

**NATIONAL BARGAINING COUNCIL FOR THE ELECTRICAL INDUSTRY OF S.A.(NBCEISA)
WAGE AND CONTRIBUTION TABLE - REGION D (CAPE) - AREA O - 01 February 2019.
ECA AND NON ECA FIRMS**

Applicable to the Magisterial Districts of Bredasdorp, Caledon, Ceres, Heidelberg, Hermanus, Lainsburg, 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 (From 01 February 2019) Also refer to note 10 c) and 11 below.
		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
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 75.22
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 69.23
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 63.19
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 60.19
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 44.40
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 39.20
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 25.46
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 25.46
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 24.35
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
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 24.72
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 29.01
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 32.17
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 22.86
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 27.08
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 30.09
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 42.12
ADMIN STAFF	61	(optional)	(optional)	(optional)	0.4% and 0.4% (if contributions are made 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 contributions are paid to the Council)	N/A
WORKING EMPLOYER	62	(optional)	(optional)	(optional)	0.4% and 0.4%	N/A	N/A	R 11.61	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:

- a) The minimum Council Levy payable has been increased to R80.00 per month per firm.(effective from the 01 MAY 2017)

b) Council levies are retained by the Bargaining Council and are used towards administration costs.

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

b) ECA levies are a fixed amount of R11.61 per week, (excluding VAT) per employee, with effect from the 01 July 2018. (OR 13.35 inclusive of 15% VAT)

c) VAT (of 15%) is payable on ECA levies but not on the other funds.
- a) Pension/Provident Fund/Sick Pay Fund and Council levies - contributions must be calculated on employees normal weekly wage excluding overtime.

b) 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%.
- 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. 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 01 February 2019 for all categories except for General Assistants which is the 01 January 2019)**

a) The minimum prescribed wage rates for each category of employment (with the exception of the General Assistant) have been increased by 6.1% (July 2018 CPI + 1%)

b) Actual wages have increased by 5.1% (July 2018 CPI) for employees in all categories of employment earning above the prescribed minimum wage rates.

c) 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 from the date of operation.
- General Assistant category:** 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.
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.