

**GAUTENG CHAPTER OF
THE ASSOCIATION OF SA QUANTITY SURVEYORS**

**GAUTENG TAK VAN
DIE VERENIGING VAN SUID-AFRIKAANSE
BOUREKENAARS**



January 2009

**THE MANAGING DIRECTOR/PARTNER/MEMBER
GENERAL PRACTICES: GAUTENG**

RECOMMENDED STUDENT REMUNERATION: 2009

The Gauteng Chapter Committee has determined the following recommended scale of remuneration for students for 2009. The scale is, for the time being, based on the 3 year BSc and 2 year BSc (Honours) curriculum of the University of Pretoria. A section for students at a University of Technology has been added for 2009. This is based on students working full-time in their second year and part-time during their B-Tech year.

The proposed rates are deemed to be inclusive of leave, sick leave, etc. The intention of the scale is not to be used as a basis for remunerating students on an hourly basis, but rather on an average monthly wage based on the number of hours worked at the office of the employer. Employers may opt to remunerate students based on actual hours worked at the office, or on different tariffs for vacations and study periods respectively, or on the average as proposed.

RECOMMENDATIONS

Overtime

No overtime is recommended. The purpose of students working is for them to gain practical experience to supplement their academic programme. Employers are thus encouraged to promote the studies of their students. However, should it be absolutely necessary for overtime to be worked, it is recommended that the hourly tariff as proposed, be applied subject to conditions applicable through statutes.

Travelling time and Study leave

In determining the estimated total hours spent at an office, travelling time, study and examination leave have not been taken into account. It is recommended that this be negotiated between employer and student and handled and paid for separately. Naturally the proximity of the workplace to the place of study may vary between student and student and it is recommended that this be taken into consideration when remuneration negotiations are undertaken between employer and student.

Bonuses

Bonuses may be awarded at the sole discretion of the employer.

RECOMMENDED STUDENT REMUNERATION SCALE
2009

ESTIMATED HOURS IN THE EMPLOYER'S OFFICE

MONTH	YEAR OF STUDY				
	UNIVERSITY OF PRETORIA			UNIVERSITY OF TECHNOLOGY	
	BSc (3rd year)	BSc Hon's 1 (4th year)	BSc Hon's 2 (5th year)	Certificate (2nd year)	B-Tech (4 year)
January	176	168	168	160	168
February	77	92	109	160	109
March	91	98	131	160	131
April	106	124	135	160	135
May	99	106	124	160	124
June	158	160	162	160	162
July	106	112	131	160	131
August	85	88	120	160	120
September	102	96	134	160	134
October	94	94	112	160	112
November	158	158	162	160	162
December	182	175	176	160	176
TOTAL HOURS	1434	1471	1664	1920	1664
Proposed Hourly Rate	23.00	31.00	41.00	23.00	31.00
Total Remuneration	R 33,000.00	R 45,000.00	R 69,000.00	R 44,400.00	R 51,600.00
Ave Monthly Wage (2009)	R 2,750.00	R 3,750.00	R 5,750.00	R 3,700.00	R 4,300.00