

**MEMBERSHIP SUBSCRIPTION FOR ASSOCIATION
OF LESOTHO EMPLOYERS AND BUSINESS**

1. Joining Fee (paid once) = M1100.00
2. There is a minimum subscription of M2950.00 per member per year depending on a total gross Salary/Wages Bill per month of all staff(from the Chief Executive, all Managers down to drivers and cleaners etc.).

Wage/Salary Bill per month	Subscription per annum
0,000 - 29,999	2,950
30,000 - 39,999	3,950
40,000 - 49,999	4,950
50,000 - 59,999	5,950
60,000 - 69,999	6,950
70,000 - 79,999	7,950
80,000 - 89,999	8,950
90,000 - 99,999	9,950
100,000 - 109,999	10,950
110,000 - 119,999	11,950
120,000 - 129,999	12,950
130,000 - 139,999	13,950
140,000 - 149,999	14,950
150,000 - 159,999	15,950
160,000 - 169,999	16,950
170,000 - 179,999	17,950
180,000 - 189,999	18,950
190,000 - 199,000	19,950
200,000 - 209,999	20,950
210,000 - 219,999	21,950
220,000 - 229,999	22,950
230,000 - 239,999	23,950
240,000 - 249,999	24,950
250,000 - 259,999	25,950
260,000 - 269,999	26,950
270,000 - 279,999	27,950
280,000 - 289,999	28,950
290,000 - 299,999	29,950
300,000 - 309,999	30,950
310,000 - 319,999	28,950
320,000 - 329,999	29,950
330,000 - 339,999	30,950
340,000 - 349,999	31,950
350,000 - 359,999	32,950
360,000 - 369,999	33,950
370,000 - 379,999	34,950
380,000 - 389,999	35,950

390,000	- 399,999	36,950
400,000	- 409,999	37,950
410,000	- 419,999	38,950
420,000	- 429,999	39,950
430,000	- 439,999	40,950
440,000	- 449,999	41,950
450,000	- 459,999	42,950
460,000	- 469,999	43,950
470,000	- 479,999	44,950
480,000	- 489,999	45,950
490,000	- 499,999	46,950
500,000	- 509,999	47,950
510,000	- 519,999	48,950
520,000	- 529,999	49,950
530,000	- 539,999	50,950
540,000	- 549,999	51,950
550,000	- 559,999	52,950
560,000	- 569,999	53,950
570,000	- 579,999	54,950
580,000	- 589,999	55,950
590,000	- 599,999	56,950
600,000	- 609,999	57,950
610,000	- 619,999	58,950
620,000	- 629,999	59,950
630,000	- 639,999	60,950
640,000	- 649,999	61,950
650,000	- 659,999	62,950
660,000	- 669,999	63,950
670,000	- 679,999	64,950
680,000	- 689,999	65,950
690,000	- 699,999	66,950
700,000	- 709,999	67,950
710,000	- 719,999	68,950
720,000	- 729,999	69,950
730,000	- 739,999	70,950
740,000	- 749,999	71,950
750,000	- 759,999	72,950
760,000	- 769,999	73,950
770,000	- 779,999	74,950
780,000	- 789,999	75,950
790,000	- 790,999	76,950
800,000	- 799,999	77,950
810,000	- 819,999	78,950
820,000	- 829,999	79,950

830,000	- 839,999	80,950
840,000	- 849,999	81,950
850,000	- 859,999	82,950
860,000	- 869,999	83,950
870,000	- 879,999	84,950
880,000	- 889,999	85,950
890,000	- 899,999	86,950
900,000	- 909,999	87,950
910,000	- 929,999	88,950
920,000	- 939,999	89,950
930,000	- 949,999	90,950
940,000	- 959,999	91,950
950,000	- 969,999	92,950
960,000	- 979,999	93,950
970,000	- 989,999	94,950
980,000	- 999,999	95,950
990,000	- 1,009,999	96,950
1,000,000	- 1,019,999	97,950
1,010,000	- 1,029,999	98,950
1,020,000	- 1,039,999	99,950
1,030,000	- 1,049,999	1,000,950
1,040,000	- 1,059,999	1,001,950
1,050,000	- 1,069,999	1,002,950
1,060,000	- 1,079,999	1,003,950
1,070,000	- 1,089,999	1,004,950
1,080,000	- 1,099,999	1,005,950
1,090,000	- 1,109,999	1,006,950
1,100,000	- 1,119,999	1,007,950
1,110,000	- 1,129,999	1,008,950
1,120,000	- 1,139,999	1,009,950
1,130,000	- 1,149,999	1,010,950
1,140,000	- 1,159,999	1,011,950
1,150,000	- 1,169,999	1,012,950
1,160,000	- 1,179,999	1,013,950
1,170,000	- 1,189,999	1,014,950
1,180,000	- 1,199,999	1,015,950

ALE SECRETARIAT - SERVICES TO MEMBERS

ANNUAL MEMBERSHIP :

Annual Membership Subscriptions are payable in December or latest the following January. (The amounts depend on a member's monthly salary/wages bill/pay).

N.B.: All members are urged to pay their services in advance:

1. Work permit application (filing and follow-up) - Free
2. Residence permit applications (filing and follow-up) - Free
3. Traders licences/permits and their renewals (filing and follow up) - Free
4. Tax clearances from L.R.A. (negotiations of tax problems particularly alleged arrears/debts are confidential between Lesotho Revenue Authority (LRA) and Co.). - Free
5. 24 hour telephonic enquiry on labour laws, and practice, as well as commercial and business issues and problems including tax problems etc. - Free
6. Registration of companies and their follow up services and Problems related thereto. - an agreed fee from M2,350 upwards
7. Services as regards Pensions, Social Security, - an agreed fee
8. Terminal benefits of Employees etc. - Free
9. Assistance and advice on Occupational Health and Safety - Free
10. Assistance and advice on Hiv/Aids policies/programmes etc. partly free/partly for fees. - agreed free from M1750.00 upwards
11. Drafting and Registrations of wills. - M750.00 up to

- M2750.00
12. Restructuring of the enterprise from employment and legal point of view. - negotiated fee depending on the gravity of the situation.
13. Advisory services on Corporate Governance and Social Responsibilities of members (CRS) - (detailed consultancy for an agreed fee).

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14. Advising on and including tailor made drafting of employment Contracts as well as recognition and collective bargaining agreements (translation into Sesotho for an agreed fee). - Free
15. Assistance with recruiting and dismissing of employees inclusive of chairing disciplinary hearings or appeals - agreed fee (M2750.00 upwards)

Representation at the:

- | | |
|--|---------------------------------|
| DDPR | - agreed fee (M2350.00 upwards) |
| Magistrate's Court (inclusive of criminal cases) | - agreed fee (M2350.00 upwards) |
| Labour Court | - agreed fee (M5750.00 upwards) |
| Labour Appeal Court | - agreed fee (M9350.00 upwards) |
| High Court of Lesotho | - agreed fee (M9350.00 upwards) |
| Lesotho Court of Appeal | - agreed fee(M11750.00 upwards) |

Representing members in various National government and semi-governmental bodies e.g. - Free

- (1) Wages Advisory Board.
- (2) National Advisory Committee on Labour
- (3) National Industrial Relations Council.
- (4) National Occupational Safety and Health Committee.
- (5) National Technical and Vocational Training Board.
- (6) Lesotho Revenue Authority (Tax).
- (7) National Hiv/Aids Commission.
- (8) Manpower Development Council
- (9) Various task teams set up on ad hoc basis by various

Government Ministries and Departments.

Negotiations/Consultations with trade unions.	- Free
Advisory services, representation with trade unions, inclusive of negotiations/consultations on disputes of facts or of law on your behalf	- Free
Training of members (management) on labour law and industrial relations etc.	- agreed fee