

NATIONAL BARGAINING COUNCIL FOR THE ELECTRICAL INDUSTRY OF S.A.(NBCEISA)
WAGE AND CONTRIBUTION TABLE - REGION D (CAPE) - AREA M - 01 February 2019.
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 employees.Please see note 2 below.		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 January 2020. Please also refer to note 10 d) and 11 below	GAZETTED MINIMUM WAGE
						Employer per week	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 11.61	R 16.15	R 77.34	R 95.78
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 11.61	R 16.15	R 71.16	R 92.86
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 11.61	R 16.15	R 64.95	R 80.48
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 11.61	R 16.15	R 61.86	R 76.67
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 11.61	R 16.15	R 45.63	R 57.15
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 11.61	R 16.15	R 40.30	R 53.84
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 11.61	R 16.15	R 26.20	R 36.95
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 11.61	R 16.15	R 26.20	R 36.95
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 11.61	R 16.15	R 25.03	R 30.24
GENERAL ASSISTANT *	95	N/A	N/A	N/A	0.4% and 0.4%	R 10.83	R 10.00	R 11.61	R 16.15	R 20.00	R 22.66
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 11.61	R 16.15	R 25.41	R 32.54
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 11.61	R 16.15	R 29.81	R 36.87
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 11.61	R 16.15	R 33.06	R 41.46
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 11.61	R 16.15	R 23.50	R 29.15
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 11.61	R 16.15	R 27.84	R 34.49
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 11.61	R 16.15	R 30.94	R 38.36
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 11.61	R 16.15	R 43.30	R 53.68
ADMIN STAFF	61	(optional)	(optional)	(optional)	0.4% 0.4% (if contributing to Pen or Prov Fund)	N/A	N/A	R11.61 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%	N/A	N/A	R 11.61	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 2019.(except for a General Assistant - 01 Jan. 2019)
- 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.
- 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 R11.61 per week, (**excluding VAT**) per employee, **with effect from the 01 July 2018.** (OR R13.35 inclusive of 15% VAT)
 - VAT (**of 15%**) 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**)
- 10.NB:New Wage Rates(Effective from the 01 February 2019 for all categories except for General Assistants). All firms working solely in Area M may apply the concessionary rate.**
 - The minimum prescribed wage rates for each category of employment (with the exception of the General Assistants) have been increased by 6.1% (July 2018 CPI + 1%)
 - Actual wages have increased by 5.1% (July 2018 CPI) for employees in all categories of employment earning above the prescribed minimum wage rates.
 - For the period 01 February 2019 to 31 January 2020 there will be no additional wage increase payable over and above the wage increases prescribed in note 9 a) and 9 b) above with the exception of notes 10 d) and 11 below.
However ,the parties may during the course of 2018, negotiate the further closing of the Area "M" gazetted wage gap.
 - In terms of Government Notice No.R.1378 ,dated 12 December 2018, the new **National Minimum Wage** came into operation on the **01 January 2019.**
No employee in the electrical industry shall earn less than **R20** per ordinary hour worked.
- 11. General Assistant category: NB:** The new **National Minimum Wage** of **R20.00** per ordinary hour worked ,is effective from the **01 January 2019.**(See above wage rate adjustment).
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.