

**WAGE RATES AND DEDUCTIONS - 01 FEBRUARY 2019**

**AREA C**

**INCREASES ARE - 6.1% ON MINIMUM WAGES AND 5.1% ON ACTUAL WAGES (EMPLOYEES EARNING IN EXCESS OF THE MINIMUM WAGE)**

| CATEGORIES OF EMPLOYEES<br>KATEGORIE VAN WERKNEMERS                                | Code<br>Kode | Wage Rate<br>Per Hour | PEN / PROV<br>Per Week |          | SAEWA<br>Per Week | ECA Per<br>Week excl VAT | SBF<br>Per Week |        | Council Levy<br>Per Week |         | CBL Employee<br>Per Week | CBL Employee<br>Per Week |
|--|--------------|-----------------------|------------------------|----------|-------------------|--------------------------|-----------------|--------|--------------------------|---------|--------------------------|--------------------------|
| ER = Employer / EE = Employee  |              |                       | ER                     | EE       | EE                | ER                       | ER              | EE     | ER                       | EE      | EE                       | ER                       |
| Master Installation Electrician<br>Meester Installasie Elektriesien                | 40           | R 100.10              | R 319.07               | R 319.07 | R 16.15           | R 11.61                  | R 8.51          | R 8.51 | R 17.02                  | R 17.02 | R 10.00                  | R 10.83                  |
| <b>* Master Installation Electrician<br/>* Meester Installasie Elektriesien</b>    | <b>80</b>    | R 100.10              | R 168.41               |          | R 16.15           | R 11.61                  | R 8.51          | R 8.51 | R 17.02                  | R 17.02 | R 10.00                  | R 10.83                  |
| Installation Electrician/Foreman<br>Installasie Elektriesien/Voorman               | 41           | R 89.91               | R 286.59               | R 286.59 | R 16.15           | R 11.61                  | R 7.64          | R 7.64 | R 15.28                  | R 15.28 | R 10.00                  | R 10.83                  |
| <b>* Installation Electrician/Foreman<br/>* Installasie Elektriesien/Voorman</b>   | <b>81</b>    | R 89.91               | R 151.74               |          | R 16.15           | R 11.61                  | R 7.64          | R 7.64 | R 15.28                  | R 15.28 | R 10.00                  | R 10.83                  |
| Electrical Tester for Single Phase<br>Elektriese Toetser vir enkelfase             | 39           | R 83.90               | R 267.43               | R 267.43 | R 16.15           | R 11.61                  | R 7.13          | R 7.13 | R 14.26                  | R 14.26 | R 10.00                  | R 10.83                  |
| <b>* Electrical Tester for Single Phase<br/>* Elektriese Toetser vir enkelfase</b> | <b>82</b>    | R 83.90               | R 141.90               |          | R 16.15           | R 11.61                  | R 7.13          | R 7.13 | R 14.26                  | R 14.26 | R 10.00                  | R 10.83                  |
| Electrician, Artisan & DAM<br>Elektriese Ambagsman & DAM                           | 42           | R 78.15               | R 249.10               | R 249.10 | R 16.15           | R 11.61                  | R 6.64          | R 6.64 | R 13.29                  | R 13.29 | R 10.00                  | R 10.83                  |
| <b>* Electrician, Artisan &amp; DAM<br/>* Elektriese Ambagsman &amp; DAM</b>       | <b>83</b>    | R 78.15               | R 132.49               |          | R 16.15           | R 11.61                  | R 6.64          | R 6.64 | R 13.29                  | R 13.29 | R 10.00                  | R 10.83                  |
| Driver up to 3 500kg<br>Drywer tot 3 500 kg  | 45           | R 32.73               | R 104.33               | R 104.33 | R 16.15           | R 11.61                  | R 2.78          | R 2.78 | R 5.56                   | R 5.56  | R 10.00                  | R 10.83                  |
| <b>* Driver up to 3 500kg<br/>* Drywer tot 3 500 kg</b>                            | <b>85</b>    | R 32.73               | R 58.17                |          | R 16.15           | R 11.61                  | R 2.78          | R 2.78 | R 5.56                   | R 5.56  | R 10.00                  | R 10.83                  |
| Driver 3 501kg to 16 000kg<br>Drywer tot 3 500 kg tot 16000kg                      | 46           | R 38.65               | R 123.20               | R 123.20 | R 16.15           | R 11.61                  | R 3.29          | R 3.29 | R 6.57                   | R 6.57  | R 10.00                  | R 10.83                  |
| <b>* Driver 3 501 to 16000<br/>* Drywer tot 3 501 to 16 000 kg</b>                 | <b>86</b>    | R 38.65               | R 67.86                |          | R 16.15           | R 11.61                  | R 3.29          | R 3.29 | R 6.57                   | R 6.57  | R 10.00                  | R 10.83                  |
| Driver 16 001kg and over<br>Drywer 16 001kg en meer                                | 47           | R 42.93               | R 136.84               | R 136.84 | R 16.15           | R 11.61                  | R 3.65          | R 3.65 | R 7.30                   | R 7.30  | R 10.00                  | R 10.83                  |
| <b>* Driver 16 001 kg and over<br/>* Drywer 16 001 kg en meer</b>                  | <b>87</b>    | R 42.93               | R 74.86                |          | R 16.15           | R 11.61                  | R 3.65          | R 3.65 | R 7.30                   | R 7.30  | R 10.00                  | R 10.83                  |
| Elkonop 3<br>Elkonop 3   | 43           | R 56.83               | R 181.15               | R 181.15 | R 16.15           | R 11.61                  | R 4.83          | R 4.83 | R 9.66                   | R 9.66  | R 10.00                  | R 10.83                  |
| <b>* Elkonop 3<br/>* Elkonop 3</b>   | <b>88</b>    | R 56.83               | R 97.61                |          | R 16.15           | R 11.61                  | R 4.83          | R 4.83 | R 9.66                   | R 9.66  | R 10.00                  | R 10.83                  |
| Elkonop 2<br>Elkonop 2   | 44           | R 48.66               | R 155.10               | R 155.10 | R 16.15           | R 11.61                  | R 4.14          | R 4.14 | R 8.27                   | R 8.27  | R 10.00                  | R 10.83                  |
| <b>* Elkonop 2<br/>* Elkonop 2</b>   | <b>89</b>    | R 48.66               | R 84.24                |          | R 16.15           | R 11.61                  | R 4.14          | R 4.14 | R 8.27                   | R 8.27  | R 10.00                  | R 10.83                  |
| Elkonop 1<br>Elkonop 1   | 48           | R 30.90               | R 98.49                | R 98.49  | R 16.15           | R 11.61                  | R 2.63          | R 2.63 | R 5.25                   | R 5.25  | R 10.00                  | R 10.83                  |
| <b>* Elkonop 1<br/>* Elkonop 1</b>   | <b>90</b>    | R 30.90               | R 55.18                |          | R 16.15           | R 11.61                  | R 2.63          | R 2.63 | R 5.25                   | R 5.25  | R 10.00                  | R 10.83                  |
| Electrical Assistant<br>Elektriese Assistent                                       | 49           | R 26.36               | R 84.02                | R 84.02  | R 16.15           | R 11.61                  | R 2.24          | R 2.24 | R 4.48                   | R 4.48  | R 10.00                  | R 10.83                  |
| <b>* Electrical Assistant<br/>* Elektriese Assistent</b>                           | <b>91</b>    | R 26.36               | R 47.75                |          | R 16.15           | R 11.61                  | R 2.24          | R 2.24 | R 4.48                   | R 4.48  | R 10.00                  | R 10.83                  |
| <b>**General Assistant<br/>**Algemene Assistent</b>                                | <b>95</b>    | R 20.00               | n/a                    |          | R 16.15           | R 11.61                  | n/a             | n/a    | R 3.40                   | R 3.40  | R 10.00                  | R 10.83                  |
| Storeman<br>Stoorman   | 93           | R 30.90               | R 98.49                | R 98.49  | R 16.15           | R 11.61                  | R 2.63          | R 2.63 | R 5.25                   | R 5.25  | R 10.00                  | R 10.83                  |
| <b>*Storeman<br/>*Stoorman</b>   | <b>94</b>    | R 30.90               | R 55.18                |          | R 16.15           | R 11.61                  | R 2.63          | R 2.63 | R 5.25                   | R 5.25  | R 10.00                  | R 10.83                  |
| Apprentice Stage 4<br>Vakleerling Stadium 4  | 54           | R 54.74               | R 174.48               | R 174.48 | R 16.15           | R 11.61                  | R 4.65          | R 4.65 | R 9.31                   | R 9.31  | R 10.00                  | R 10.83                  |
| Apprentice Stage 3<br>Vakleerling Stadium 3  | 53           | R 39.08               | R 124.57               | R 124.57 | R 16.15           | R 11.61                  | R 3.32          | R 3.32 | R 6.64                   | R 6.64  | R 10.00                  | R 10.83                  |
| Apprentice Stage 2<br>Vakleerling Stadium 2  | 52           | R 35.20               | R 112.20               | R 112.20 | R 16.15           | R 11.61                  | R 2.99          | R 2.99 | R 5.98                   | R 5.98  | R 10.00                  | R 10.83                  |
| Apprentice Stage 1<br>Vakleerling Stadium 1  | 51           | R 29.70               | R 94.67                | R 94.67  | R 16.15           | R 11.61                  | R 2.52          | R 2.52 | R 5.05                   | R 5.05  | R 10.00                  | R 10.83                  |
| Working ECA Employer<br>Werkende EAV Werkgewer                                     | 63           |                       |                        |          |                   | R 11.61                  |                 |        | R 34.03                  |         |                          |                          |
| Non-ECA working Employer<br>Nie-EAV werkende Werkgewer                             | 64           |                       |                        |          |                   |                          |                 |        | R 34.03                  |         |                          |                          |
| ECA & Non ECA employer with pension<br>EAV & Nie EAV werkgewer met pensioen        | 66           |                       | R 638.14               |          |                   | R 11.61                  |                 |        | R 34.03                  |         |                          |                          |
| ECA employer with pension & MAF<br>EAV werkgewer met pensioen                      | 67           |                       | R 638.14               |          |                   | R 11.61                  |                 |        | R 34.03                  |         |                          |                          |

**\* RISK BENEFIT ONLY ( LIMITED DURATION CONTRACTS )**

**AREA 'C' MAGISTERIAL DISTRICTS / DIE LANDDROSDISTRIKTE VAN:**

"Area C" means the Magisterial Districts of Barberton, Bela-Bela (Warmbaths) Belfast, Bloemfontein, Bloemhof, Bolobedu, Botshabelo, Carolina, Christiana, Coligny, Delareyville, Dzanani, Eerstehoek, Elias Motsoaledi

- Employer pays ECA levies and compulsory for employers who are members of the ECA.
  - Vat is payable on ECA levies only.
  - Please ensure that the correct designation code is entered for each employee on the monthly contribution sheet.
  - The minimum council levy is R55.00 per month per firm.
  - Council levy are retained by the Bargaining Council and used towards administration cost.
  - \*\*Note that the job description must be adhered to.
- 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.

7. A Collective Bargaining Levy (CBL) has been introduced for 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 the collective agreement.

8. Standby Allowance is R 88.36 per standby shift; Subsistence Allowance is R 134.77 and travel per kilometer is R 3.36

**SICK BENEFIT FUND (S.B.F.)**

Every member in respect of whom contributions have been made in terms of clause 6 shall be eligible for the following benefits set out in the table below in respect of each working day, excluding public holidays, that

| Category of employee   | Working days absent p.a.             | Benefit amount                                       |
|--|--------------------------------------|--|
| All categories as specified in the Main Collective Agreement | 1 <sup>st</sup> – 10 <sup>th</sup>   | 100% of actual earnings                              |
| All categories as specified in the Main Collective Agreement | 11 <sup>th</sup> – 30 <sup>th</sup>  | 60% of actual earnings                               |
| All categories as specified in the Main Collective Agreement | 31 <sup>st</sup> – 130 <sup>th</sup> | 33% of actual wages                                  |
| Non-Scheduled employees                                      | Same as above                        | Same percentages as above BUT up to maximum earnings |

**Additional Benefits:**

Pension/Provident Fund waiver of premiums from the 11<sup>th</sup> day onwards in an employee's annual leave pay cycle in terms of which the SBF shall pay both the employee and the employer's contributions towards the

**LIMITED DURATION CONTRACTS.**

"In cases where an employee is engaged on a limited duration contract, and such employee has not previously contributed to the Electrical Industry employed on such limited duration contract: Provided this will not apply to an employee who was previously a member of the Pension/Provident Funds and has not withdrawn from such Fund: Provided that, should such employee be employed on a further limited duration contract with the same employer within 90 days of the termination of his original limited duration contract, the employer and employee shall contribute towards the employee's Pension/Provident Fund".

SEE DESIGNATION CODES: 80,81,82,83,85,86,87,88,89,90,91 AND 94.