



FURNITURE BARGAINING COUNCIL

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CIRCULAR 07/19

TO ALL EMPLOYERS (All Employers in the scope of the Council)

AMENDMENTS - EMPLOYER CONTRIBUTIONS TO THE PROVIDENT FUND

Various requests were received from employers who enquired about the possibility to make additional contributions to their employees' existing Provident Fund accounts on a voluntary basis. After considering the requests the Council has resolved at a Council meeting held on Tuesday 19 March 2019, that the **employers will be allowed** to make the following contributions to the Provident Fund:

- **General Workers** – Employers may contribute **either** the **compulsory** prescribed fixed Provident Fund contribution of **R45-00** per week **OR** a **voluntary contribution** of 6% of the employee's normal weekly wages **by the employer**, provided that the **voluntary contribution** of 6% of the employee's normal weekly wages, is equal to or more than the compulsory fixed Provident Fund contribution of R45-00 per week.
- **All other Occupation Skills Levels** – Employers may contribute **either** the **compulsory** prescribed fixed Provident Fund contribution of **R66-00** per week **OR** a **voluntary contribution** of 6% of the employee's normal weekly wages **by the employer**, provided that the **voluntary contribution** of 6% of the employee's normal weekly wages, is equal to or more than the compulsory fixed Provident Fund contribution of R66-00 per week.

Irrespective of the selection made by the employer, such selection must be made applicable to all the employees of that establishment.

It was further resolved that these **employer** contributions to the Provident Fund become effective from each establishment's **first (1st) full pay week in July 2019**.

NB: The remaining provisions of the Industry's Main Collective Agreement remain applicable.

Kindly ensure that all provisions of this Circular are complied with. Please contact the Council's Inspectorate Department should you require any additional information or clarity regarding this Circular.