



FURNITURE BARGAINING COUNCIL

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**CIRCULAR 09/25**

**TO ALL EMPLOYERS AND EMPLOYEES IN THE INDUSTRY**

Effective from **1 December 2025**, the Death and Funeral Scheme (DFS) contributions payable to the Council, has been amended and published in Notice No. R.6853 of Government Gazette No. 53707 of 21 November 2025, as follows:

| <b>Category of DFS contribution</b>   | <b>Employee DFS contribution payable from Monday, 1 December 2025</b> | <b>Employer DFS contribution per Employee payable from Monday, 1 December 2025</b> |
|---|---|--|
| <b>Employees employed under the Newly Employed Employee Concession (NEEC)</b><br>Year One to Year Three of employment (Employer only contribution)<br><br>Year Four of employment and onwards | R0-00<br>per employee per week<br><br>R11-40<br>per employee per week | R9-00<br>per employee per week<br><br>R11-40<br>per employee per week              |
| <b>Newly established small employer concession (NESEC)</b><br>Phase One and Phase Two (Employer only contribution)<br><br>Phase Three and Phase Four  | R0-00<br>per employee per week<br><br>R11-40<br>per employee per week | R9-00<br>per employee per week<br><br>R11-40<br>per employee per week              |
| <b>Standard</b>   | R11-40<br>per employee per week                                       | R11-40<br>per employee per week  |

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.

Please do not contact any junior staff members of the Council for any additional information or clarity regarding this Circular.

**A COPY OF THIS CIRCULAR MUST BE DISPLAYED ON YOUR ESTABLISHMENT’S NOTICE BOARD**