

**NATIONAL BARGAINING COUNCIL FOR THE ELECTRICAL INDUSTRY OF S.A.(NBCEISA)**  
**WAGE AND CONTRIBUTION TABLE - REGION D (CAPE) - AREA O - DATE OF PUBLICATION was 24 MARCH 2017.Please read note 9 below.**

**ECA AND NON ECA FIRMS**

Applicable to the Magisterial Districts of Bredasdorp, Caledon, Ceres, Heidelberg, Hermanus, Laingsburg, Montague,Robertson,Swellendam,Tulbagh and Worcester.

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 | NEW SICK BENEFIT FUND - ALL FIRMS | COUNCIL LEVIES - ALL FIRMS                                     | COLLECTIVE BARGAINING LEVY(CBL) - All non party union employees and all non party employers. Please see note 2 below. |                   | ECA LEVIES PER WEEK (Excl. VAT) - FOR ECA FIRMS ONLY.(See note 3 below) | SAEWA (Please see note 8 below)   | GAZETTED MINIMUM WAGE - ALL FIRMS |
|--|----------|---------------------------|--|-----------------------------------|--|---|-------------------|---|---|-----------------------------------|
|  |          |                           |  |                                   |  | Employer & Employee Contribute  | Employee per week |   |   |                                   |
| MASTER INSTALLATION ELECTRICIAN              | 40       | 7.5% and 7.5%             | 3%   | 0.3% and 0.3%                     | 0.4% and 0.4%  | R 10.83   | R 10.00           | R 10.83   | R 16.15   | R 67.14                           |
| INSTALLATION ELECTRICIAN/FOREMAN             | 41       | 7.5% and 7.5%             | 3%   | 0.3% and 0.3%                     | 0.4% and 0.4%  | R 10.83   | R 10.00           | R 10.83   | R 16.15   | R 61.79                           |
| ELECTRICAL TESTER FOR SINGLE PHASE           | 39       | 7.5% and 7.5%             | 3%   | 0.3% and 0.3%                     | 0.4% and 0.4%  | R 10.83   | R 10.00           | R 10.83   | R 16.15   | R 56.40                           |
| ELECTRICIAN, ARTISAN & DAM                   | 42       | 7.5% and 7.5%             | 3%   | 0.3% and 0.3%                     | 0.4% and 0.4%  | R 10.83   | R 10.00           | R 10.83   | R 16.15   | R 53.72                           |
| ELCONOP 3                                    | 43       | 7.5% and 7.5%             | 3%   | 0.3% and 0.3%                     | 0.4% and 0.4%  | R 10.83   | R 10.00           | R 10.83   | R 16.15   | R 39.63                           |
| ELCONOP 2                                    | 44       | 7.5% and 7.5%             | 3%   | 0.3% and 0.3%                     | 0.4% and 0.4%  | R 10.83   | R 10.00           | R 10.83   | R 16.15   | R 34.99                           |
| ELCONOP 1                                    | 48       | 7.5% and 7.5%             | 3%   | 0.3% and 0.3%                     | 0.4% and 0.4%  | R 10.83   | R 10.00           | R 10.83   | R 16.15   | R 22.73                           |
| STOREMAN                                     | 50       | 7.5% and 7.5%             | 3%   | 0.3% and 0.3%                     | 0.4% and 0.4%  | R 10.83   | R 10.00           | R 10.83   | R 16.15   | R 22.73                           |
| ELECTRICAL ASSISTANT                         | 49       | 7.5% and 7.5%             | 3%   | 0.3% and 0.3%                     | 0.4% and 0.4%  | R 10.83   | R 10.00           | R 10.83   | R 16.15   | R 21.73                           |
| GENERAL ASSISTANT                            | 95       | N/A                       | N/A  | N/A                               | 0.4% and 0.4%  | R 10.83   | R 10.00           | R 10.83   | R 16.15   | R 16.30                           |
| DRIVER TO 3 500 KG (B)                       | 45       | 7.5% and 7.5%             | 3%   | 0.3% and 0.3%                     | 0.4% and 0.4%  | R 10.83   | R 10.00           | R 10.83   | R 16.15   | R 22.06                           |
| DRIVER TO 16 000 KG (C1)                     | 46       | 7.5% and 7.5%             | 3%   | 0.3% and 0.3%                     | 0.4% and 0.4%  | R 10.83   | R 10.00           | R 10.83   | R 16.15   | R 25.89                           |
| DRIVER OVER 16 000 KG (C )                   | 47       | 7.5% and 7.5%             | 3%   | 0.3% and 0.3%                     | 0.4% and 0.4%  | R 10.83   | R 10.00           | R 10.83   | R 16.15   | R 28.71                           |
| APPRENTICE 1: min of 38% of electrician rate | 51       | 7.5% and 7.5%             | 3%   | 0.3% and 0.3%                     | 0.4% and 0.4%  | R 10.83   | R 10.00           | R 10.83   | R 16.15   | R 20.41                           |
| APPRENTICE 2: modules 1 to 3 completed - 45% | 52       | 7.5% and 7.5%             | 3%   | 0.3% and 0.3%                     | 0.4% and 0.4%  | R 10.83   | R 10.00           | R 10.83   | R 16.15   | R 24.17                           |
| APPRENTICE 3: Passed test A - 50%            | 53       | 7.5% and 7.5%             | 3%   | 0.3% and 0.3%                     | 0.4% and 0.4%  | R 10.83   | R 10.00           | R 10.83   | R 16.15   | R 26.86                           |
| APPRENTICE 4: Modules 4 to 6 completed - 70% | 54       | 7.5% and 7.5%             | 3%   | 0.3% and 0.3%                     | 0.4% and 0.4%  | R 10.83   | R 10.00           | R 10.83   | R 16.15   | R 37.59                           |
| ADMIN STAFF                                  | 61       | (optional)                | (optional)   | (optional)                        | 0.4% and 0.4% (if contributions are made to Pen or Prov Fund ) | N/A   | N/A               | R10.83 is payable if employee contributes to the Sick Benefit Fund      | R16.15(if employee is a member and contributions are paid to the Council) | N/A                               |
| WORKING EMPLOYER                             | 62       | (optional)                | (optional)   | (optional)                        | 0.4% and 0.4%  | N/A   | N/A               | R 10.83   | N/A   | N/A                               |
| NON-WORKING EMPLOYER                         | 64       | (optional)                | (optional)   | (optional)                        | 0.4% 0.4% (if contributions are made to Pen or Prov Fund)      | N/A   | N/A               | N/A   | N/A   | N/A                               |

**IMPORTANT NOTES: THE CURRENT SBF (0.6% and 0.6%) APPLIES UNTIL THE 30 APRIL 2017**

- The minimum Council Levy payable has been increased to R80.00 per month per firm.(effective from the 01 MAY 2017)
  - Council levies are retained by the Bargaining Council and are used towards administration costs.
  - Please note that all Council contributions and deductions based on the new wage rates will be billed with effect from 01 May 2017. Employers who have already granted the wage increases should continue to contribute and deduct accordingly.
- 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 R10.83 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 R10.00 each per week. The object of the CBL is to subsidise the costs occasioned by collective bargaining and is effective from date of operation of this CBL agreement. PLEASE NOTE THAT THE NEW SEPERATE CBL AGREEMENT HAS NOT YET BEEN PUBLISHED BY THE MINISTER. DO NOT MAKE DEDUCTIONS FROM 01 MAY 2017. COUNCIL WILL ADVISE THE INDUSTRY WHEN THIS AGREEMENT IS PUBLISHED.
- ECA levy is paid by the employer only and compulsory for all employers who are members of the Electrical Contractors Association. (ECA)
  - ECA levies are a fixed amount of R10.83 per week, (excluding Vat) per employee, with effect from the 01 February 2017. (Inclusive of Vat is R12.35)
  - 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.
  - Employers and their scheduled employees must contribute full pension i.r.o. 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.
- 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 in respect of the employees Pension or Provident Fund. Fixed term 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%.
- 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 R70.00 per month or R16.15 per week with effect from 01 May 2017. NB: Paid by member only. Firm pays member's union fees (SAEWA) to Council monthly.
- The NEW National Sick Benefit Fund (SBF) is payable by ALL employers and ALL their scheduled employees. (EFFECTIVE FROM 01 MAY 2017)
- NB: New Wage Rates (Effective from the DATE OF PUBLICATION but subject to C) below:)**

  - The minimum prescribed wage rates for each category of employment have been increased by 8%.(July 2016 CPI + 2%)
  - Actual wages have increased by 7% (July 2016 CPI + 1%) for employees in all categories of employment earning above the prescribed minimum wage rates.

NB:c) Should the amended Collective Agreement be published by the Minister BUT is delayed for any reason, (i.e. published later than the 01 February 2017) any employers who have not granted the increase before the coming into operation of this Agreement shall grant an additional increment of one twelfth of the applicable increase for each month the increase was not granted: Provided the maximum number of months for the granting of such additional increment shall not exceed three months.
- \*10. 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.