

NATIONAL BARGAINING COUNCIL FOR THE ELECTRICAL INDUSTRY OF S.A.(NBCEISA)
WAGE AND CONTRIBUTION TABLE - REGION D (CAPE) - AREA M - 01 February 2018.
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	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 (See note 8 below)	CONCESSINARY MINIMUM WAGE - ALL FIRMS - Period of 1 year ending 31 January 2019	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	RAND PER HOUR
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 11.15	R 16.15	R 72.89	R 90.27
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 11.15	R 16.15	R 67.07	R 87.52
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 11.15	R 16.15	R 61.22	R 75.85
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 11.15	R 16.15	R 58.30	R 72.26
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 11.15	R 16.15	R 43.01	R 53.86
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 11.15	R 16.15	R 37.98	R 50.74
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 11.15	R 16.15	R 24.69	R 34.83
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 11.15	R 16.15	R 24.69	R 34.83
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 11.15	R 16.15	R 23.59	R 28.50
GENERAL ASSISTANT *	95	N/A	N/A	N/A	0.4% and 0.4%	R 10.83	R 10.00	R 11.15	R 16.15	R 17.70	R 21.36
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 11.15	R 16.15	R 23.95	R 30.67
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 11.15	R 16.15	R 28.10	R 34.75
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 11.15	R 16.15	R 31.16	R 39.08
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 11.15	R 16.15	R 22.15	R 27.47
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 11.15	R 16.15	R 26.24	R 32.51
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 11.15	R 16.15	R 29.16	R 36.15
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 11.15	R 16.15	R 40.81	R 50.59
ADMIN STAFF	61	(optional)	(optional)	(optional)	0.4% 0.4% (if contributing to Pen or Prov Fund)	N/A	N/A	R11.15 is payable if employee contributes to the Sick Benefit Fund	R16.15 (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% (if contributing to Pen or Prov Fund)	N/A	N/A	R 11.15	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:

- 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 February 2018.
- 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.

PLEASE NOTE THAT THE NEW SEPERATE CBL AGREEMENT WAS PUBLISHED BY THE MINISTER ON THE 15 SEPTEMBER 2017.

THE CBL AGREEMENT HAS BEEN IN FORCE AND EFFECT FROM THE 01 OCTOBER 2017.
- The **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 R11.15 per week, (**excluding** Vat) per employee, with effect from the 01 July 2017. (Inclusive of Vat is R12.71)
 - 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 R70.00 per month or R16.15 per week with effect from 01 May 2017.
NB: Paid by member only.Employers pay the member union fees (SAEWA) to Council monthly together with the other contributions.
- The **NEW National Sick Benefit Fund (SBF)** is payable by ALL employers and ALL their scheduled employees .(**Effective from the 01 May 2017**)
- NB: New Wage Rates (Effective from the 01 February 2018. All firms working solely in Area M may apply the concessinary wage rate.**
 - The minimum prescribed wage rates for each category of employment have been increased by 5.6% (July 2017 CPI + 1%)
 - Actual wages have increased by 4.6% (July 2017 CPI) for employees in all categories of employment earning above the prescribed minimum wage rates.
 - For the period 01 February 2018 to 31 January 2019 there will be no **additional** wage increase payable **over and above** the wage increases prescribed in note 9 a) and 9 b) above.The minimum prescribed wage rate of 5.6% has been included in the above table.
However ,the parties may during the course of 2018, negotiate the further closing of the Area "M" gazetted wage gap.

- *11. **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.