

**ADDENDUM NO.1**Page 1 of 13  
Returnable document**ANNEXURE B.1****LABOUR REGULATED MINIMUM MONTHLY SALARY PER CLEANER (NORMAL TIME) KALFONTEIN**

#	ITEM	DESCRIPTION	AMOUNT
1	<b>Basic monthly wage cost</b>	R25.52 x 40 hours per week x 4.33 weeks	<b>R 4 420,06</b>
	Hourly rate	40 hours per week	<b>R 25,52</b>
	Daily rate	8 hrs per day	R 204,16
	Weekly wage cost	Hourly wage x 40 hours	R 1 020,80
2	<b>Leave provisions</b>		<b>R 578,45</b>
	Annual leave	21 days per year	R 357,28
	Sick leave	10 days per year	R 170,13
	Family responsibility	3 days per year	R 51,04
3	<b>Other: Employer contribution</b>		<b>R 787,98</b>
	Provident fund	5.25% of monthly wage	R 133,98
	Bonus	4.33 weeks for a full 12 months	R 368,34
	UIF	1% of basic monthly wage	R 44,20
	COID	1.6% of basic monthly wage	R 70,72
	Training levy	SDL = 1% of wage	R 44,20
	Uniform	R500 per year	R 41,67
	Severance pay	1.92% of basic monthly wage	R 84,87
4	<b>Monthly Labour Cost (per 1 x cleaner)</b>	<b>A1 + A2 + A3</b>	<b>R 5 786,49</b>
5	<b>Total monthly labour cost (per total number of cleaners required)</b>	<b>2</b>	<b>R 11 572,99</b>
<b>TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS</b> (including all required cleaners) R _____			

I, \_\_\_\_\_ hereby commit my company to pay my employees according to the above-mentioned salary template.

\_\_\_\_\_  
**Signed by:**

\_\_\_\_\_  
**Full name and surname**

\_\_\_\_\_  
**Capacity**

**IMPORTANCE NOTICE**

**\* Bidders must not pay anything less than the approved labour rate to its employees. Failure to comply will result in disqualification**

**\* Random payslips will be requested from the cleaning personnel once contract is in place**

## ADDENDUM NO.1

**ANNEXURE B.2 KALFONTEIN****LABOUR REGULATED MINIMUM MONTHLY SALARY PER CLEANER (NIGHT SHIFT AND OVERTIME)**

#	ITEM	DESCRIPTION	AMOUNT
1	<b>Basic monthly wage cost</b>	R25.52 x 55 hours per week x 4.33 weeks	<b>R 6 077,59</b>
	Hourly rate	40 hours per week	<b>R 25,52</b>
	Daily rate	8 hrs per day	R 204,16
	Weekly wage cost	Hourly wage x 40 hours	R 1 020,80
	Saturday rate	6 hrs x R25,52= R153,12 x 4.33 weeks	R 663,01
	Sunday rate	9 hrs x R25,52= R229,68 x 4.33 weeks	R 994,51
2	<b>Leave provisions</b>		<b>R 578,45</b>
	Annual leave	21 days per year	R 357,28
	Sick leave	10 days per year	R 170,13
	Family responsibility	3 days per year	R 51,04
3	<b>Other: Employer contribution</b>		<b>R 1 017,60</b>
	Provident fund	5.25% of monthly wage	R 133,98
	Bonus	4.33 weeks for a full 12 months	R 506,47
	UIF	1% of basic monthly wage	R 60,78
	COID	1.6% of basic monthly wage	R 97,24
	Training levy	SDL = 1% of wage	R 60,78
	Uniform	R500 per year	R 41,67
	Severance pay	1.92% of basic monthly wage	R 116,69
4	<b>Monthly Labour Cost (per 1 x cleaner)</b>	<b>A1 + A2 + A3</b>	<b>R 7 673,64</b>
5	<b>Total monthly labour cost (per total number of cleaners required)</b>	<b>1</b>	<b>R 7 673,64</b>
<b>TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS</b> (including all required cleaners) R _____			

I, \_\_\_\_\_ hereby commit my company to pay my employees according to the above-mentioned salary template.

Signed by: \_\_\_\_\_

Full name and surname \_\_\_\_\_

Capacity \_\_\_\_\_

**IMPORTANCE NOTICE**

\* Bidders must not pay anything less than the approved labour rate to its employees. Failure to comply will result in disqualification

Random payslips will be requested from the cleaning personnel once contract is in place.

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

**ANNEXURE B.3 KAALFONTEIN****LABOUR REGULATED MINIMUM MONTHLY SALARY PER GARDENER (KAALFONTEIN)**

#	ITEM	DESCRIPTION	AMOUNT
1	<b>Basic monthly wage cost</b>	R25.52 x 40 hours per week x 4.33 weeks	<b>R 4 420,06</b>
	Hourly rate	40 hours per week	<b>R 25,52</b>
	Daily rate	8 hrs per day	R 204,16
	Weekly wage cost	Hourly wage x 40 hours	R 1 020,80
2	<b>Leave provisions</b>		<b>R 578,45</b>
	Annual leave	21 days per year	R 357,28
	Sick leave	10 days per year	R 170,13
	Family responsibility	3 days per year	R 51,04
3	<b>Other: Employer contribution</b>		<b>R 787,98</b>
	Provident fund	5.25% of monthly wage	R 133,98
	Bonus	4.33 weeks for a full 12 months	R 368,34
	UIF	1% of basic monthly wage	R 44,20
	COID	1.6% of basic monthly wage	R 70,72
	Training levy	SDL = 1% of wage	R 44,20
	Uniform	R500 per year	R 41,67
	Severance pay	1.92% of basic monthly wage	R 84,87
4	<b>Monthly Labour Cost (per 1 x gardener)</b>	<b>A1 + A2 + A3</b>	<b>R 5 786,49</b>
5	<b>Total monthly labour cost (per total number of cleaners required)</b>	<b>1</b>	<b>R 5 786,49</b>
<b>TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS</b> (including all required cleaners) R _____			

I, \_\_\_\_\_ hereby commit my company to pay my employees according to the above-mentioned salary template.

\_\_\_\_\_  
**Signed by:**

\_\_\_\_\_  
**Full name and surname**

\_\_\_\_\_  
**Capacity**

**IMPORTANCE NOTICE**

**\* Bidders must not pay anything less than the approved labour rate to its employees. Failure to comply will result in disqualification**

**\* Random payslips will be requested from the cleaning personnel once contract is in place**

**ADDENDUM NO.1**Page 4 of 13  
Returnable document**ANNEXURE B.4****LABOUR REGULATED MINIMUM MONTHLY SALARY PER CLEANER (NORMAL HOURS) (Trichardt)**

#	ITEM	DESCRIPTION	AMOUNT
1	<b>Basic monthly wage cost</b>	R23,87 x 40 hours per week x 4.33 weeks	<b>R 4 420,06</b>
	Hourly rate	40 hours per week	<b>R 23,87</b>
	Daily rate	8 hrs per day	R 190,96
	Weekly wage cost	Hourly wage x 40 hours	R 954,80
2	<b>Leave provisions</b>		<b>R 541,05</b>
	Annual leave	21 days per year	R 334,18
	Sick leave	10 days per year	R 159,13
	Family responsibility	3 days per year	R 47,74
3	<b>Other: Employer contribution</b>		<b>R 779,31</b>
	Provident fund	5.25% of monthly wage	R 125,32
	Bonus	4.33 weeks for a full 12 months	R 368,34
	UIF	1% of basic monthly wage	R 44,20
	COID	1.6% of basic monthly wage	R 70,72
	Training levy	SDL = 1% of wage	R 44,20
	Uniform	R500 per year	R 41,67
	Severance pay	1.92% of basic monthly wage	R 84,87
4	<b>Monthly Labour Cost (per 1 x cleaner)</b>	<b>A1 + A2 + A3</b>	<b>R 5 740,43</b>
5	<b>Total monthly labour cost (per total number of cleaners required)</b>	<b>2</b>	<b>R 11 480,86</b>
<b>TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS</b> (including all required cleaners) R _____			

I, \_\_\_\_\_ hereby commit my company to pay my employees according to the above-mentioned salary template.

\_\_\_\_\_  
**Signed by:**

\_\_\_\_\_  
**Full name and surname**

\_\_\_\_\_  
**Capacity**

**IMPORTANCE NOTICE**

**\* Bidders must not pay anything less than the approved labour rate to its employees. Failure to comply will result in disqualification**

**\* Random payslips will be requested from the cleaning personnel once contract is in place**

**ADDENDUM NO.1**Page 5 of 13  
Returnable document**ANNEXURE B.5 TRICHARDT****LABOUR REGULATED MINIMUM MONTHLY SALARY PER CLEANER (NIGHT SHIFT AND OVERTIME)**

#	ITEM	DESCRIPTION	AMOUNT
1	<b>Basic monthly wage cost</b>	R23,87 x 55 hours per week x 4.33 weeks	<b>R 5 684,64</b>
	Hourly rate	40 hours per week	<b>R 23,87</b>
	Daily rate	8 hrs per day	R 190,96
	Weekly wage cost	Hourly wage x 40 hours	R 954,80
	Saturday rate	6 hrs x R23,87= R153,12 x 4.33 weeks	R 620,14
	Sunday rate	9 hrs x R23,87= R229,68 x 4.33 weeks	R 930,21
2	<b>Leave provisions</b>		<b>R 541,05</b>
	Annual leave	21 days per year	R 334,18
	Sick leave	10 days per year	R 159,13
	Family responsibility	3 days per year	R 47,74
3	<b>Other: Employer contribution</b>		<b>R 954,50</b>
	Provident fund	5.25% of monthly wage	R 125,32
	Bonus	4.33 weeks for a full 12 months	R 473,72
	UIF	1% of basic monthly wage	R 56,85
	COID	1.6% of basic monthly wage	R 90,95
	Training levy	SDL = 1% of wage	R 56,85
	Uniform	R500 per year	R 41,67
	Severance pay	1.92% of basic monthly wage	R 109,15
4	<b>Monthly Labour Cost (per 1 x cleaner)</b>	<b>A1 + A2 + A3</b>	<b>R 7 180,19</b>
5	<b>Total monthly labour cost (per total number of cleaners required)</b>	<b>2</b>	<b>R 14 360,39</b>
<b>TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS</b> (including all required cleaners) R _____			

I, \_\_\_\_\_ hereby commit my company to pay my employees according to the above-mentioned salary template.

\_\_\_\_\_  
Signed by:

\_\_\_\_\_  
Full name and surname

\_\_\_\_\_  
Capacity

**IMPORTANCE NOTICE**

\* Bidders must not pay anything less than the approved labour rate to its employees. Failure to comply will result in disqualification

Random payslips will be requested from the cleaning personnel once contract is in place.

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

\_\_\_\_\_  
Respondent's Signature

\_\_\_\_\_  
Date & Company Stamp

**ADDENDUM NO.1****ANNEXURE B.6 TRICHARDT****LABOUR REGULATED MINIMUM MONTHLY SALARY PER GARDENER (Trichardt)**

#	ITEM	DESCRIPTION	AMOUNT
1	<b>Basic monthly wage cost</b>	R23,87 x 40 hours per week x 4.33 weeks	<b>R 4 420,06</b>
	Hourly rate	40 hours per week	<b>R 23,87</b>
	Daily rate	8 hrs per day	R 190,96
	Weekly wage cost	Hourly wage x 40 hours	R 954,80
2	<b>Leave provisions</b>		<b>R 541,05</b>
	Annual leave	21 days per year	R 334,18
	Sick leave	10 days per year	R 159,13
	Family responsibility	3 days per year	R 47,74
3	<b>Other: Employer contribution</b>		<b>R 779,31</b>
	Provident fund	5.25% of monthly wage	R 125,32
	Bonus	4.33 weeks for a full 12 months	R 368,34
	UIF	1% of basic monthly wage	R 44,20
	COID	1.6% of basic monthly wage	R 70,72
	Training levy	SDL = 1% of wage	R 44,20
	Uniform	R500 per year	R 41,67
	Severance pay	1.92% of basic monthly wage	R 84,87
4	<b>Monthly Labour Cost (per 1 x gardener)</b>	<b>A1 + A2 + A3</b>	<b>R 5 740,43</b>
5	<b>Total monthly labour cost (per total number of cleaners required)</b>	<b>2</b>	<b>R 11 480,86</b>
<b>TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS</b> (including all required gardeners) R _____			

I, \_\_\_\_\_ hereby commit my company to pay my employees according to the above-mentioned salary template.

\_\_\_\_\_  
**Signed by:**

\_\_\_\_\_  
**Full name and surname**

\_\_\_\_\_  
**Capacity**

**IMPORTANCE NOTICE**

**\* Bidders must not pay anything less than the approved labour rate to its employees. Failure to comply will result in disqualification**

**\* Random payslips will be requested from the cleaning personnel once contract is in place**

**ADDENDUM NO.1****ANNEXURE B.7 BALFOUR AND GROOTVLEI****LABOUR REGULATED MINIMUM MONTHLY SALARY PER CLEANER (NORMAL HOURS)**

#	ITEM	DESCRIPTION	AMOUNT
1	<b>Basic monthly wage cost</b>	R23,87 x 40 hours per week x 4.33 weeks	<b>R 4 420,06</b>
	Hourly rate	40 hours per week	<b>R 23,87</b>
	Daily rate	8 hrs per day	R 190,96
	Weekly wage cost	Hourly wage x 40 hours	R 954,80
2	<b>Leave provisions</b>		<b>R 541,05</b>
	Annual leave	21 days per year	R 334,18
	Sick leave	10 days per year	R 159,13
	Family responsibility	3 days per year	R 47,74
3	<b>Other: Employer contribution</b>		<b>R 779,31</b>
	Provident fund	5.25% of monthly wage	R 125,32
	Bonus	4.33 weeks for a full 12 months	R 368,34
	UIF	1% of basic monthly wage	R 44,20
	COID	1.6% of basic monthly wage	R 70,72
	Training levy	SDL = 1% of wage	R 44,20
	Uniform	R500 per year	R 41,67
	Severance pay	1.92% of basic monthly wage	R 84,87
4	<b>Monthly Labour Cost (per 1 x cleaner)</b>	<b>A1 + A2 + A3</b>	<b>R 5 740,43</b>
5	<b>Total monthly labour cost (per total number of cleaners required)</b>	<b>3</b>	<b>R 17 221,29</b>
<b>TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS</b> (including all required cleaners) R _____			

I, \_\_\_\_\_ hereby commit my company to pay my employees according to the above-mentioned salary template.

\_\_\_\_\_  
**Signed by:**

\_\_\_\_\_  
**Full name and surname**

\_\_\_\_\_  
**Capacity**

**IMPORTANCE NOTICE**

**\* Bidders must not pay anything less than the approved labour rate to its employees. Failure to comply will result in disqualification**

**\* Random payslips will be requested from the cleaning personnel once contract is in place**

## ADDENDUM NO.1

**ANNEXURE B.8 BALFOUR AND GROOTVLEI****LABOUR REGULATED MINIMUM MONTHLY SALARY PER CLEANER (NIGHT SHIFT AND OVERTIME)**

#	ITEM	DESCRIPTION	AMOUNT
1	<b>Basic monthly wage cost</b>	R23,87 x 55 hours per week x 4.33 weeks	<b>R 5 684,64</b>
	Hourly rate	40 hours per week	<b>R 23,87</b>
	Daily rate	8 hrs per day	R 190,96
	Weekly wage cost	Hourly wage x 40 hours	R 954,80
	Saturday rate	6 hrs x R23,87= R153,12 x 4.33 weeks	R 620,14
	Sunday rate	9 hrs x R23,87= R229,68 x 4.33 weeks	R 930,21
2	<b>Leave provisions</b>		<b>R 541,05</b>
	Annual leave	21 days per year	R 334,18
	Sick leave	10 days per year	R 159,13
	Family responsibility	3 days per year	R 47,74
3	<b>Other: Employer contribution</b>		<b>R 954,50</b>
	Provident fund	5.25% of monthly wage	R 125,32
	Bonus	4.33 weeks for a full 12 months	R 473,72
	UIF	1% of basic monthly wage	R 56,85
	COID	1.6% of basic monthly wage	R 90,95
	Training levy	SDL = 1% of wage	R 56,85
	Uniform	R500 per year	R 41,67
	Severance pay	1.92% of basic monthly wage	R 109,15
4	<b>Monthly Labour Cost (per 1 x cleaner)</b>	<b>A1 + A2 + A3</b>	<b>R 7 180,19</b>
5	<b>Total monthly labour cost (per total number of cleaners required)</b>	<b>1</b>	<b>R 7 180,19</b>
<b>TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS</b> (including all required cleaners) R _____			

I, \_\_\_\_\_ hereby commit my company to pay my employees according to the above-mentioned salary template.

\_\_\_\_\_  
**Signed by:**

\_\_\_\_\_  
**Full name and surname**

\_\_\_\_\_  
**Capacity**

**IMPORTANCE NOTICE**

**\* Bidders must not pay anything less than the approved labour rate to its employees. Failure to comply will result in disqualification**

**\* Random payslips will be requested from the cleaning personnel once contract is in place**

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

**ADDENDUM NO.1**Page 9 of 13  
Returnable document**ANNEXURE B.9 BALFOUR AND GROOTVLEI****LABOUR REGULATED MINIMUM MONTHLY SALARY PER GARDENER**

#	ITEM	DESCRIPTION	AMOUNT
1	<b>Basic monthly wage cost</b>	R23,87 x 40 hours per week x 4.33 weeks	<b>R 4 420,06</b>
	Hourly rate	40 hours per week	<b>R 23,87</b>
	Daily rate	8 hrs per day	R 190,96
	Weekly wage cost	Hourly wage x 40 hours	R 954,80
2	<b>Leave provisions</b>		<b>R 541,05</b>
	Annual leave	21 days per year	R 334,18
	Sick leave	10 days per year	R 159,13
	Family responsibility	3 days per year	R 47,74
3	<b>Other: Employer contribution</b>		<b>R 779,31</b>
	Provident fund	5.25% of monthly wage	R 125,32
	Bonus	4.33 weeks for a full 12 months	R 368,34
	UIF	1% of basic monthly wage	R 44,20
	COID	1.6% of basic monthly wage	R 70,72
	Training levy	SDL = 1% of wage	R 44,20
	Uniform	R500 per year	R 41,67
	Severance pay	1.92% of basic monthly wage	R 84,87
4	<b>Monthly Labour Cost (per 1 x gardeners)</b>	<b>A1 + A2 + A3</b>	<b>R 5 740,43</b>
5	<b>Total monthly labour cost (per total number of cleaners required)</b>	<b>2</b>	<b>R 11 480,86</b>
<b>TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS</b> (including all required gardeners) R _____			

I, \_\_\_\_\_ hereby commit my company to pay my employees according to the above-mentioned salary template.

\_\_\_\_\_  
**Signed by:**

\_\_\_\_\_  
**Full name and surname**

\_\_\_\_\_  
**Capacity**

**IMPORTANCE NOTICE**

**\* Bidders must not pay anything less than the approved labour rate to its employees. Failure to comply will result in disqualification**

**\* Random payslips will be requested from the cleaning personnel once contract is in place**

\_\_\_\_\_  
Respondent's Signature

\_\_\_\_\_  
Date & Company Stamp

**ANNEXURE B.10 Heidelberg, Volkrust and Vooruitsig.****LABOUR REGULATED MINIMUM MONTHLY SALARY PER CLEANER**

#	ITEM	DESCRIPTION	AMOUNT
1	<b>Basic monthly wage cost</b>	R23,87 x 40 hours per week x 4.33 weeks	<b>R 4 420,06</b>
	Hourly rate	40 hours per week	<b>R 23,87</b>
	Daily rate	8 hrs per day	R 190,96
	Weekly wage cost	Hourly wage x 40 hours	R 954,80
2	<b>Leave provisions</b>		<b>R 541,05</b>
	Annual leave	21 days per year	R 334,18
	Sick leave	10 days per year	R 159,13
	Family responsibility	3 days per year	R 47,74
3	<b>Other: Employer contribution</b>		<b>R 779,31</b>
	Provident fund	5.25% of monthly wage	R 125,32
	Bonus	4.33 weeks for a full 12 months	R 368,34
	UIF	1% of basic monthly wage	R 44,20
	COID	1.6% of basic monthly wage	R 70,72
	Training levy	SDL = 1% of wage	R 44,20
	Uniform	R500 per year	R 41,67
	Severance pay	1.92% of basic monthly wage	R 84,87
4	<b>Monthly Labour Cost (per 1 x cleaner)</b>	<b>A1 + A2 + A3</b>	<b>R 5 740,43</b>
5	<b>Total monthly labour cost (per total number of cleaners required)</b>	<b>9</b>	<b>R 51 663,88</b>
<b>TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS</b> (including all required cleaners) R _____			

I, \_\_\_\_\_ hereby commit my company to pay my employees according to the above-mentioned salary template.

\_\_\_\_\_  
Signed by:

\_\_\_\_\_  
Full name and surname

\_\_\_\_\_  
Capacity

**IMPORTANCE NOTICE**

**\* Bidders must not pay anything less than the approved labour rate to its employees. Failure to comply will result in disqualification**

**\* Random payslips will be requested from the cleaning personnel once contract is in place**

**ADDENDUM NO.1**Page **11** of **13**  
Returnable document**ANNEXURE B.11 PARK STATION (RADIO WORKSHOP)****LABOUR REGULATED MINIMUM MONTHLY SALARY PER CLEANER**

#	ITEM	DESCRIPTION	AMOUNT
<b>1</b>	<b>Basic monthly wage cost</b>	R25.52 x 40 hours per week x 4.33 weeks	<b>R 4 420,06</b>
	Hourly rate	40 hours per week	<b>R 25,52</b>
	Daily rate	8 hrs per day	R 204,16
	Weekly wage cost	Hourly wage x 40 hours	R 1 020,80
<b>2</b>	<b>Leave provisions</b>		<b>R 578,45</b>
	Annual leave	21 days per year	R 357,28
	Sick leave	10 days per year	R 170,13
	Family responsibility	3 days per year	R 51,04
<b>3</b>	<b>Other: Employer contribution</b>		<b>R 787,98</b>
	Provident fund	5.25% of monthly wage	R 133,98
	Bonus	4.33 weeks for a full 12 months	R 368,34
	UIF	1% of basic monthly wage	R 44,20
	COID	1.6% of basic monthly wage	R 70,72
	Training levy	SDL = 1% of wage	R 44,20
	Uniform	R500 per year	R 41,67
	Severance pay	1.92% of basic monthly wage	R 84,87
<b>4</b>	<b>Monthly Labour Cost (per 1 x cleaner)</b>	<b>A1 + A2 + A3</b>	<b>R 5 786,49</b>
<b>5</b>	<b>Total monthly labour cost (per total number of cleaners required)</b>	<b>2</b>	<b>R 11 572,99</b>
<b>TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS</b> (including all required cleaners) R _____			

I, \_\_\_\_\_ hereby commit my company to pay my employees according to the above-mentioned salary template.

\_\_\_\_\_  
**Signed by:**

\_\_\_\_\_  
**Full name and surname**

\_\_\_\_\_  
**Capacity**

**IMPORTANCE NOTICE**

**\* Bidders must not pay anything less than the approved labour rate to its employees. Failure to comply will result in disqualification**

**\* Random payslips will be requested from the cleaning personnel once contract is in place**

\_\_\_\_\_  
Respondent's Signature

\_\_\_\_\_  
Date & Company Stamp

**ADDENDUM NO.1**Page **12** of **13**  
Returnable document**ANNEXURE B.12 Heidelberg, Volkrust and Vooruitsig.****LABOUR REGULATED MINIMUM MONTHLY SALARY PER GARDENER**

#	ITEM	DESCRIPTION	AMOUNT
1	<b>Basic monthly wage cost</b>	R23,87 x 40 hours per week x 4.33 weeks	<b>R 4 420,06</b>
	Hourly rate	40 hours per week	<b>R 23,87</b>
	Daily rate	8 hrs per day	R 190,96
	Weekly wage cost	Hourly wage x 40 hours	R 954,80
2	<b>Leave provisions</b>		<b>R 541,05</b>
	Annual leave	21 days per year	R 334,18
	Sick leave	10 days per year	R 159,13
	Family responsibility	3 days per year	R 47,74
3	<b>Other: Employer contribution</b>		<b>R 779,31</b>
	Provident fund	5.25% of monthly wage	R 125,32
	Bonus	4.33 weeks for a full 12 months	R 368,34
	UIF	1% of basic monthly wage	R 44,20
	COID	1.6% of basic monthly wage	R 70,72
	Training levy	SDL = 1% of wage	R 44,20
	Uniform	R500 per year	R 41,67
	Severance pay	1.92% of basic monthly wage	R 84,87
4	<b>Monthly Labour Cost (per 1 x Gardener)</b>	<b>A1 + A2 + A3</b>	<b>R 5 740,43</b>
5	<b>Total monthly labour cost (per total number of cleaners required)</b>	<b>9</b>	<b>R 51 663,88</b>
<b>TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS</b> (including all required Gardeners) R _____			

I, \_\_\_\_\_ hereby commit my company to pay my employees according to the above-mentioned salary template.

\_\_\_\_\_  
Signed by:

\_\_\_\_\_  
Full name and surname

\_\_\_\_\_  
Capacity

**IMPORTANCE NOTICE**

**\* Bidders must not pay anything less than the approved labour rate to its employees. Failure to comply will result in disqualification**

**\* Random payslips will be requested from the cleaning personnel once contract is in place**

\_\_\_\_\_  
Respondent's Signature

\_\_\_\_\_  
Date & Company Stamp

**ADDENDUM NO.1**Page **13** of **13**  
Returnable document**ANNEXURE B.13****LABOUR REGULATED MINIMUM MONTHLY SALARY PER GARDENER (Springs)**

#	ITEM	DESCRIPTION	AMOUNT
<b>1</b>	<b>Basic monthly wage cost</b>	R25.52 x 40 hours per week x 4.33 weeks	<b>R 4 420,06</b>
	Hourly rate	40 hours per week	<b>R 25,52</b>
	Daily rate	8 hrs per day	R 204,16
	Weekly wage cost	Hourly wage x 40 hours	R 1 020,80
<b>2</b>	<b>Leave provisions</b>		<b>R 578,45</b>
	Annual leave	21 days per year	R 357,28
	Sick leave	10 days per year	R 170,13
	Family responsibility	3 days per year	R 51,04
<b>3</b>	<b>Other: Employer contribution</b>		<b>R 787,98</b>
	Provident fund	5.25% of monthly wage	R 133,98
	Bonus	4.33 weeks for a full 12 months	R 368,34
	UIF	1% of basic monthly wage	R 44,20
	COID	1.6% of basic monthly wage	R 70,72
	Training levy	SDL = 1% of wage	R 44,20
	Uniform	R500 per year	R 41,67
	Severance pay	1.92% of basic monthly wage	R 84,87
<b>4</b>	<b>Monthly Labour Cost (per 1 x gardener)</b>	<b>A1 + A2 + A3</b>	<b>R 5 786,49</b>
<b>5</b>	<b>Total monthly labour cost (per total number of gardeners required)</b>	<b>9</b>	<b>R 52 078,44</b>
<b>TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS</b> (including all required gardeners) R _____			

I, \_\_\_\_\_ hereby commit my company to pay my employees according to the above-mentioned salary template.

\_\_\_\_\_  
Signed by:

\_\_\_\_\_  
Full name and surname

\_\_\_\_\_  
Capacity

**IMPORTANCE NOTICE**

**\* Bidders must not pay anything less than the approved labour rate to its employees. Failure to comply will result in disqualification**

**\* Random payslips will be requested from the cleaning personnel once contract is in place**

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

\_\_\_\_\_  
Respondent's Signature

\_\_\_\_\_  
Date & Company Stamp