

SBF MUST BE DEDUCTED ON ACTUAL WAGES EARNING IN EXCESS OF MINIMUM AT 0.2% ER + 0.2% EE (WEF 01 May 2019 increase to 0.3%+0.3%)

2019 INCREASES ARE - 6.1% ON MINIMUM WAGES AND 5.1% ON ACTUAL WAGES (EMPLOYEES EARNING IN EXCESS OF THE MINIMUM WAGE)

CATEGORIES OF EMPLOYEES KATEGORIE VAN WEKNEMERS	Code Kode	Wages Lone Per Hour	PEN / PROV Per Week		SAEWA Per Week	ECA Per Week excl VAT	SBF Per Week		Council Levy Per Week		Collective Bargaining Levy Per Week	
ER = Employer / EE = Employee			ER	EE	EE	ER	ER	EE	ER	EE	ER	EE
Master Installation Electrician Meester Installasie Elektrisien	40	75.22	239.78	239.78	16.15	11.61	6.39	6.39	12.79	12.79	10.83	10.00
* Master Installation Electrician * Meester Installasie Elektrisien	80	75.22	127.71		16.15	11.61	6.39	6.39	12.79	12.79	10.83	10.00
Installation Electrician Installasie Elektrisien	41	69.23	220.67	220.67	16.15	11.61	5.88	5.88	11.77	11.77	10.83	10.00
* Installation Electrician * Installasie Elektrisien	81	69.23	117.90		16.15	11.61	5.88	5.88	11.77	11.77	10.83	10.00
Electrical Tester for Single Phase Elektriese Toetsers vir enkelfase	39	63.19	201.43	201.43	16.15	11.61	5.37	5.37	10.74	10.74	10.83	10.00
* Electrical Tester for Single Phase * Elektriese Toetsers vir enkelfase	82	63.19	108.02		16.15	11.61	5.37	5.37	10.74	10.74	10.83	10.00
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	60.19	191.86	191.86	16.15	11.61	5.12	5.12	10.23	10.23	10.83	10.00
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	83	60.19	103.11		16.15	11.61	5.12	5.12	10.23	10.23	10.83	10.00
Driver up to 3 500kg Drywer tot 3 500 kg	45	24.72	78.80	78.80	16.15	11.61	2.10	2.10	4.20	4.20	10.83	10.00
* Driver up to 3 500kg * Drywer tot 3 500 kg	85	24.72	45.07		16.15	11.61	2.10	2.10	4.20	4.20	10.83	10.00
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	29.01	92.46	92.46	16.15	11.61	2.47	2.47	4.93	4.93	10.83	10.00
* Driver 3 501 to 16000 * Drywer 3 501 tot 16 000 kg	86	29.01	52.08		16.15	11.61	2.47	2.47	4.93	4.93	10.83	10.00
Driver 16 001kg and over Drywer 16 001kg en meer	47	32.17	102.54	102.54	16.15	11.61	2.73	2.73	5.47	5.47	10.83	10.00
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	87	32.17	57.26		16.15	11.61	2.73	2.73	5.47	5.47	10.83	10.00
Elkonop 3 Elkonop 3	43	44.40	141.53	141.53	16.15	11.61	3.77	3.77	7.55	7.55	10.83	10.00
* Elkonop 3 * Elkonop 3	88	44.40	77.27		16.15	11.61	3.77	3.77	7.55	7.55	10.83	10.00
Elkonop 2 Elkonop 2	44	39.20	124.96	124.96	16.15	11.61	3.33	3.33	6.66	6.66	10.83	10.00
* Elkonop 2 * Elkonop 2	89	39.20	68.77		16.15	11.61	3.33	3.33	6.66	6.66	10.83	10.00
Elkonop 1 Elkonop 1	48	25.46	81.17	81.17	16.15	11.61	2.16	2.16	4.33	4.33	10.83	10.00
* Elkonop 1 * Elkonop 1	90	25.46	46.29		16.15	11.61	2.16	2.16	4.33	4.33	10.83	10.00
Electrical Assistant Elektriese Assistent	49	24.35	77.62	77.62	16.15	11.61	2.07	2.07	4.14	4.14	10.83	10.00
* Electrical Assistant * Elektriese Assistent	91	24.35	44.46		16.15	11.61	2.07	2.07	4.14	4.14	10.83	10.00
**Algemene Assistent **General Assistant	95	18.26	n/a		16.15	11.61	n/a		3.10	3.10	10.83	10.00
Storeman Stoorman	93	25.46	81.17	81.17	16.15	11.61	2.16	2.16	4.33	4.33	10.83	10.00
*Storeman *Stoorman	94	25.46	46.29		16.15	11.61	2.16	2.16	4.33	4.33	10.83	10.00
Apprentice Stage 4 Vakleerling Stadium 4	54	42.12	134.26	134.26	16.15	11.61	3.58	3.58	7.16	7.16	10.83	10.00
Apprentice Stage 3 Vakleerling Stadium 3	53	30.10	95.95	95.95	16.15	11.61	2.56	2.56	5.12	5.12	10.83	10.00
Apprentice Stage 2 Vakleerling Stadium 2	52	27.08	86.31	86.31	16.15	11.61	2.30	2.30	4.60	4.60	10.83	10.00
Apprentice Stage 1 Vakleerling Stadium 1	51	22.85	72.85	72.85	16.15	11.61	1.94	1.94	3.89	3.89	10.83	10.00
Working ECA Employer Werkende EAV Werkgewer	63					11.61			25.58			
Non-ECA working Employer Nie-EAV werkende Werkgewer	64								25.58			
ECA employer with pension EAV werkgewer met pensioen	66		479.56			11.61			25.58			
Non-ECA employer with pension Nie-EAV werkgewer met pensioen	67		479.56						25.58			

\* RISK ONLY ( FIXED TERM CONTRACTS )

**Area G Means the Magisterial Districts of Albany, Alexandria, Bathurst, and Beaufort West. Calitzdorp, George. Humansdorp, Joubertina, Knysna, Ladismith, Mosselbay, Oudtshoorn, Riversdale and Uniondale.**

1. Employer pays ECA levies and compulsory for employers who are members of the ECA.
2. Vat is payable on ECA levies only.
3. Please ensure that the correct designation code is entered for each employee on the monthly contribution sheet.
4. The minimum council levy is **R80.00** per month per firm.
5. Council levy are retained by the Bargaining Council and used towards administration cost.
6. \*\*Note that the job description must be adhered to. (NB: Maximum period of employment as code 95 is 4 months)

**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 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**

**NEW 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 he is absent (owing to illness or injury) in an annual leave cycle of 365 calendar days:

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	33% of actual wages
Non-Scheduled employees	Same as above	Same percentages as above BUT up to max earnings of R30 000 per month.

**Additional Benefits in SBF:**

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 employee's pension/provident as long as the employee is unfit to return to work and remains a member of fund.

**\*FIXED CONTRACTS -**

"In cases where an employee is engaged on a limited duration contract, and such employee has not previously contributed to this 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".