

**2017 Rhodes University Support Staff: Remuneration Scales: Grade 6 to 25**

GRADE	LONG LEAVE UNITS KEPT	AVE HRS P/DAY (Use decimals)	BASIC PENSION-ABLE SALARY (PM)	HOURLY RATE	COMPOSITION OF ANNUAL REMUNERATION PACKAGE									ANNUAL HISTORICAL DATA							
					BASIC PENSION-ABLE SALARY	HOUSING ALLOW-ANCE	13TH CHEQUE (Birthday Month), pro rata in first year	<sup>1</sup> MEDICAL AID: RUMED or BONITAS	FUNERAL PLAN (RUMED Only)	RETIREMENT FUNDING	GROUP LIFE	UIF	TOTAL COST TO EMPLOYER (Approx.)	2013 BASIC PENS-IONABLE	2013 COST TO COMPANY (Approx.)	2014 BASIC PENS-IONABLE	2014 COST TO COMPANY (Approx.)	2015 BASIC PENS-IONABLE	2015 COST TO COMPANY (Approx.)	2016 BASIC PENS-IONABLE	2016 COST TO COMPANY (Approx.)
6	0	8	R 10 419	R 60	R 125 031	R 12 000	R 10 419	R 12 960	R 69	R 18 755	R 405	R 1 475	R 181 114	R 95 436	R 137 104	R 102 641	R 147 265	R 110 340	R 158 654	R 116 961	R 168 117
7	0	8	R 12 037	R 69	R 144 445	R 12 000	R 12 037	R 12 960	R 69	R 21 667	R 468	R 1 685	R 205 331	R 110 256	R 156 194	R 118 580	R 167 146	R 127 474	R 180 860	R 135 122	R 191 656
8	0	8	R 13 814	R 80	R 165 764	R 12 000	R 13 814	R 12 960	R 69	R 24 865	R 537	R 1 785	R 231 794	R 126 528	R 177 214	R 136 081	R 189 755	R 146 287	R 204 322	R 155 065	R 216 517
9	0	8	R 16 070	R 93	R 192 836	R 12 000	R 16 070	R 13 290	R 69	R 28 925	R 625	R 1 785	R 265 599	R 147 192	R 202 995	R 158 305	R 217 476	R 170 178	R 234 097	R 180 389	R 248 258
10	0	8	R 18 216	R 105	R 218 587	R 12 000	R 18 216	R 13 290	R 69	R 32 788	R 708	R 1 785	R 297 442	R 166 848	R 227 517	R 179 445	R 243 744	R 192 903	R 262 540	R 204 478	R 278 046
11	0	8	R 21 019	R 121	R 252 231	R 12 000	R 21 019	R 13 740	R 69	R 37 835	R 817	R 1 785	R 339 495	R 192 528	R 259 625	R 207 064	R 278 217	R 222 594	R 299 269	R 235 950	R 316 963
12	0	8	R 24 304	R 140	R 291 642	R 12 000	R 24 304	R 13 740	R 69	R 43 746	R 945	R 1 785	R 388 231	R 222 612	R 296 857	R 239 419	R 318 251	R 257 375	R 342 657	R 272 818	R 362 973
13	0	8	R 28 216	R 163	R 338 587	R 12 000	R 28 216	R 13 890	R 69	R 50 788	R 1 097	R 1 785	R 446 431	R 258 444	R 341 502	R 277 957	R 366 294	R 298 804	R 393 907	R 316 732	R 417 396
14	0	8	R 31 444	R 181	R 377 323	R 12 000	R 31 444	R 13 890	R 69	R 56 598	R 1 223	R 1 785	R 494 331	R 288 012	R 378 095	R 309 757	R 405 641	R 332 989	R 436 346	R 352 968	R 462 204
15	0	8	R 36 447	R 210	R 437 362	R 12 000	R 36 447	R 13 890	R 69	R 65 604	R 1 417	R 1 785	R 568 574	R 333 840	R 434 812	R 359 045	R 466 626	R 385 973	R 501 893	R 409 132	R 531 655
16	0	8	R 42 304	R 244	R 507 652	R 12 000	R 42 304	R 13 890	R 69	R 76 148	R 1 645	R 1 785	R 655 493	R 387 492	R 501 211	R 416 748	R 538 023	R 448 004	R 578 629	R 474 885	R 612 964
17	0	8	R 49 156	R 284	R 589 873	R 12 000	R 49 156	R 13 890	R 69	R 88 481	R 1 911	R 1 785	R 757 165	R 450 252	R 578 883	R 484 246	R 621 540	R 520 564	R 668 392	R 551 799	R 708 074
18	0	8											R 919 360		R 684 823		R 729 336		R 814 385		R 863 249
19	0	8											R 995 657		R 793 225		R 843 991		R 881 971		R 934 889
20	0	8											R 1 146 765		R 918 866		R 976 755		R 1 015 825		R 1 076 774
21	0	8											R 1 411 005	n/a	R 1 064 268	n/a	R 1 130 253	n/a	R 1 249 893	n/a	R 1 324 887
22	0	8											R 1 507 336		R 1 198 479		R 1 271 586		R 1 347 881		R 1 422 015
23	0	8											R 1 734 483		R 1 340 209		R 1 421 962		R 1 551 000		R 1 636 305
24	0	8											R 2 054 265		R 1 554 218		R 1 666 898		R 1 836 954		R 1 937 986
25	0	8											R 2 795 994		R 2 213 542		R 2 346 355		R 2 500 218		R 2 637 730

**NOTE: AMEND THE PINK COLUMNS TO ADJUST FOR LONG LEAVE<sup>5</sup> RETAINED AND/OR WHERE PART-TIME HOURS ARE WORKED.**

<sup>1</sup> Only the medical aid costs for the principal member are indicated on the schedule. However, the employer contribution to the medical aid benefit at 50% of the subscription, extends to the spouse/partner and legal dependants. RUMED rates are indicated on the schedule. Please enquire with your HR Practitioner for Bonitas rates.

<sup>2</sup> In terms of the Basic Conditions of Employment Act, 1997, those earning above the earnings threshold of R205,433 (Subject to change) are exempt from Ch2: Sections 9-12, 14-16, 17(2) & 18(3).

<sup>3</sup> In the case of contracts of 3 months or less or where earnings at Rhodes University are in excess of the BCEA earnings threshold, please refer to the Temporary Rates schedule.