



SALARY & WAGE SURVEY FOR THE AGRICULTURAL SECTOR - 2023

We are launching our salary and wage survey again this year for the primary agricultural sector. The survey helps producers to benchmark their different jobs with the market trends and is also important to determine equity at the work place. The sectoral determination and labour legislation requires employers to revisit their remuneration policies to ensure equal pay for work of equal value. The national minimum wage increase has also had the effect that other positions were influenced. We therefore urge you to participate in the survey as the more information that is gathered, the more reliable such a survey is.

The survey will be done electronically via a website.

Open the website by clicking on the website www.laker.co.za/register.aspx to register.

Alternatively fill in the attached participation form. Send the participation form to the relevant mail address provided on the participation form. Also find attached a list of posts to be evaluated. All information will be handled as strictly confidential.

Participation fee - R 2 700.00

Closing date for entries: 30 June 2023

SALARIS EN LOONOPNAME VIR DIE LANDBOUSEKTOR - 2023

Hierdie jaar loods ons weer die salaris en loonopname vir die primêre landbousektor. Hierdie opname help produsente om hulle inligting te vergelyk met die mark en die verskillende poste asook om billikheid te bepaal in die werksplek. Die sektorale vasstelling asook arbeidswetgewing vereis van werkgewers om hulle vergoedingsbeleide te hersien en vereis dat gelyke betaling vir werk van gelyke waarde moet geskied. Die nasionale minimum loonverhoging het ook die gevolg gehad dat ander poste beïnvloed is. Ons versoek u dus om deel te neem aan hierdie opname aangesien die betroubaarheid van die opname afhanklik is van die aantal deelnemers.

Die opname sal elektronies geskied.

Maak die webwerf oop by www.laker.co.za/register.aspx om te registreer.

Alternatiewelik, voltooi die aangehegte deelnamevorm. Stuur die deelnamevorm aan die relevante e-posadres soos verskaf op die vorm. Vind aangeheg 'n lys van poste wat evalueer word. Alle inligting sal as streng vertroulik hanteer word.

Deelnemersfooi – R2 700.00

Sluitingsdatum vir inskrywings: 30 Junie 2023



**SALARY AND WAGE SURVEY/SALARIS EN LOONOPNAME
2023**

INTENTION TO PARTICIPATE/VOORNEME OM DEEL TE NEEM

We hereby confirm our wish to participate in the salary and wage survey. We undertake:

1. to furnish accurate figures, and
2. to handle the final report in strict confidence

Ons bevestig hiermee dat ons graag wil deelneem aan die salaris en loonopname. Ons onderneem:

1. om akkurate syfers te voorsien
2. om die finale verslag in streng vertroulikheid te hanteer

Werkgewer: Employer:	
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Kontakpersoon: Contact person:	
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Tel/sel nr: Tel/cell no:.....	E – pos: E – mail:.....
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Posadres: Postal address:
.....
VAT/BTW Reg:

Send to/Stuur aan: Andries Laker e- pos/e-mail: andries@laker.co.za

Datum/Date: Handtekening/Signature

Are you a member of / Is u lid van:

Hortgro	Vinpro	CAEO/KAW

By signing this application form, we hereby grant our voluntary consent that our personal information may be processed, collected, used and shared for the purpose of this survey.

Deur die ondertekening van hierdie aansoekvorm gee ons vrywillig toestemming dat ons persoonlike inligting geprosesseer, ingevorder, gebruik en gedeel mag word vir die doeleindes van hierdie opname.



Loon en salarisopname - 2023 ***Wage and salary survey - 2023***

Lys van poste / list of posts

1. Seisoenswerker/Seasonal worker
2. Algemene werker (A2 vlak)/General worker (A2 level)
3. Algemene werker (A3 vlak)/General worker (A3 level)
4. Verpakker/sorteerder - Packer/Sorter
5. Spesialissnoeier/Specialist pruner
6. Toesighouer/Supervisor
7. Senior toesighouer/Senior supervisor
8. Voorman/Foreman*
9. Trekkerdrywer/Tractor driver
10. Senior trekkerdrywer/Senior tractor driver
11. Swaar vragmotorbestuurder/heavy duty motor vehicle driver
12. Ekstra swaar vragmotorbestuurder/Extra heavy duty vehicle Driver
13. Vurkhyserdrywer/Forklift driver
14. Werkswinkelassistent/Workshop assistant
15. Werkswinkelbestuurder/Workshop manager
16. Produksiebestuurder/Production manager
17. Senior produksiebestuurder/Senior production manager
18. Assistent plaasbestuurder/Assistant farm manager
19. Plaasbestuurder/Farm manager
20. Landgoedbestuurder/Estate manager
21. Besproeiingsvoorman/Irrigation foreman
22. Boordinspekteur/Orchard inspector
23. Proelokaalassistent/Tasting room assistant
24. Proelokaalbestuurder/Tasting room manager
25. Kelderhulp/Cellar assistant
26. Senior kelderhulp/Senior cellar assistant
27. Assistent wynmaker/Assistant winemaker
28. Wynmaker/Winemaker
29. Algemene kantoorklerk/ General office clerk
30. Senior kantoor klerk/Senior office clerk