

**NATIONAL BARGAINING COUNCIL FOR THE ELECTRICAL INDUSTRY OF S.A.(NBCEISA)**  
**WAGE AND CONTRIBUTION TABLE - REGION D (CAPE) - AREA M - Effective from 01 July 2015**  
**Applicable to the Magisterial Districts of Gordons Bay, Malmesbury, Atlantis, Paarl, Somerset West, Stellenbosch, Strand and Wellington**  
**Please also refer to the important notes below the table**

DESCRIPTION	DES CODE	PEN/PROV FUND - ALL FIRMS	FIXED TERM CONTRACT EMPLOYEES ONLY - RISK ONLY CONTRIBUTIONS	SICK PAY FUND FOR ECA FIRMS ONLY	COUNCIL LEVIES - ALL FIRMS	COLLECTIVE BARGAINING LEVY(CBL) - All non party union employees and all non party employees		ECA LEVIES PER WEEK (Excl. VAT) - FOR ECA FIRMS ONLY.(See note 3 below)	SAEWA (See note 8 below)	CONCESSIONARY MINIMUM WAGE - ALL FIRMS - Period of 1 year ending 31 Jan. 2016	GAZETTED MINIMUM WAGE - ALL FIRMS
			Employer & Employee Contribute	Only the employer contributes	Employer & Employee Contribute	Employer & Employee Contribute	Employer per week	Employee per week	Employer Only	Employee Only	RAND PER HOUR
MASTER INSTALLATION ELECTRICIAN	40	7.5% and 7.5%	3%	0.6% and 0.6%	0.4% and 0.4%	R 10.00	R 7.00	R 10.83	R 15.00	R 60.29	R 74.67
INSTALLATION ELECTRICIAN	41	7.5% and 7.5%	3%	0.6% and 0.6%	0.4% and 0.4%	R 10.00	R 7.00	R 10.83	R 15.00	R 55.48	R 72.40
ELECTRICAL TESTER FOR SINGLE PHASE	39	7.5% and 7.5%	3%	0.6% and 0.6%	0.4% and 0.4%	R 10.00	R 7.00	R 10.83	R 15.00	R 50.64	R 62.75
ELECTRICIAN, ARTISAN & DAM	42	7.5% and 7.5%	3%	0.6% and 0.6%	0.4% and 0.4%	R 10.00	R 7.00	R 10.83	R 15.00	R 48.23	R 59.78
ELCONOP 3	43	7.5% and 7.5%	3%	0.6% and 0.6%	0.4% and 0.4%	R 10.00	R 7.00	R 10.83	R 15.00	R 35.58	R 44.55
ELCONOP 2	44	7.5% and 7.5%	3%	0.6% and 0.6%	0.4% and 0.4%	R 10.00	R 7.00	R 10.83	R 15.00	R 31.42	R 41.98
ELCONOP 1	48	7.5% and 7.5%	3%	0.6% and 0.6%	0.4% and 0.4%	R 10.00	R 7.00	R 10.83	R 15.00	R 20.42	R 28.81
STOREMAN	50	7.5% and 7.5%	3%	0.6% and 0.6%	0.4% and 0.4%	R 10.00	R 7.00	R 10.83	R 15.00	R 20.42	R 28.81
ELECTRICAL ASSISTANT	49	7.5% and 7.5%	3%	0.6% and 0.6%	0.4% and 0.4%	R 10.00	R 7.00	R 10.83	R 15.00	R 19.51	R 23.57
GENERAL ASSISTANT *	95	N/A	N/A	N/A	0.4% and 0.4%	R 10.00	R 7.00	R 10.83	R 15.00	R 14.64	R 17.67
DRIVER TO 3 500 KG	45	7.5% and 7.5%	3%	0.6% and 0.6%	0.4% and 0.4%	R 10.00	R 7.00	R 10.83	R 15.00	R 19.81	R 25.37
DRIVER TO 9 000 KG	46	7.5% and 7.5%	3%	0.6% and 0.6%	0.4% and 0.4%	R 10.00	R 7.00	R 10.83	R 15.00	R 23.24	R 28.75
DRIVER OVER 9 000 KG	47	7.5% and 7.5%	3%	0.6% and 0.6%	0.4% and 0.4%	R 10.00	R 7.00	R 10.83	R 15.00	R 25.78	R 32.33
APPRENTICE 1: min of 38% of electrician rate	51	7.5% and 7.5%	3%	0.6% and 0.6%	0.4% and 0.4%	R 10.00	R 7.00	R 10.83	R 15.00	R 18.33	R 22.72
APPRENTICE 2: modules 1 to 3 completed - 45%	52	7.5% and 7.5%	3%	0.6% and 0.6%	0.4% and 0.4%	R 10.00	R 7.00	R 10.83	R 15.00	R 21.71	R 26.90
APPRENTICE 3: Passed test A - 50%	53	7.5% and 7.5%	3%	0.6% and 0.6%	0.4% and 0.4%	R 10.00	R 7.00	R 10.83	R 15.00	R 24.12	R 29.89
APPRENTICE 4: Modules 4 to 6 completed - 70%	54	7.5% and 7.5%	3%	0.6% and 0.6%	0.4% and 0.4%	R 10.00	R 7.00	R 10.83	R 15.00	R 33.76	R 41.85
ADMIN STAFF	61	(optional)	(optional)	(optional)	0.4% 0.4% (if contributing to Pen or Prov Fund)	N/A	N/A	R10.83 is payable if employee contributes to the Sick Pay Fund	R15.00 (if employee is a member and contributing to the Council)	N/A	N/A
WORKING EMPLOYER	62	(optional)	(optional)	(optional)	0.4% and 0.4%	N/A	N/A	R 10.83	N/A	N/A	N/A
NON-WORKING EMPLOYER	64	(optional)	(optional)	(optional)	0.4% 0.4% (if contributing to Pen or Prov Fund)	N/A	N/A	N/A	N/A	N/A	N/A

**IMPORTANT NOTES:**

- a) The minimum Council Levy is R55.00 per month per firm.  
b) Council levies are retained by the Bargaining Council and are used towards administration costs.
- A Collective Bargaining Levy (CBL) is payable by all non party employers and non party union employees. Employers who are not members of the party employer organisation(s) must pay R10.00 per week for each scheduled employee in their employ and all employees who are not members of the party union(s) must pay an amount of R7.00 each per week. The object of the CBL is to subsidise the costs occasioned by collective bargaining.
- a) The ECA levy is paid by the employer only and compulsory for all employers who are members of the Electrical Contractors Association. (ECA)  
b) ECA levies have been increased to a fixed amount of R10.83 per week, (excluding Vat) per employee, with effect from the 01 July 2014. (Inclusive of Vat is R12.35)  
c) VAT (of 14%) is payable on ECA levies but not on the other funds.
- Pension/Provident Fund/Sick Pay Fund and Council levies - contributions must be calculated on employees normal weekly wage excluding overtime.
- Please be advised that if employees are employed on a fixed term contract, a minimum of 3% risk cover must be paid by the employer only i.e. Full pension fund contributions are discretionary. Limited contract workers categories all have a N before the code i.e. N49, or N200 or N43 etc:  
Provided that after an employee has been employed on his FIRST fixed term contract and for some justifiable reason is employed on a further fixed term contract within 90 days of the termination of his original contract, the employer and the employee must contribute towards the employee's full Pension Fund i.e. 7.5% and 7.5%.
- Please ensure that the correct designation code is entered for each employee on the monthly contribution sheet.
- For monthly paid staff, divide by 4.33 to obtain the actual weekly rate
- Members of the South African Equity Workers Association (SAEWA) pay union fees of R65.00 per month or R15.00 per week with effect from 01 July 2015.  
NB: Paid by member only. Employers pay the member union fees to Council monthly and together with the other contributions.
- Sick Pay Fund (SPF) is payable by ECA employers (Party Employers Organisation) and their employees only.
- NB: New Wage Rates (Effective from 01 February 2015) ALL FIRMS IN AREA "M" WILL BE GIVEN THE FOLLOWING CONCESSIONARY WAGE RATE
  - The minimum prescribed wage rates for each category of employment have been increased by 7.3%
  - Actual wages have increased by 6.3% (July 2014 CPI) for employees in all categories of employment earning above the prescribed minimum wage rates.
  - The concessionary wage rate for Area M for 2014 (ending 31 January 2015) was equivalent to Area O's minimum prescribed wage rate. All firms now have to pay the 01 February 2015 gazetted minimum percentage wage increase of 7.3% for all employees who were earning the minimum concessionary wage rate in 2014 OR 6.3% for those employees who were earning above the 2014 minimum concessionary wage rates in addition to the following:
  - In order to start closing the Area "M" gazetted wage gap, firms are also required to pay an additional 3% wage increase over and above the 7.3% and 6.3%.  
i.e. Therefore a minimum total wage increase of 10.3% is payable for employees who were earning the minimum prescribed wage rate on 31 January 2015 and a minimum total of 9.3% is payable for those employees earning above the minimum prescribed wage rate on 31 January 2015. This concession is considerably less than the gazetted minimum wage rates for Area M.
  - Employers and their scheduled employees must with effect from 01 February 2015 also contribute full pension i.e. all permanent scheduled employees. As illustrated in the above table the employer contributes the equivalent of 7.5% of each employee's actual wage and the employee contributes 7.5% of his actual wage. (via a deduction by the employer). The total contribution payable to the Council for Pension is therefore 15% of the employee's actual wage.  
Full pension includes risk cover i.e. death, disability and funeral cover AND also retirement savings.
- General Assistant category: Please note that the job description of a General Assistant must be strictly adhered to.  
NB: No such employee shall be employed for a total period exceeding 4 months in any calendar year, with the same employer.  
A "General Assistant" means an employee who is engaged in any or all of the following tasks:  
- Digging holes and trenches, planting poles and laying and pulling cables in trenches, chasing and cutting walls and concrete floor for conduit, providing no power tools are used. Loading or unloading materials, stripping redundant installations and equipment incidental thereto from which the supply cables have been removed.