

AREA J

2019 WAGE RATES, 6.1% on Prescribed Minimums and 5.1% on Actuals

| Code | Cy | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | Col Bmg Levy |
|--|-----------------------------------|-----------|---------|--|-------------------------------|-----------------------|------------------|---|--------------------------------|-------------------------------------|----------------------------------|-----------------|--------------------------|----------------------|------------------------|-------|--------------|
| | | Wage Rate | Pension | E/OR Portion 60% Incl Disability/ Death/ Funeral | E/OR Portion Incl GLA (Death) | E/OR PHI (Disability) | E/OR Portion 40% | E/EE Portion LTD Disability/ Death/ Funeral | E/OR ONLY LTD DURATION (Death) | E/OR ONLY LTD DURATION (Disability) | E/OR ONLY LTD DURATION (Funeral) | S Pay Levy 0.6% | E/OR E/EE 50% Levy 0.80% | Counc Levy 50% 0.80% | E/OR E/EE 50% Levy 50% | CB EE | CB ER |
| 40 | Mstallation Electrician | 119.19 | 734.20 | 440.50 | 362.46 | 73.42 | 293.70 | 206.53 | 128.49 | 73.42 | 4.62 | 31.50 | 15.75 | 42.00 | 21.00 | 10.00 | 10.83 |
| 41 | Inn Electrician | 109.76 | 676.10 | 405.70 | 333.47 | 67.61 | 270.40 | 190.55 | 118.32 | 67.61 | 4.62 | 29.00 | 14.50 | 38.60 | 19.30 | 10.00 | 10.83 |
| 39 | EI Tester-single phase | 100.18 | 617.10 | 370.30 | 303.97 | 61.71 | 246.80 | 174.32 | 107.99 | 61.71 | 4.62 | 26.40 | 13.20 | 35.30 | 17.65 | 10.00 | 10.83 |
| 42 | Eh,artisan & DAM | 95.32 | 587.20 | 352.30 | 288.96 | 58.72 | 234.90 | 166.09 | 102.75 | 58.72 | 4.62 | 25.20 | 12.60 | 33.60 | 16.80 | 10.00 | 10.83 |
| 43 | EB | 69.45 | 427.80 | 256.70 | 209.30 | 42.78 | 171.10 | 122.27 | 74.87 | 42.78 | 4.62 | 18.30 | 9.15 | 24.40 | 12.20 | 10.00 | 10.83 |
| 44 | EP | 59.70 | 367.80 | 220.70 | 179.30 | 38.78 | 147.10 | 105.75 | 64.36 | 38.78 | 4.62 | 15.80 | 7.90 | 21.00 | 10.50 | 10.00 | 10.83 |
| 48 | EI | 38.10 | 234.70 | 140.80 | 112.71 | 23.47 | 93.90 | 69.16 | 41.07 | 23.47 | 4.62 | 10.10 | 5.05 | 13.40 | 6.70 | 10.00 | 10.83 |
| 60 | SA | 38.10 | 234.70 | 140.80 | 112.71 | 23.47 | 93.90 | 69.16 | 41.07 | 23.47 | 4.62 | 10.10 | 5.05 | 13.40 | 6.70 | 10.00 | 10.83 |
| 59 | DI appliance repairer | 44.77 | 275.80 | 165.50 | 133.30 | 27.58 | 110.30 | 80.46 | 48.26 | 27.58 | 4.62 | 11.80 | 5.90 | 15.80 | 7.90 | 10.00 | 10.83 |
| 45 | D/Veh.-Mass up to 3500kg | 39.89 | 245.70 | 147.40 | 118.21 | 24.57 | 98.30 | 72.19 | 43.00 | 24.57 | 4.62 | 10.50 | 5.25 | 14.00 | 7.00 | 10.00 | 10.83 |
| 46 | frd to 9000kg | 47.19 | 290.70 | 174.40 | 140.71 | 29.07 | 116.30 | 84.56 | 50.87 | 29.07 | 4.62 | 12.50 | 6.25 | 16.60 | 8.30 | 10.00 | 10.83 |
| 47 | 9rhd over | 52.45 | 323.10 | 193.90 | 156.97 | 32.31 | 129.20 | 93.47 | 56.54 | 32.31 | 4.62 | 13.80 | 6.90 | 18.50 | 9.25 | 10.00 | 10.83 |
| 49 | EI assistant | 32.56 | 200.60 | 120.40 | 95.72 | 20.06 | 80.20 | 59.78 | 35.10 | 20.06 | 4.62 | 8.60 | 4.30 | 11.50 | 5.75 | 10.00 | 10.83 |
| 50 | EI 1st 13 weeks (ER ONLY) | 38.10 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 69.16 | 41.07 | 23.47 | 4.62 | 10.10 | 5.05 | 13.40 | 6.70 | 10.00 | 10.83 |
| 65 | EI Assistant 1st 13 wks (ER ONLY) | 32.56 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 59.78 | 35.10 | 20.06 | 4.62 | 8.60 | 4.30 | 11.50 | 5.75 | 10.00 | 10.83 |
| 95 | GAssistant | 24.41 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 8.60 | 4.30 | 10.00 | 10.83 |
| 70 | Ape Stage 1 | 36.24 | 223.20 | 133.90 | 106.96 | 22.32 | 89.30 | 66.01 | 39.07 | 22.32 | 4.62 | 9.60 | 4.80 | 12.80 | 6.40 | 10.00 | 10.83 |
| 71 | Ape Stage 2 | 42.89 | 264.20 | 158.50 | 127.46 | 26.42 | 105.70 | 77.28 | 46.24 | 26.42 | 4.62 | 11.30 | 5.65 | 15.10 | 7.55 | 10.00 | 10.83 |
| 72 | Ape Stage 3 | 47.68 | 293.70 | 176.20 | 142.21 | 29.37 | 117.50 | 85.39 | 51.40 | 29.37 | 4.62 | 12.60 | 6.30 | 16.80 | 8.40 | 10.00 | 10.83 |
| 73 | Ape Stage 4 | 66.75 | 411.20 | 246.70 | 200.96 | 41.12 | 164.50 | 117.69 | 71.96 | 41.12 | 4.62 | 17.60 | 8.80 | 23.50 | 11.75 | 10.00 | 10.83 |
| Notes: | | | | | | | | | | | | | | | | | |
| Pc contributions are based on 14% of the weekly gazetted wages rounded to the nearest ten cents. The Employer contributes 60% and the employee 40% thereof. | | | | | | | | | | | | | | | | | |
| ** Yeminded that during the first 13 weeks of employment in the Industry an Eleconop 1 or Electrical Assistant, is covered for death benefits only, the costs whereof is borne by employer | | | | | | | | | | | | | | | | | |
| Ees who have not contributed to the Pension Fund before and are engaged on limited duration contracts are only covered for risk benefits, i.e. death, disability and funeral cover wists are payable by the Employer | | | | | | | | | | | | | | | | | |
| Tl levy is paid by the employer and is compulsory for all employers who are members of the Electrical Contractors Association. (ECA) | | | | | | | | | | | | | | | | | |
| Ees are fixed at R11.61 per week, (excluding Vat) per employee or R13.35 (including Vat). VAT is payable on ECA levies only. | | | | | | | | | | | | | | | | | |
| M. of the South African Equity Workers Association (SAEWA) pay union fees of R70.00 per month i.e. R16.15 per week, with effect from 01 May 2017. | | | | | | | | | | | | | | | | | |
| Since allowance is R134.77 per night; Standby allowance is R 88.36 & travel per km is R 3.36 | | | | | | | | | | | | | | | | | |

AREA K

| 2019 WAGE RATES, 6.1% on Prescribed Minimums and 5.1% on Actuals | | | | | | | | | | | | | | | | | |
|--|---------|-------------------------------------|---------------------------|-------------------|--------------|-----------------|------------------------|---------------------------------|---------------------------------|---------------------------------|-----------------|------------------|----------------|------------------|-------------|-------|-------|
| Category | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | | |
| Wage Rate | Pension | ECOR Portion 50% incl Death Funeral | ECOR Portion GLA (Yearly) | ECOR PPA (Yearly) | ECOR Funeral | E/E Portion 40% | ECOR ONLY LTD DURATION | ECOR ONLY LTD DURATION (Yearly) | ECOR ONLY LTD DURATION (Yearly) | ECOR ONLY LTD DURATION (Yearly) | S Pay Levy 0.6% | E/E 50% Levy 50% | Coun cil 0.80% | E/E 50% Levy 50% | CB EE CB ER | | |
| D Master Installation Electrician | 104.79 | 645.50 | 387.30 | 318.13 | 64.55 | 4.62 | 258.20 | 189.05 | 119.88 | 64.55 | 4.62 | 27.70 | 13.85 | 36.90 | 18.45 | 10.00 | 10.83 |
| 1 Installation Electrician | 98.54 | 594.70 | 396.80 | 292.71 | 59.47 | 4.62 | 237.90 | 174.53 | 110.44 | 59.47 | 4.62 | 25.50 | 12.75 | 34.00 | 17.00 | 10.00 | 10.83 |
| 2 Electrical Tester-single phase | 88.12 | 542.80 | 325.70 | 266.80 | 54.28 | 4.62 | 217.10 | 159.71 | 100.81 | 54.28 | 4.62 | 23.30 | 11.65 | 31.00 | 16.50 | 10.00 | 10.83 |
| 3 Electrician,artisan & DAM | 83.80 | 516.20 | 309.70 | 253.45 | 51.62 | 4.62 | 206.50 | 152.11 | 98.87 | 51.62 | 4.62 | 22.10 | 11.05 | 29.50 | 14.75 | 10.00 | 10.83 |
| 4 Eiconop 3 | 61.07 | 376.20 | 225.70 | 183.46 | 37.62 | 4.62 | 150.50 | 112.10 | 65.85 | 37.62 | 4.62 | 16.10 | 8.05 | 21.50 | 10.75 | 10.00 | 10.83 |
| 5 Eiconop 2 | 52.65 | 324.30 | 194.60 | 157.55 | 32.43 | 4.62 | 129.70 | 97.28 | 56.77 | 32.43 | 4.62 | 13.90 | 6.95 | 18.50 | 9.25 | 10.00 | 10.83 |
| 6 Eiconop 1 | 33.69 | 207.50 | 124.50 | 99.13 | 20.75 | 4.62 | 83.00 | 63.91 | 36.32 | 20.75 | 4.62 | 8.90 | 4.45 | 11.90 | 5.95 | 10.00 | 10.83 |
| D Storeman | 33.69 | 207.50 | 124.50 | 99.13 | 20.75 | 4.62 | 83.00 | 63.91 | 36.32 | 20.75 | 4.62 | 8.90 | 4.45 | 11.90 | 5.95 | 10.00 | 10.83 |
| 9 Domestic appliance repairer | 39.42 | 242.80 | 145.70 | 116.80 | 24.28 | 4.62 | 97.10 | 74.00 | 42.50 | 24.28 | 4.62 | 10.40 | 5.20 | 13.90 | 6.95 | 10.00 | 10.83 |
| 5 Driver of Veh.-Mass up to 3500kg | 35.14 | 216.50 | 129.90 | 103.63 | 21.65 | 4.62 | 86.60 | 66.47 | 37.79 | 21.65 | 4.62 | 9.30 | 4.65 | 12.40 | 6.20 | 10.00 | 10.83 |
| 6 Iron 3501 to 9000kg | 41.53 | 255.80 | 153.50 | 123.30 | 25.58 | 4.62 | 102.30 | 77.71 | 44.78 | 25.58 | 4.62 | 11.00 | 5.50 | 14.60 | 7.30 | 10.00 | 10.83 |
| 7 9001 kg and over | 46.09 | 283.90 | 170.30 | 137.29 | 28.39 | 4.62 | 113.60 | 89.74 | 49.70 | 28.39 | 4.62 | 12.20 | 6.10 | 16.20 | 8.10 | 10.00 | 10.83 |
| 9 Electrical assistant | 28.64 | 176.40 | 105.80 | 83.54 | 17.64 | 4.62 | 70.60 | 55.03 | 30.88 | 17.64 | 4.62 | 7.60 | 3.80 | 10.10 | 5.05 | 10.00 | 10.83 |
| D Eiconop 1 1st 13 weeks (ER ONLY) | 33.69 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 55.03 | 36.32 | 20.75 | 4.62 | 8.90 | 4.45 | 11.90 | 5.95 | 10.00 | 10.83 |
| 5 Electrical Assistant 1st 13 wks (ER ONLY) | 28.64 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 55.03 | 30.88 | 17.64 | 4.62 | 7.60 | 3.80 | 10.10 | 5.05 | 10.00 | 10.83 |
| 5 General Assistant | 21.46 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 10.83 |
| D Apprentice Stage 1 | 31.85 | 196.20 | 117.70 | 93.46 | 19.62 | 4.62 | 78.50 | 60.68 | 34.34 | 19.62 | 4.62 | 8.40 | 4.20 | 11.20 | 5.60 | 10.00 | 10.83 |
| 1 Apprentice Stage 2 | 37.73 | 232.40 | 139.40 | 111.54 | 23.24 | 4.62 | 93.00 | 71.02 | 40.68 | 23.24 | 4.62 | 10.00 | 5.00 | 13.30 | 6.65 | 10.00 | 10.83 |
| 2 Apprentice Stage 3 | 41.90 | 258.10 | 154.90 | 124.47 | 25.81 | 4.62 | 103.20 | 78.36 | 45.18 | 25.81 | 4.62 | 11.10 | 5.55 | 14.70 | 7.35 | 10.00 | 10.83 |
| 3 Apprentice Stage 4 | 58.68 | 361.50 | 216.90 | 176.13 | 36.15 | 4.62 | 144.80 | 107.90 | 63.27 | 36.15 | 4.62 | 15.50 | 7.75 | 20.70 | 10.35 | 10.00 | 10.83 |

Pension contributions are based on 14% of the weekly gazetted wages rounded to the nearest ten cents. The Employer contributes 60% and the employee 40% thereof.

* You are reminded that during the first 13 weeks of employment in the Industry an Eiconop 1 or Electrical Assistant, is covered for death benefits only, the costs whereof is borne by the employer

Employees who have not contributed to the Pension Fund before and are engaged on limited duration contracts are only covered for risk benefits, i.e. death, disability and funeral cover which costs are payable by the Employer

The ECA levy is paid by the employer and is compulsory for all employers who are members of the Electrical Contractors Association. (ECA)

ECA levies are fixed at R11.61 per week, (excluding Vat) per employee or R13.35 (including Vat) - Vat is payable on ECA levies only.

Members of the South African Equity Workers Association (SAEWA) pay union fees of R70.00 per month i.e. R16.15 per week, with effect from 01 May 2017.

Subsistence allowance is R134.77 per night, Standby allowance is R 88.36 & travel per km is R 3.36