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Reg. No: LR2/6/2/327  
VAT No: 431067079

Dear member

Our Association offers the following services to Companies outside the Jurisdiction of the Bloemfontein Bargaining Council.

Bloemfontein members to register with the Bloemfontein Bargaining Council for the same services.

### **ANNUAL LEAVE PAY**

An Annual Leave pay Scheme designed to protect your cash-flow and ease your year-end administrative burden.

Contributions starts at the 1<sup>st</sup> of November and ends at the 31<sup>st</sup> of October each year. At the end of the year, before the Builders Holiday starts in December the Association will pay your employees his or her leave pay directly or to the company.

### **HOW DOES IT OPERATE**

For each week that an employee works, the employer buys a stamp (the stamp is in fact an electronic unit, as all data is now computerised and the stamp terminology has been retained for simplicity and continuity of the terminology)

The category of stamp which is purchased for the employee will depend on their hourly wage rate and what kind of benefit the employer wishes to give them.

## Note

A total of 48 contributions are required during the Annual cycle to provide the full entitlement of 15 working days Annual Leave.

Payment for Public Holidays is not included in the Annual Leave pay Scheme.

Public Holiday pay is payable by employers to employees directly when they occur.

All Public Holidays which fall on a normal working day are paid public holidays. When a Public Holiday falls on a Sunday, the Monday following will become the Public Holiday.

## PROVIDENT FUND, DEATH & DISABILITY

When an employee left or passed away the following payments will be made:

Employees will be covered for Death and Disability up to the age of 65 years. An Employee may however contribute to the Provident Fund Only up to the age of 70 years without any benefits.

**Provident Fund:** A lump sum (Equitable share of the fund) is paid out and it depends on commencement date and type of contribution made.

**Death Benefit:** 2 x Annual Pensionable Salary depending on stamp category purchased is payable.

**Disability Benefit:** These claims can take up to six months to be approved. During this period the employer must still make the monthly contribution. Employees will be paid 40 % of his Annual Pensionable Salary depending on the category stamp.

The employee remains a member of the Provident Fund and therefore still enjoys death cover.

The monthly pension is payable until the earliest of the recovery of the member, death of the member or attainment of the normal retirement age of the member, which is 65 years according to the rules of the fund

## **FUNERAL**

To qualify the member must have at least made **10 contributions 20 weeks** prior to the date of death

Employee, wife and up to four of his own children till the age of 21 are covered:

Funeral:	Member	R10000.00
	Spouse	R10000.00
	Dependent children	
	14 – 21yrs	R10000.00
	6 – 13yrs	R 5000.00
	1 - 5yrs	R 2500.00
	Still-born - 1 yrs.	R 1250.00

For more information please contact our offices in Welkom, Mrs C Harrison

**USE YOUR ASSOCIATION, CONSULT US, WE ARE HERE TO  
HELP YOU**