 432	157.90	
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26	Operational Supervisor/Driver	T7	233 834	112.42		373 969	179.80	
27	Senior Operational Supervisor/Driver	T8	301 439	144.92		460 403	221.35	
28	Foreman	T9	349 932	168.24		522 408	251.16	
29	Superintendent	T12	507 320	243.90		723 646	347.91	
30	Senior Superintendent	T13	560 157	269.31		791 215	380.40	

ITEM	CLASSIFICATIONS	Remuneration Task Grade	Minimum remuneration as prescribed by the The CCT for relevant position if employment is less than three months	Hourly rate Less than three months	Gross rate Charged to the CCT per hour. Rate to make provision for leave pay, holiday pay, UIF, etc – As detailed on SCHEDULE 3. Rate to include minimum remuneration rate as prescribed by The CCT collective agreements (less than 3 months) Rate exclusive VAT	Minimum remuneration as prescribed by the The CCT inclusive of benefits for the relevant position if employment is longer than three months.	Hourly rate More than three months	Gross rate Charged to the CCT per hour. Rate to make provision for leave pay, holiday pay, UIF, etc – As detailed on SCHEDULE 4. Rate to include minimum remuneration rate as prescribed by The CCT collective agreements (more than 3 months –inclusive of benefits) Rate - exclusive of VAT
1	2	3	4	5	6	7	8	9
<u>Technical</u>								
31	Technical Assistant	T7	233 834	112.42		373 969	179.80	
32	Senior Technical Assistant	T9	349 932	168.24		522 408	251.16	
33	Principal Technical Assistant	T10	395 945	190.36		581 246	279.45	
34	Learner Technician	T6	211 435	101.65		345 324	166.02	
35	Technician	T11	448 307	215.53		648 191	311.64	
36	Senior Technician	T12	507 320	243.90		723 646	347.91	

37	Principal Technician	T13	560 157	269.31		791 215	380.40	
38	General Sampler	T7	233 834	112.42		373 969	179.80	

Administrative

39	Courier	T4	186 196	89.52		313 055	150.51	
40	Office Assistant	T4	186 196	89.52		313 055	150.51	
41	Visitor Controller	T5	198 222	95.30		328 432	157.90	
42	Clerk	T5	198 222	95.30		328 432	157.90	

ITEM	CLASSIFICATIONS	Remuneration Task Grade	Minimum remuneration as prescribed by the The CCT for relevant position if employment is less than three months	Hourly rate Less than three months	Gross rate Charged to the CCT per hour. Rate to make provision for leave pay, holiday pay, UIF, etc – As detailed on SCHEDULE 3. Rate to include minimum remuneration rate as prescribed by The CCT collective agreements (less than 3 months) Rate exclusive VAT	Minimum remuneration as prescribed by the The CCT inclusive of benefits for the relevant position if employment is longer than three months.	Hourly rate More than three months	Gross rate Charged to the CCT per hour. Rate to make provision for leave pay, holiday pay, UIF, etc – As detailed on SCHEDULE 4. Rate to include minimum remuneration rate as prescribed by The CCT collective agreements (more than 3 months –inclusive of benefits) Rate - exclusive of VAT
1	2	3	4	5	6	7	8	9
43	Senior Clerk	T7	233 834	112.42		373 969	179.80	
44	Stores Clerk	T9	349 932	168.24		522 408	251.16	
45	Administrative Officer 1	T10	395 945	190.36		581 246	279.45	

46	Administrative Officer 2	T11	448 307	215.53		648 191	311.64	
47	Administrative Officer 3	T12	507 320	243.90		723 646	347.91	
48	Project Administrator	T10	395 945	190.36		581 246	279.45	
<u>Secretarial</u>								
49	Secretary	T6	211 435	101.65		345 324	166.02	
50	Senior Secretary	T8	301 439	144.92		460 403	221.35	
51	Support Assistant	T9	349 932	168.24		522 408	251.16	
52	Executive Personal Assistant	T11	448 307	215.53		648 191	311.64	
<u>Professional</u>								
53	Assistant Professional Officer	T10	395 945	190.36		581 246	279.45	
54	Professional Officer	T12	507 320	243.90		723 646	347.91	

ITEM	CLASSIFICATIONS	Remuneration Task Grade	Minimum remuneration as prescribed by the The CCT for relevant position if employment is less than three months	Hourly rate Less than three months	Gross rate Charged to the CCT per hour. Rate to make provision for leave pay, holiday pay, UIF, etc – As detailed on SCHEDULE 3. Rate to include minimum remuneration rate as prescribed by The CCT collective agreements (less than 3 months) Rate exclusive VAT	Minimum remuneration as prescribed by the The CCT inclusive of benefits for the relevant position if employment is longer than three months.	Hourly rate More than three months	Gross rate Charged to the CCT per hour. Rate to make provision for leave pay, holiday pay, UIF, etc – As detailed on SCHEDULE 4. Rate to include minimum remuneration rate as prescribed by The CCT collective agreements (more than 3 months –inclusive of benefits) Rate - exclusive of VAT
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1	2	3	4	5	6	7	8	9
55	Senior Professional Officer	T14	1 020 311	490.54		1 020 311	490.54	
56	Assistant Conservation Officer	T9	349 932	168.24		522 408	251.16	
57	Conservation Officer	T10	395 945	190.36		581 246	279.45	
58	GIS Technician	T11	448 307	215.53		648 191	311.64	
59	Senior GIS Technician	T12	507 320	243.90		723 646	347.91	
60	Principal GIS Technician	T13	560 157	269.31		791 215	380.40	
<u>Uniformed Staff - Fire Services</u>								
61	Learner Fire Fighter	T6	211 435	101.65		345 324	166.02	
62	Fire Fighter	T8	301 439	144.92		460 403	221.35	
63	Senior Fire Fighter	T9	349 932	168.24		522 408	251.16	
64	Platoon commander	T11	448 307	215.53		648 191	311.64	
<u>Libraries</u>								
65	Library Aid	T3	169 811	81.64		286 201	137.60	
66	Assistant Librarian	T7	233 834	112.42		373 969	179.80	

ITEM	CLASSIFICATIONS	Remuneration Task Grade	Minimum remuneration as prescribed by the The CCT for relevant position if employment is less than three months	Hourly rate Less than three months	Gross rate Charged to the CCT per hour. Rate to make provision for leave pay, holiday pay, UIF, etc – As detailed on SCHEDULE 3. Rate to include minimum remuneration rate as prescribed by The CCT collective agreements(less than 3 months) Rate exclusive VAT	Minimum remuneration as prescribed by the The CCT inclusive of benefits for the relevant position if employment is longer than three months.	Hourly rate More than three months	Gross rate Charged to the CCT per hour. Rate to make provision for leave pay, holiday pay, UIF, etc – As detailed on SCHEDULE 4. Rate to include minimum remuneration rate as prescribed by The CCT collective agreements (more than 3 months –inclusive of benefits) Rate - exclusive of VAT
1	2	3	4	5	6	7	8	9
67	Librarian	T11	448 307	215.53		648 191	311.64	

SCHEDULE 2
CATEGORY 2 – MEDICAL STAFF

ITEM	CLASSIFICATIONS	Remuneration. Task Grade	Minimum remuneration per annum. as prescribed by the The CCT for relevant position if employment is less than three months	Minimum Hourly rate (Paid to staff member) Less than three months (May not be less than this amount) (Excl VAT)	Gross rate Charged to the CCT per hour. Rate to make provision for leave pay, holiday pay, UIF, etc – As detailed on SCHEDULE 5 . Rate to include minimum remuneration. rate as prescribed by The CCT collective agreements(<u>less than 3 months</u>) Rate exclusive of VAT	Minimum remuneration per annum. as prescribed by the The CCT inclusive of benefits for the relevant position if employment is longer than three months.	Minimum Hourly rate (Paid to staff member) More than three months (Includes medical and pension) (Excl VAT)	Gross rate Charged to the CCT per hour. Rate to make provision for leave pay, holiday pay, UIF, etc – As detailed on SCHEDULE 6 . Rate to include minimum remuneration. rate as prescribed by The CCT collective agreements (more than 3 months –inclusive of benefits) Rate Exclusive of VAT
1	2	3	4	5	6	7	8	9
<u>MEDICAL STAFF</u>								

1	Enrolled Nursing Assistant	T7	233 834	112.42		373 969	179.80	
2	Enrolled Nurse	T8	301 439	144.92		460 403	221.35	
3	Professional Nurse	T10	395 945	190.36		581 246	279.45	
4	Clinical Nurse Practitioner	T12	507 320	243.90		723 646	347.91	
ITEM	CLASSIFICATIONS	Remuneration. Task Grade	Minimum remuneration per annum. as prescribed by the The CCT for relevant position if employment is less than three months	Minimum Hourly rate (Paid to staff member) Less than three months (May not be less than this amount) (Excl VAT)	Gross rate Charged to the CCT per hour. Rate to make provision for leave pay, holiday pay, UIF, etc – As detailed on SCHEDULE 5 . Rate to include minimum remuneration. rate as prescribed by The CCT collective agreements(<u>less than 3 months</u>) Rate exclusive of VAT	Minimum remuneration per annum. as prescribed by the The CCT inclusive of benefits for the relevant position if employment is longer than three months.	Minimum Hourly rate (Paid to staff member) More than three months (Includes medical and pension) (Excl VAT)	Gross rate Charged to the CCT per hour. Rate to make provision for leave pay, holiday pay, UIF, etc – As detailed on SCHEDULE 6 . Rate to include minimum remuneration. rate as prescribed by The CCT collective agreements (more than 3 months –inclusive of benefits) Rate Exclusive of VAT
1	2	3	4	5	6	7	8	9
5	Pharmacist Assistant Post Basic	T9	349 932	168.24		522 408	251.16	
6	Pharmacist	T12	507 320	243.90		723 646	347.91	
7	Radiographer	T11	448 307	215.53		648 191	311.64	
8	Clinical Medical Officer	T16	1 245 505	598.81		1 245 505	598.81	
9	Technician – Laboratory Services	T11	448 307	215.53		648 191	311.64	
10	Therapist	T11	448 307	215.53		648 191	311.64	
11	Clinical Psychologist	T14	1 020 311	490.54		1 020 311	490.54	

Breakdown of Cost and Payment to Staff

SCHEDULE 3

CATEGORY 1 - NON-MEDICAL STAFF: BREAKDOWN OF COST AND PAYMENT TO STAFF UNDER THREE (3) MONTHS (read together with SCHEDULE 1)

ITEM	CLASSIFICATIONS	Minimum PAYMENT TO STAFF	<u>Our</u> PAYMENT TO STAFF	Employee Benefit Inclusive Costs								Employers' Cost				Total Amount payable to company (Excl VAT)
				Leave pay	Paid Public Holiday	Sick Leave	FRL	UIF	Skills Development Levy	COIDA/ WCA	SALGBC	PPE	Overheads	Other Cost: Public & Employer Liability	Other Cost : Gross Profit on Charge out Rate	
	<u>% Contribution</u>			%	%	%	%	%	%	%	R per hour	R per hour	%	R per hour	%	
	<u>Operational stream</u>															
1	Worker	63.47	63.47													
2	Senior Worker	67.09	67.09													
3	Attendant	81.64	81.64													
4	Operator: Light Equipment	81.64	81.64													
5	Operator: Small Plant	89.52	89.52													
6	Operator: Mechanical Plant, Grade 1	95.30	95.30													
7	Operator: Mechanical Plant, Grade 2	101.65	101.65													

8	Operator: Mechanical Plant, Grade 3	112.42	112.42													
9	Driver, Grade 1	89.52	89.52													

ITEM	CLASSIFICATIONS	Minimum PAYMENT TO STAFF	<u>Our</u> PAYMENT TO STAFF	Employee Benefit Inclusive Costs								Employers' Cost				Total Amount payable to company (Excl VAT)
				Leave pay	Paid Public Holiday	Sick Leave	FRL	UIF	Skills Development Levy	COIDA/ WCA	SALGBC	PPE	Overheads	Other Cost: Public & Employer Liability	Other Cost : Gross Profit on Charge out Rate	
	% Contribution			%	%	%	%	%	%	%	R per hour	R per hour	%	R per hour	%	
10	Driver, Grade 2	95.30	95.30													
11	Driver, Grade 3	101.65	101.65													
12	Process Operator	81.64	81.64													
13	Senior Process Operator	89.52	89.52													
14	Principal Process Operator	95.30	95.30													
15	Process Controller	112.42	112.42													
16	Senior Process Controller	144.92	144.92													
	<u>Artisan stream</u>															
17	Maintenance Assistant	81.64	81.64													
18	Handyman	89.52	89.52													

19	Senior Handyman	95.30	95.30													
20	Special Workman	112.42	112.42													
21	Artisan(Construction)	144.92	144.92													
22	Senior Artisan(Construction)	168.24	168.24													
23	Artisan(Engineering)	168.24	168.24													

ITEM	CLASSIFICATIONS	Minimum PAYMENT TO STAFF	<u>Our</u> PAYMENT TO STAFF	Employee Benefit Inclusive Costs								Employers' Cost				Total Amount payable to company (Excl VAT)
				Leave pay	Paid Public Holiday	Sick Leave	FRL	UIF	Skills Development Levy	COIDA/WCA	SALGBC	PPE	Overheads	Other Cost: Public & Employer Liability	Other Cost : Gross Profit on Charge out Rate	
	<u>% Contribution</u>			%	%	%	%	%	%	%	R per hour	R per hour	%	R per hour	%	
24	Senior Artisan(Engineering)	190.36	190.36													
	<u>Operational Supervision</u>															
25	Team Leader	95.30	95.30													
26	Operational Supervisor/Driver	112.42	112.42													
27	Senior Operational Supervisor/Driver	144.92	144.92													
28	Foreman	168.24	168.24													

29	Superintendent	243.90	243.90													
30	Senior Superintendent	269.31	269.31													
	Technical															
31	Technical Assistant	112.42	112.42													
32	Senior Technical Assistant	168.24	168.24													
33	Principal Technical Assistant	190.36	190.36													
34	Learner Technician	101.65	101.65													
35	Technician	215.53	215.53													
36	Senior Technician	243.90	243.90													

ITEM	CLASSIFICATIONS	Minimum PAYMENT TO STAFF	Our PAYMENT TO STAFF	Employee Benefit Inclusive Costs								Employers' Cost				Total Amount payable to company (Excl VAT)
				Leave pay	Paid Public Holiday	Sick Leave	FRL	UIF	Skills Development Levy	COIDA/ WCA	SALGBC	PPE	Overheads	Other Cost: Public & Employer Liability	Other Cost : Gross Profit on Charge out Rate	
	% Contribution			%	%	%	%	%	%	%	R per hour	R per hour	%	R per hour	%	
37	Principal Technician	269.31	269.31													
38	General Sampler	112.42	112.42													
	Administrative															
39	Courier	89.52	89.52													
40	Office Assistant	89.52	89.52													

41	Visitor Controller	95.30	95.30													
42	Clerk	95.30	95.30													
43	Senior Clerk	112.42	112.42													
44	Stores Clerk	168.24	168.24													
45	Administrative Officer 1	190.36	190.36													
46	Administrative Officer 2	215.53	215.53													
47	Administrative Officer 3	243.90	243.90													
48	Project Administrator	190.36	190.36													
	<u>Secretarial</u>															
49	Secretary	101.65	101.65													
50	Senior Secretary	144.92	144.92													
51	Support Assistant	168.24	168.24													

ITEM	CLASSIFICATIONS	Minimum PAYMENT TO STAFF	<u>Our</u> PAYMENT TO STAFF	Employee Benefit Inclusive Costs								Employers' Cost				Total Amount payable to company (Excl VAT)
				Leave pay	Paid Public Holiday	Sick Leave	FRL	UIF	Skills Development Levy	COIDA/ WCA	SALGBC	PPE	Overheads	Other Cost: Public & Employer Liability	Other Cost : Gross Profit on Charge out Rate	
	<u>% Contribution</u>			%	%	%	%	%	%	%	R per hour	R per hour	%	R per hour	%	
52	Executive Personal Assistant	215.53	215.53													

	<u>Professional</u>															
53	Assistant Professional Officer	190.36	190.36													
54	Professional Officer	243.90	243.90													
55	Senior Professional Officer	490.54	490.54													
56	Assistant Conservation Officer	168.24	168.24													
57	Conservation Officer	190.36	190.36													
58	GIS Technician	215.53	215.53													
59	Senior GIS Technician	243.90	243.90													
60	Principal GIS Technician	269.31	269.31													
	<u>Uniformed Staff - Fire Services</u>															
61	Learner Fire Fighter	101.65	101.65													
62	Fire Fighter	144.92	144.92													
ITEM	CLASSIFICATIONS	Minimum PAYMENT TO STAFF	<u>Our</u> PAYMENT TO STAFF	Employee Benefit Inclusive Costs								Employers' Cost				Total Amount payable to company (Excl VAT)
				Leave pay	Paid Public Holiday	Sick Leave	FRL	UIF	Skills Development Levy	COIDA/WCA	SALGBC	PPE	Overheads	Other Cost: Public & Employer Liability	Other Cost : Gross Profit on Charge out Rate	
	<u>% Contribution</u>			%	%	%	%	%	%	%	R per hour	R per hour	%	R per hour	%	

63	Senior Fire Fighter	168.24	168.24													
64	Platoon commander	215.53	215.53													
	<u>Libraries</u>															
65	Library Aid	81.64	81.64													
66	Assistant Librarian	112.42	112.42													
67	Librarian	215.53	215.53													

SCHEDULE 4

CATEGORY 1 - NON MEDICAL STAFF: **BREAKDOWN OF COST AND PAYMENT TO STAFF MORE THAN THREE (3) MONTHS (read together with SCHEDULE 1)**

ITEM	CLASSIFICATIONS	Minimum PAYMENT TO STAFF	<u>Our</u> PAYMENT TO STAFF	Employee Benefit Inclusive Costs								Employers' Cost				Total Amount payable to company (Excl VAT)
				Leave pay	Paid Public Holiday	Sick Leave	FRL	UIF	Skills Development Levy	COIDA/ WCA	SALGBC	PPE	Overheads	Other Cost: Public & Employer Liability	Other Cost : Gross Profit on Charge out Rate	
	<u>% Contribution</u>			%	%	%	%	%	%	%	R per hour	R per hour	%	R per hour	%	
	<u>Operational stream</u>															
1	Worker	100.81	100.81													
2	Senior Worker	104.70	104.70													
3	Attendant	137.60	137.60													
4	Operator: Light Equipment	137.60	137.60													

5	Operator: Small Plant	150.51	150.51													
6	Operator: Mechanical Plant, Grade 1	157.90	157.90													
7	Operator: Mechanical Plant, Grade 2	166.02	166.02													
8	Operator: Mechanical Plant, Grade 3	179.80	179.80													
9	Driver, Grade 1	150.51	150.51													
10	Driver, Grade 2	157.90	157.90													
11	Driver, Grade 3	166.02	166.02													
12	Process Operator	137.60	137.60													

ITEM	CLASSIFICATIONS	Minimum PAYMENT TO STAFF	<u>Our</u> PAYMENT TO STAFF	Employee Benefit Inclusive Costs								Employers' Cost				Total Amount payable to company (Excl VAT)
				Leave pay	Paid Public Holiday	Sick Leave	FRL	UIF	Skills Development Levy	COIDA/WCA	SALGBC	PPE	Overheads	Other Cost: Public & Employer Liability	Other Cost : Gross Profit on Charge out Rate	
	<u>% Contribution</u>			%	%	%	%	%	%	%	R per hour	R per hour	%	R per hour	%	
13	Senior Process Operator	150.51	150.51													
14	Principal Process Operator	157.90	157.90													
15	Process Controller	179.80	179.80													

16	Senior Process Controller	221.35	221.35													
	Artisan stream															
17	Maintenance Assistant	137.60	137.60													
18	Handyman	150.51	150.51													
19	Senior Handyman	157.90	157.90													
20	Special Workman	179.80	179.80													
21	Artisan(Construction)	221.35	221.35													
22	Senior Artisan(Construction)	251.16	251.16													
23	Artisan(Engineering)	251.16	251.16													
24	Senior Artisan(Engineering)	279.45	279.45													
	Operational Supervision															
25	Team Leader	157.90	157.90													
26	Operational Supervisor/Driver	179.80	179.80													

ITEM	CLASSIFICATIONS	Minimum PAYMENT TO STAFF	<u>Our</u> PAYMENT TO STAFF	Employee Benefit Inclusive Costs								Employers' Cost				Total Amount payable to company (Excl VAT)
				Leave pay	Paid Public Holiday	Sick Leave	FRL	UIF	Skills Development Levy	COIDA/ WCA	SALGBC	PPE	Overheads	Other Cost: Public & Employer Liability	Other Cost : Gross Profit on Charge out Rate	
	<u>% Contribution</u>			%	%	%	%	%	%	%	R per hour	R per hour	%	R per hour	%	

27	Senior Operational Supervisor/Driver	221.35	221.35													
28	Foreman	251.16	251.16													
29	Superintendent	347.91	347.91													
30	Senior Superintendent	380.40	380.40													
	<u>Technical</u>															
31	Technical Assistant	179.80	179.80													
32	Senior Technical Assistant	251.16	251.16													
33	Principal Technical Assistant	279.45	279.45													
34	Learner Technician	166.02	166.02													
35	Technician	311.64	311.64													
36	Senior Technician	347.91	347.91													
37	Principal Technician	380.40	380.40													
38	General Sampler	179.80	179.80													
	<u>Administrative</u>															
39	Courier	150.51	150.51													
40	Office Assistant	150.51	150.51													
41	Visitor Controller	157.90	157.90													
42	Clerk	157.90	157.90													
43	Senior Clerk	179.80	179.80													
44	Stores Clerk	251.16	251.16													

ITEM	CLASSIFICATIONS	Minimum PAYMENT TO STAFF	<u>Our</u> PAYMENT TO STAFF	Employee Benefit Inclusive Costs								Employers' Cost				Total Amount payable to company (Excl VAT)
				Leave pay	Paid Public Holiday	Sick Leave	FRL	UIF	Skills Development Levy	COIDA/ WCA	SALGBC	PPE	Overheads	Other Cost: Public & Employer Liability	Other Cost : Gross Profit on Charge out Rate	
	<u>% Contribution</u>			%	%	%	%	%	%	%	R per hour	R per hour	%	R per hour	%	
45	Administrative Officer 1	279.45	279.45													
46	Administrative Officer 2	311.64	311.64													
47	Administrative Officer 3	347.91	347.91													
48	Project Administrator	279.45	279.45													
	<u>Secretarial</u>															
49	Secretary	166.02	166.02													
50	Senior Secretary	221.35	221.35													
51	Support Assistant	251.16	251.16													
52	Executive Personal Assistant	311.64	311.64													
	<u>Professional</u>															
53	Assistant Professional Officer	279.45	279.45													
54	Professional Officer	347.91	347.91													
55	Senior Professional Officer	490.54	490.54													

56	Assistant Conservation Officer	251.16	251.16													
57	Conservation Officer	279.45	279.45													
ITEM	CLASSIFICATIONS	Minimum PAYMENT TO STAFF	<u>Our</u> PAYMENT TO STAFF	Employee Benefit Inclusive Costs								Employers' Cost				Total Amount payable to company (Excl VAT)
				Leave pay	Paid Public Holiday	Sick Leave	FRL	UIF	Skills Development Levy	COIDA/WCA	SALGBC	PPE	Overheads	Other Cost: Public & Employer Liability	Other Cost : Gross Profit on Charge out Rate	
	<u>% Contribution</u>			%	%	%	%	%	%	%	R per hour	R per hour	%	R per hour	%	
58	GIS Technician	311.64	311.64													
59	Senior GIS Technician	347.91	347.91													
60	Principal GIS Technician	380.40	380.40													
	<u>Uniformed Staff - Fire Services</u>															
61	Learner Fire Fighter	166.02	166.02													
62	Fire Fighter	221.35	221.35													
63	Senior Fire Fighter	251.16	251.16													
64	Platoon commander	311.64	311.64													
	<u>Libraries</u>															
65	Library Aid	137.60	137.60													
66	Assistant Librarian	179.80	179.80													
67	Librarian	311.64	311.64													

SCHEDULE 5

CATEGORY 2 - MEDICAL STAFF: BREAKDOWN OF COST AND PAYMENT TO STAFF UNDER THREE (3) MONTHS (read together with schedule 2)

ITEM	CLASSIFICATIONS	Minimum PAYMENT TO STAFF	<u>Our</u> PAYMENT TO STAFF	Employee Benefit Inclusive Costs								Employers' Cost				Total Amount payable to company (Excl VAT
				Leave pay	Paid Public Holiday	Sick Leave	FRL	UIF	Skills Development Levy	COIDA/ WCA	SALGBC	PPE	Overheads	Other Cost: Public & Employer Liability	Other Cost : Gross Profit on Charge out Rate	
	<u>% Contribution</u>			%	%	%	%	%	%	%	R per hour	R per hour	%	R per hour	%	
1	Enrolled Nurse Assistant	112.42	112.42													
2	Enrolled Nurse	144.92	144.92													
3	Professional Nurse	190.36	190.36													
4	Clinical Nurse Practitioner	243.90	243.90													
5	Pharmacist Assistant Post Basic	168.24	168.24													
6	Pharmacist	243.90	243.90													
7	Radiographer	215.53	215.53													
8	Clinical Medical Officer	598.81	598.81													
9	Technician Laboratory Services	215.53	215.53													
10	Therapist	215.53	215.53													

11	Clinical Psychologist	490.54	490.54													
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SCHEDULE 6

MEDICAL STAFF: BREAKDOWN OF COST AND PAYMENT TO STAFF MORE THAN THREE (3) MONTHS (schedule 2)

ITEM	CLASSIFICATIONS	Minimum PAYMENT TO STAFF	Our PAYMENT TO STAFF	Employee Benefit Inclusive Costs								Employers' Cost				Total Amount payable to company (Excl VAT)
				Leave pay	Paid Public Holiday	Sick Leave	FRL	UIF	Skills Development Levy	COIDA/ WCA	SALGBC	PPE	Overheads	Other Cost:	Other Cost:	
				%	%	%	%	%	%	%	R per hour					
1	Enrolled Nurse Assistant	179.80	179.80													
2	Enrolled Nurse	221.35	221.35													
3	Professional Nurse	279.45	279.45													
4	Clinical Nurse Practitioner	347.91	347.91													
5	Pharmacist Assistant Post Basic	251.16	251.16													
6	Pharmacist	347.91	347.91													
7	Radiographer	311.64	311.64													
8	Clinical Medical Officer	598.81	598.81													

9	Technician Laboratory Services	311.64	311.64													
10	Therapist	311.64	311.64													
11	Clinical Psychologist	490.54	490.54													

Pricing Instructions:

- 5.1 State the rates and prices in Rand unless instructed otherwise in the tender conditions.
- 5.2 Include in the rates, prices, and the tendered total of the prices (if any) all duties, taxes (except Value Added Tax (VAT), and other levies payable by the successful tenderer, such duties, taxes and levies being those applicable 14 days before the closing time stated in the General Tender Information.
- 5.3 All prices tendered must include all expenses, disbursements and costs (e.g. transport, accommodation etc.) that may be required for the execution of the tenderer's obligations in terms of the Contract, and shall cover the cost of all general risks, liabilities and obligations set forth or implied in the Contract as well as overhead charges and profit (in the event that the tender is successful). All prices tendered will be final and binding.
- 5.4 All prices shall be tendered in accordance with the units specified in this schedule.
- 5.5 Where a value is given in the Quantity column, a Rate and Price (the product of the Quantity and Rate) is required to be inserted in the relevant columns.
- 5.6 The successful tenderer is required to perform all tasks listed against each item. The tenderer must therefore tender prices/rates on all items as per the section in the Price Schedule. **An item against which no rate is/are entered, or if anything other than a rate or a nil rate (for example, a zero, a dash or the word "included" or abbreviations thereof) is entered against an item, it will also be regarded as a nil rate having been entered against that item, i.e. that there is no charge for that item. The Tenderer may be requested to clarify nil rates, or items regarded as having nil rates; and the Employer may also perform a risk analysis with regard to the reasonableness of such rates.**
- 5.7 Provide fixed rates and prices for the duration of the contract that are not subject to adjustment except as otherwise provided for in clause 17 of the Conditions of Contract and as amplified in the Special Conditions of Contract.
- 5.8 In terms of the tender pricing agreement the rates increase will be in line with the cost-of-living adjustment as agreed to between the parties, CCT, SALGBC Salary and Wage Collective Agreement. The service providers will be afforded the opportunity to send the CCT their updated schedules in line with the price adjustments made to the CCT's salaries. This will however only be effective 1 July of each year. The contract price adjustment applies to the entire hourly rate, inclusive of the employers costs/contributions.
- 5.9 Tenderers to note that it is the CCT intention to award the contract per career stream and therefore tenderers must price for **ALL** items per career stream to be considered responsive. Tenderers to note that they are allowed to tender for more than one stream.
- 5.10 The rates provided for in to columns 4 (Payment to Staff), 5 (Leave pay), 6 (Paid Public Holiday), 7 (Sick Leave), 8 (FRL) and 9 (UIF) of the pricing schedule must comply with the minimum remuneration rates prescribed by the CCT. Tenderers/service provider that do not meet the minimum remuneration will be declared non-responsive.