



FURNITURE BARGAINING COUNCIL

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CIRCULAR 04/26

TO ALL EMPLOYERS AND EMPLOYEES (Employers and Employees in the Free State Province only)

At the Industry's mid-term wage negotiations which was completed during January 2026, it was unanimously agreed by all the Parties to the Council that certain provisions in the Industry's **Main Collective Agreement** should be amended and extended to non-parties as part of our multiyear agreement. The amendments to the Industry's Main Collective Agreement for year 4 have been published in Notice No. 7330 of Government Gazette No. 54436 of 31 March 2026, which becomes effective for all employees and employers from the **first full pay week in May 2026**.

Amendments

1. Prescribed Across-the-board increases of actual hourly rates of pay for all categories
2. Prescribed Minimum hourly rates of pay for all categories
3. Increase Threshold
4. Provident Fund Contributions
5. Council Levies
6. Dispute Resolution Levies

1. PRESCRIBED ACROSS-THE-BOARD INCREASES OF ACTUAL HOURLY RATES OF PAY EFFECTIVE FOR 52 WEEKS FROM THE FIRST FULL PAY WEEK IN MAY 2026 (FREE STATE PROVINCE ONLY)

Employees working in the Industry may already be receiving weekly wages which are above the prescribed minimum weekly wage rates for the particular work performed by them. Such employees nevertheless also qualify for the prescribed across-the-board weekly wage increases, effective for 52 weeks from the first full pay week in May 2026, subject thereto that NO employee may be remunerated below the prescribed National Minimum Wage Rate OR the prescribed minimum hourly rates of pay.

Occupation Skills Level	Occupation Skills Level Code	Prescribed Across-the-board increases of actual hourly rates of pay effective for 52 weeks from the first full pay week in May 2026 – (Free State Province ONLY)
General Worker	05	5.5% increase of actual hourly rate of pay, subject to the offset in paragraph 1.2 below and subject to the increase threshold in paragraph 3 below.

Semi-skilled Employee	04	5.5% increase of actual hourly rate of pay, subject to the increase threshold in paragraph 3 below.
Skilled Employee	03	5.5% increase of actual hourly rate of pay, subject to the increase threshold in paragraph 3 below.
Chargehand	02	5.5% increase of actual hourly rate of pay, subject to the increase threshold in paragraph 3 below.
Foreman/Supervisor	01	5.5% increase of actual hourly rate of pay, subject to the increase threshold in paragraph 3 below.

1.1 Calculation: Prescribed across-the-board increases of actual hourly rates of pay must be calculated by adding the applicable percentage increase as indicated above to the employees' current hourly rates of pay for all employees.

1.2 Offset for a General Worker: The prescribed **across-the-board increase for a General Worker to be offset** against the Government's National Minimum Wage (NMW) rate increase, already implemented on 1 March 2026, for a General Worker who, as a result thereof, already received an increase on 1 March 2026.

❖ **EXAMPLE to calculate the offset of the General Worker who still received R28-79 as at 28 February 2026:**

Across-the-board increase for General Worker

At the first full pay week in May 2026, take the NMW as at 28 February 2026 to the value of R28-79 (old NMW) and add 5.5% for the prescribed across-the-board-increase, which adds up to R30-37;

The above R30-37 is R0-14 cents higher than the current prescribed new NMW of R30-23 implemented on 1 March 2026 and the employee must therefore receive the higher value of R30-37, as from the first full pay week in May 2026.

The main collective agreement therefore requires **an increase of R0-14 cents** in the employee's current rate of R30-23 as from the first full pay week in May 2026.

2. PRESCRIBED MINIMUM HOURLY RATES OF PAY EFFECTIVE FOR 52 WEEKS FROM THE FIRST FULL PAY WEEK IN MAY 2026 (FREE STATE PROVINCE ONLY)

NB: All employees working in the Industry and who are appointed on or after the first full pay week in May 2026, shall qualify for **at least** the prescribed minimum hourly rate of pay, as reflected hereunder:

2.1 General Worker

Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rates of pay effective for 52 weeks from the first full pay week in May 2026 – (Free State Province ONLY)
General Worker	05	R30-23 per hour As per National Minimum Wage Rate effective from 1 March 2026

2.2 Other Occupation Skills Levels

Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rates of pay effective for 52 weeks from the first full pay week in May 2026 (Free State Province ONLY)
Semi-skilled employee	04	R31-69 per hour
Skilled employee	03	R32-57 per hour
Chargehand	02	R34-92 per hour
Foreman & Supervisor	01	R34-92 per hour

3. INCREASE THRESHOLD – APPLICABLE TO ALL OCCUPATION SKILLS LEVELS

The increase thresholds of 40% above all prescribed minimum hourly rates of pay per occupation skills levels are as follows:

Occupation Skills Level	Occupation Skills Level Code	Prescribed Minimum Hourly Rate of Pay	Applicable Threshold of 40% above the rate
General Worker	05	R30-23	R42-32
Semi-skilled Employee	04	R31-69	R44-37
Skilled Employee	03	R32-57	R45-60
Chargehand	02	R34-92	R48-89
Foreman/Supervisor	01	R34-92	R48-89

- 3.1 The increase thresholds of 40% above all prescribed minimum hourly rates of pay should be applied as **from the first full pay week in May 2026**, provided that the employee who is **already** earning a wage **above** the threshold, will only receive the prescribed across-the-board increase **minus 1.25%**. ($5.5\% - 1.25\% = 4.25\%$).

EXAMPLE: A **General Worker** earning R43-00 per hour, which is **already above** the threshold.

General Worker Prescribed Minimum Hourly Rate of Pay	40% Threshold	Example of employee's Current Hourly Rate of Pay Above Threshold Amount	To only receive the prescribed Across-the-board increase of 5.5% minus 1.25% = 4.25% of Current Hourly Rate of Pay
R30-23	R42-32	R43-00	R44-83

- 3.2 In the event that an employee earns above the threshold, **ONLY** when the full prescribed across-the-board increase is awarded, such employee may not be awarded the full prescribed across-the-board increase. The employee shall receive an increase up to the threshold, **OR** the prescribed across-the-board increase minus 1.25%. ($5.5\% - 1.25\% = 4.25\%$), **whichever is the greater**.

EXAMPLE: A **General Worker** earning R41-00 per hour, which is **below** the threshold.

Increase up to the Threshold	Prescribed Across-the-board increase minus 1.25%
R41-00 to R42-32 = R1-32 increase	$R41-00 \times 4.25\%$ (5.5% minus 1.25%) = R42-74 = R1-74 increase

Pay the greater increase of the two, which is **R1-74** added to the employee's current hourly rate of pay.

4. PROVIDENT FUND CONTRIBUTIONS

4.1 Provident Fund Contributions – All Occupation Skills Levels

Provident Fund contributions payable to the Council from the first full pay week in May 2026, shall be calculated on the following new sliding scale per wage band for all Occupation Skills Levels:

4.1.1 Wages from R0 to R1 522-00 per week

5% of normal weekly wages from the employee per week, calculated on the establishment's normal ordinary hours of work per week (**not actual hours worked**), plus an equal amount from the employer.

4.1.2 Wages from above R1 522-00 to R1 902-00 per week

5.2% of normal weekly wages from the employee per week, calculated on the establishment's normal ordinary hours of work per week (**not actual hours worked**), plus an equal amount from the employer.

4.1.3 Wages from above R1 902-00 to R2 536-00 per week

5.35% of normal weekly wages from the employee per week, calculated on the establishment's normal ordinary hours of work per week (**not actual hours worked**), plus an equal amount from the employer.

4.1.4 Wages from above R2 536-00 per week

5.5% of normal weekly wages from the employee per week, calculated on the establishment's normal ordinary hours of work per week (**not actual hours worked**), plus an equal amount from the employer.

The Rand amounts contained in the above sliding scales applicable to the Provident Fund contributions, has been adjusted in accordance with the applicable year's across-the-board increases.

5. COUNCIL LEVIES

To be increased to R16-45 per week per employee payable by the employer and R16-45 per week payable by the employee effective as from the **first full pay week in May 2026**.

Whenever a General Worker or any other employee earns a wage rate of up to and including R30-65 per hour, such employee will be exempted from paying Council Levies for the duration of the prevailing Main Collective Agreement. An employer of such employee shall therefore not deduct and pay over to the Council, the Council Levies for such employee, for the duration of the prevailing Main Collective Agreement. **The employer will still need to pay the employer portion.**

6. DISPUTE RESOLUTION LEVY

To be increased to R2-00 per week per employee payable by the employer and R2-00 per week payable by the employee effective as from the first full pay week in May 2026.

Whenever a General Worker or any other employee earns a wage rate of up to and including R30-65 per hour, the employee will be exempted from paying Dispute Resolution Levies for the duration of the prevailing main collective agreement. An employer of such employee shall therefore not deduct and pay over to the Council, the Dispute Resolution Levies for such employee, for the duration of the Agreement. **The employer will still need to pay the employer portion.**

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.

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

7 April 2026