

TRANSNET PROPERTY

CONTRACT NUMBER: TP/2024/08/0005/74716/RFP

DESCRIPTION OF THE WORKS: FOR THE PROVISION OF CLEANING, HYGIENE AND GARDENING SERVICES AT VARIOUS TRANSNET BUILDINGS IN THE NORTHERN REGION (MPUMALANGA PROVINCE) FOR A PERIOD OF THIRTY-SIX (36) MONTHS

SECTORAL DETERMINATION 1: CONTRACT CLEANING SECTOR

3. Substitute Contract Cleaning Sector minimum wages as reflected in Government Gazette No. 48094, published on 21 February 2023 with the following:

Minimum hourly rates for Contract Cleaning employees		
Area A	Area B	Area C
Metropolitan Councils: City of Cape Town, Greater East Rand Metro, City of Johannesburg, Tshwane and Nelson Mandela. Local Council: Emfuleni, Merafong, Mogale City, Metsimaholo, Randfontein, Stellenbosch, Westonaria.	All Areas in KwaZulu-Natal <i>NB: Conditions of employment and minimum wage rates for KwaZulu-Natal areas shall be subjected to the collective agreement concluded in the Bargaining Council for the Contract Cleaning Service Industry (BCCCI).</i>	In the rest of the RSA
Rate per hour	Rate per hour	Rate per hour
R30,35	BCCCI rates apply	R27,67

CONTRACT CLEANING MINIMUM WAGE

#	ITEM	DESCRIPTION	AMOUNT
A1	Basic monthly wage cost (normal hours)	R30.35 x 40 hours per week x 4.33 weeks	R 5256.62
	Hourly rate	Hourly rate	R 30.35
	Daily rate	8 hrs per day	R 242.80
	Weekly wage cost	Hourly wage x 40 hours (week)	R 1214.00
A2	Leave provisions		R 687.93
	Annual leave	21 days per year	R 424.90

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	Sick leave	10 days per year	R 202.33
	Family responsibility	3 days per year	R 60.70
A3	Other: Employer contribution		R 1040.88
	Provident fund	5.25% of monthly wage	R 159.34
	Bonus (if applicable)	4.33 weeks for full 12 months	R 438.05
	UIF	1% of basic monthly wage	R 52.57
	COID	1.6% of basic monthly wage	R 84.11
	Training levy	SDL = 1% of wage	R 52.57
	Uniform	R 1000 per year	R 83.33
	Severance pay	1.92% of basic monthly wage	R 100.93
	Employee medical examination	R 840 per annum	R 70.00
4	Monthly Labour Cost (per 1 x cleaner)	A1 + A2 + A3	R 6 985.44
5	Total monthly labour cost (per total number of cleaners required)	1	R 6 985.44

TOTAL LABOUR COST FOR THE CONTRACT PERIOD OF ____ MONTHS

(including all required cleaners including Supervisor)

R _____

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

Signed by:

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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**

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

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