

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

#	ITEM	DESCRIPTION	AMOUNT
1	Basic monthly wage cost	R25.52 x 40 hours per week x 4.33 weeks	R 4 420,06
	Hourly rate	40 hours per week	R 25,52
	Daily rate	8 hrs per day	R 204,16
	Weekly wage cost	Hourly wage x 40 hours	R 1 020,80
2	Leave provisions		R 578,45
	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	Other: Employer contribution		R 787,98
	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	Monthly Labour Cost (per 1 x cleaner)	A1 + A2 + A3	R 5 786,49
5	Total monthly labour cost (per total number of cleaners required)	2	R 11 572,99
TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS (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.1Page 2 of 13
Returnable document**ANNEXURE B.2 KALFONTEIN****LABOUR REGULATED MINIMUM MONTHLY SALARY PER CLEANER (NIGHT SHIFT AND OVERTIME)**

#	ITEM	DESCRIPTION	AMOUNT
1	Basic monthly wage cost	R25.52 x 55 hours per week x 4.33 weeks	R 6 077,59
	Hourly rate	40 hours per week	R 25,52
	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	Leave provisions		R 578,45
	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	Other: Employer contribution		R 1 017,60
	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	Monthly Labour Cost (per 1 x cleaner)	A1 + A2 + A3	R 7 673,64
5	Total monthly labour cost (per total number of cleaners required)	1	R 7 673,64
TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS (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.1Page 3 of 13
Returnable document**ANNEXURE B.3 KAALFONTEIN****LABOUR REGULATED MINIMUM MONTHLY SALARY PER GARDENER (KAALFONTEIN)**

#	ITEM	DESCRIPTION	AMOUNT
1	Basic monthly wage cost	R25.52 x 40 hours per week x 4.33 weeks	R 4 420,06
	Hourly rate	40 hours per week	R 25,52
	Daily rate	8 hrs per day	R 204,16
	Weekly wage cost	Hourly wage x 40 hours	R 1 020,80
2	Leave provisions		R 578,45
	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	Other: Employer contribution		R 787,98
	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	Monthly Labour Cost (per 1 x gardener)	A1 + A2 + A3	R 5 786,49
5	Total monthly labour cost (per total number of cleaners required)	1	R 5 786,49
TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS (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.1Page 4 of 13
Returnable document**ANNEXURE B.4****LABOUR REGULATED MINIMUM MONTHLY SALARY PER CLEANER (NORMAL HOURS) (Trichardt)**

#	ITEM	DESCRIPTION	AMOUNT
1	Basic monthly wage cost	R23,87 x 40 hours per week x 4.33 weeks	R 4 420,06
	Hourly rate	40 hours per week	R 23,87
	Daily rate	8 hrs per day	R 190,96
	Weekly wage cost	Hourly wage x 40 hours	R 954,80
2	Leave provisions		R 541,05
	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	Other: Employer contribution		R 779,31
	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	Monthly Labour Cost (per 1 x cleaner)	A1 + A2 + A3	R 5 740,43
5	Total monthly labour cost (per total number of cleaners required)	2	R 11 480,86
TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS (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.1Page 5 of 13
Returnable document**ANNEXURE B.5 TRICHARDT****LABOUR REGULATED MINIMUM MONTHLY SALARY PER CLEANER (NIGHT SHIFT AND OVERTIME)**

#	ITEM	DESCRIPTION	AMOUNT
1	Basic monthly wage cost	R23,87 x 55 hours per week x 4.33 weeks	R 5 684,64
	Hourly rate	40 hours per week	R 23,87
	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	Leave provisions		R 541,05
	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	Other: Employer contribution		R 954,50
	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	Monthly Labour Cost (per 1 x cleaner)	A1 + A2 + A3	R 7 180,19
5	Total monthly labour cost (per total number of cleaners required)	2	R 14 360,39
TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS (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.1Page 6 of 13
Returnable document**ANNEXURE B.6 TRICHARDT****LABOUR REGULATED MINIMUM MONTHLY SALARY PER GARDENER (Trichardt)**

#	ITEM	DESCRIPTION	AMOUNT
1	Basic monthly wage cost	R23,87 x 40 hours per week x 4.33 weeks	R 4 420,06
	Hourly rate	40 hours per week	R 23,87
	Daily rate	8 hrs per day	R 190,96
	Weekly wage cost	Hourly wage x 40 hours	R 954,80
2	Leave provisions		R 541,05
	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	Other: Employer contribution		R 779,31
	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	Monthly Labour Cost (per 1 x gardener)	A1 + A2 + A3	R 5 740,43
5	Total monthly labour cost (per total number of cleaners required)	2	R 11 480,86
TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS (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.1Page 7 of 13
Returnable document**ANNEXURE B.7 BALFOUR AND GROOTVLEI****LABOUR REGULATED MINIMUM MONTHLY SALARY PER CLEANER (NORMAL HOURS)**

#	ITEM	DESCRIPTION	AMOUNT
1	Basic monthly wage cost	R23,87 x 40 hours per week x 4.33 weeks	R 4 420,06
	Hourly rate	40 hours per week	R 23,87
	Daily rate	8 hrs per day	R 190,96
	Weekly wage cost	Hourly wage x 40 hours	R 954,80
2	Leave provisions		R 541,05
	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	Other: Employer contribution		R 779,31
	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	Monthly Labour Cost (per 1 x cleaner)	A1 + A2 + A3	R 5 740,43
5	Total monthly labour cost (per total number of cleaners required)	3	R 17 221,29
TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS (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.1Page 8 of 13
Returnable document**ANNEXURE B.8 BALFOUR AND GROOTVLEI****LABOUR REGULATED MINIMUM MONTHLY SALARY PER CLEANER (NIGHT SHIFT AND OVERTIME)**

#	ITEM	DESCRIPTION	AMOUNT
1	Basic monthly wage cost	R23,87 x 55 hours per week x 4.33 weeks	R 5 684,64
	Hourly rate	40 hours per week	R 23,87
	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	Leave provisions		R 541,05
	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	Other: Employer contribution		R 954,50
	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	Monthly Labour Cost (per 1 x cleaner)	A1 + A2 + A3	R 7 180,19
5	Total monthly labour cost (per total number of cleaners required)	1	R 7 180,19
TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS (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.1Page **9** of **13**
Returnable document**ANNEXURE B.9 BALFOUR AND GROOTVLEI****LABOUR REGULATED MINIMUM MONTHLY SALARY PER GARDENER**

#	ITEM	DESCRIPTION	AMOUNT
1	Basic monthly wage cost	R23,87 x 40 hours per week x 4.33 weeks	R 4 420,06
	Hourly rate	40 hours per week	R 23,87
	Daily rate	8 hrs per day	R 190,96
	Weekly wage cost	Hourly wage x 40 hours	R 954,80
2	Leave provisions		R 541,05
	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	Other: Employer contribution		R 779,31
	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	Monthly Labour Cost (per 1 x gardeners)	A1 + A2 + A3	R 5 740,43
5	Total monthly labour cost (per total number of cleaners required)	2	R 11 480,86
TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS (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**

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

#	ITEM	DESCRIPTION	AMOUNT
1	Basic monthly wage cost	R23,87 x 40 hours per week x 4.33 weeks	R 4 420,06
	Hourly rate	40 hours per week	R 23,87
	Daily rate	8 hrs per day	R 190,96
	Weekly wage cost	Hourly wage x 40 hours	R 954,80
2	Leave provisions		R 541,05
	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	Other: Employer contribution		R 779,31
	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	Monthly Labour Cost (per 1 x cleaner)	A1 + A2 + A3	R 5 740,43
5	Total monthly labour cost (per total number of cleaners required)	9	R 51 663,88
TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS (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.1Page **11** of **13**
Returnable document**ANNEXURE B.11 PARK STATION (RADIO WORKSHOP)****LABOUR REGULATED MINIMUM MONTHLY SALARY PER CLEANER**

#	ITEM	DESCRIPTION	AMOUNT
1	Basic monthly wage cost	R25.52 x 40 hours per week x 4.33 weeks	R 4 420,06
	Hourly rate	40 hours per week	R 25,52
	Daily rate	8 hrs per day	R 204,16
	Weekly wage cost	Hourly wage x 40 hours	R 1 020,80
2	Leave provisions		R 578,45
	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	Other: Employer contribution		R 787,98
	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	Monthly Labour Cost (per 1 x cleaner)	A1 + A2 + A3	R 5 786,49
5	Total monthly labour cost (per total number of cleaners required)	2	R 11 572,99
TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS (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.1Page **12** of **13**
Returnable document**ANNEXURE B.12 Heidelberg, Volkrust and Vooruitsig.****LABOUR REGULATED MINIMUM MONTHLY SALARY PER GARDENER**

#	ITEM	DESCRIPTION	AMOUNT
1	Basic monthly wage cost	R23,87 x 40 hours per week x 4.33 weeks	R 4 420,06
	Hourly rate	40 hours per week	R 23,87
	Daily rate	8 hrs per day	R 190,96
	Weekly wage cost	Hourly wage x 40 hours	R 954,80
2	Leave provisions		R 541,05
	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	Other: Employer contribution		R 779,31
	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	Monthly Labour Cost (per 1 x Gardener)	A1 + A2 + A3	R 5 740,43
5	Total monthly labour cost (per total number of cleaners required)	9	R 51 663,88
TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS (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.1Page **13** of **13**
Returnable document**ANNEXURE B.13****LABOUR REGULATED MINIMUM MONTHLY SALARY PER GARDENER (Springs)**

#	ITEM	DESCRIPTION	AMOUNT
1	Basic monthly wage cost	R25.52 x 40 hours per week x 4.33 weeks	R 4 420,06
	Hourly rate	40 hours per week	R 25,52
	Daily rate	8 hrs per day	R 204,16
	Weekly wage cost	Hourly wage x 40 hours	R 1 020,80
2	Leave provisions		R 578,45
	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	Other: Employer contribution		R 787,98
	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	Monthly Labour Cost (per 1 x gardener)	A1 + A2 + A3	R 5 786,49
5	Total monthly labour cost (per total number of gardeners required)	9	R 52 078,44
TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF 36 MONTHS (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 _____