

Building Industry Bargaining Council (BIBC):

Two of our Alunite's in the Cape were approached on site by officials of the BIBC, requesting their compliance certificate. According to them huge fines can be imposed – something no one can afford.

Jai of Montague Gardens has now complied and he had some suggestions (especially if you have been in business for some time):

1. If you approach them with a "hardegat" attitude, they will go out of their way to make things difficult, and expensive, for you. Show them the attitude of "We want to comply & what do we have to do".
2. Take your wage book along.
3. The only staff members who are not required to belong to the BIBC, are office staff and management.
4. Know in which category your workers fall:
 - 4.1 Category (i) – Basic wage = R17.63 per h (Your contribution = R23.47 per day)
 - 4.2 Category (ii) – Basic wage = R20.90 per h (Your contribution = R41.23 per day)
 - 4.3 Category (iii) – Basic wage = R27.22 per h (Your contribution = R53.23 per day)
(I am not sure whether this is per working day or every day of the month)
5. Jai believes that these payments are to the employers advantage for the following reasons:
 - 5.1 The employer does not pay sick leave.
 - 5.2 The employer does not pay leave pay.
 - 5.3 A portion goes to a pension fund that will keep your good staff loyal.
(you shouldn't have bad staff)

Go to www.bibc.co.za for all the information you need.