

**NEW WAGE & DEDUCTIONS EFFECTIVE - 01 FEBRUARY 2022**  
**SBF MUST BE DEDUCTED ON ACTUAL WAGES EARNING IN EXCESS OF MINIMUM AT 0.3% ER + 0.3% EE**

AREA E

CATEGORIES OF EMPLOYEES KATEGORIE VAN WEKNEMERS	Code Kode	Wages Lone Per Hour	PEN / PROV(Only) Per Week		Death Benefit(GLA) Per Week		Disability Benefit(PHI) Per Week		Funeral Benefit Per Week		SAEWA Per Week	ECA Per Week excl VAT	SBF Per Week		Council Levy Per Week		Collective Bargaining Levy Per Week	
			ER	EE	ER	EE	ER	EE	ER	EE			ER	EE	ER	EE	ER	EE
<b>ER = Employer / EE = Employee</b>			ER	EE	ER	EE	ER	EE	ER	EE	EE	ER	ER	EE	ER	EE	ER	EE
Master Installation Electrician Meester Installasie Elektriesien	40	85.65	151.91	273.01	90.64	n/a	25.84	n/a	4.62	n/a	19.62	13.83	10.92	10.92	14.56	14.56	12.90	13.75
* Master Installation Electrician * Meester Installasie Elektriesien	R40	85.65			60.43	n/a	9.10	n/a	4.62	n/a	19.62	13.83	10.92	10.92	14.56	14.56	12.90	13.75
Installation Electrician/Foreman Installasie Elektriesien/Voorman	41	78.77	139.33	251.08	83.36	n/a	23.77	n/a	4.62	n/a	19.62	13.83	10.04	10.04	13.39	13.39	12.90	13.75
* Installation Electrician/Foreman * Installasie Elektriesien/Voorman	R41	78.77			55.57	n/a	8.37	n/a	4.62	n/a	19.62	13.83	10.04	10.04	13.39	13.39	12.90	13.75
Electrical Tester for Single Phase Elektriese Toetsers vir enkelfase	39	71.92	126.81	229.25	76.11	n/a	21.70	n/a	4.62	n/a	19.62	13.83	9.17	9.17	12.23	12.23	12.90	13.75
* Electrical Tester for Single Phase * Elektriese Toetsers vir enkelfase	R39	71.92			50.74	n/a	7.64	n/a	4.62	n/a	19.62	13.83	9.17	9.17	12.23	12.23	12.90	13.75
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	68.59	120.73	218.63	72.59	n/a	20.70	n/a	4.62	n/a	19.62	13.83	8.75	8.75	11.66	11.66	12.90	13.75
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	R42	68.59			48.39	n/a	7.29	n/a	4.62	n/a	19.62	13.83	8.75	8.75	11.66	11.66	12.90	13.75
Driver up to 3 500kg Drywer tot 3 500 kg	45	28.92	48.23	92.18	30.60	n/a	8.73	n/a	4.62	n/a	19.62	13.83	3.69	3.69	4.92	4.92	12.90	13.75
* Driver up to 3 500kg * Drywer tot 3 500 kg	R45	28.92			20.40	n/a	3.07	n/a	4.62	n/a	19.62	13.83	3.69	3.69	4.92	4.92	12.90	13.75
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	33.82	57.19	107.80	35.79	n/a	10.21	n/a	4.62	n/a	19.62	13.83	4.31	4.31	5.75	5.75	12.90	13.75
* Driver 3 501 to 16000 * Drywer 3 501 tot 16 000 kg	R46	33.82			23.86	n/a	3.59	n/a	4.62	n/a	19.62	13.83	4.31	4.31	5.75	5.75	12.90	13.75
Driver 16 001kg and over Drywer 16 001kg en meer	47	37.60	64.09	119.85	39.79	n/a	11.35	n/a	4.62	n/a	19.62	13.83	4.79	4.79	6.39	6.39	12.90	13.75
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	R47	37.60			26.53	n/a	4.00	n/a	4.62	n/a	19.62	13.83	4.79	4.79	6.39	6.39	12.90	13.75
Elkonop 3 Elkonop 3	43	49.80	86.39	158.74	52.70	n/a	15.03	n/a	4.62	n/a	19.62	13.83	6.35	6.35	8.47	8.47	12.90	13.75
* Elkonop 3 * Elkonop 3	R43	49.80			35.13	n/a	5.29	n/a	4.62	n/a	19.62	13.83	6.35	6.35	8.47	8.47	12.90	13.75
Elkonop 2 Elkonop 2	44	43.11	74.16	137.41	45.62	n/a	13.01	n/a	4.62	n/a	19.62	13.83	5.50	5.50	7.33	7.33	12.90	13.75
* Elkonop 2 * Elkonop 2	R44	43.11			30.41	n/a	4.58	n/a	4.62	n/a	19.62	13.83	5.50	5.50	7.33	7.33	12.90	13.75
Elkonop 1 Elkonop 1	48	27.48	45.60	87.59	29.08	n/a	8.29	n/a	4.62	n/a	19.62	13.83	3.50	3.50	4.67	4.67	12.90	13.75
* Elkonop 1 * Elkonop 1	R48	27.48			19.39	n/a	2.92	n/a	4.62	n/a	19.62	13.83	3.50	3.50	4.67	4.67	12.90	13.75
Electrical Assistant Elektriese Assistent	49	23.43	38.20	74.68	24.79	n/a	7.07	n/a	4.62	n/a	16.62	13.83	2.99	2.99	3.98	3.98	12.90	13.75

* Electrical Assistant * Elektriese Assistent	R49	23.43		16.53	n/a	2.49	n/a	4.62	n/a	19.62	13.83	2.99	2.99	3.98	3.98	12.90	13.75
**Algemene Assistent **General Assistent	95	23.15	n/a	n/a		n/a		n/a		19.62	13.83	n/a		3.94	3.94	12.90	13.75

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ER = Employer / EE = Employee			ER	EE	ER	EE	ER	EE	ER	EE	EE	ER	ER	EE	ER	EE	ER	EE
Storeman Stoorman	93	27.48	45.60	87.59	29.08	n/a	8.29	n/a	4.62	n/a	19.62	13.83	3.50	3.50	4.67	4.67	12.90	13.75
*Storeman *Stoorman	R93	27.48			19.39	n/a	2.92	n/a	4.62	n/a	19.62	13.83	3.50	3.50	4.67	4.67	12.90	13.75
Apprentice Stage 4 Vakleerling Stadium 4	54	48.01	83.12	153.03	50.81	n/a	14.49	n/a	4.62	n/a	19.62	13.83	6.12	6.12	8.16	8.16	12.90	13.75
Apprentice Stage 3 Vakleerling Stadium 3	53	34.29	58.04	109.30	36.29	n/a	10.35	n/a	4.62	n/a	19.62	13.83	4.37	4.37	5.83	5.83	12.90	13.75
Apprentice Stage 2 Vakleerling Stadium 2	52	30.87	51.79	98.40	32.67	n/a	9.32	n/a	4.62	n/a	19.62	13.83	3.94	3.94	5.25	5.25	12.90	13.75
Apprentice Stage 1 Vakleerling Stadium 1	51	26.04	42.97	83.00	27.56	n/a	7.86	n/a	4.62	n/a	19.62	13.83	3.32	3.32	4.43	4.43	12.90	13.75
Working ECA Employer Werkende EAV Werkgewer	63											13.83					29.12	
Non-ECA working Employer Nie-EAV werkende Werkgewer	64																29.12	
ECA employer with pension ECA werkgewer met pensioen	66		546.02									13.83					29.12	
Non-ECA employer with pension NI-EAV werkgewer met pensioen	67		546.02														29.12	

\* RISK BENEFIT ONLY ( FIXED TERM CONTRACTS ) REFLECTING ON LEVY WITH "R" PREFIX

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

"Area E" means the Magisterial Districts of Barkly West, Bethulie, Boshof, Bothaville, Brandfort, Britstown, Bultfontein, Carnarvon, Clocolan, Colesberg, De Aar, Dewetsdorp, Edenburg, Excelsior, Fauresmith, Ficksburg, Fouriesburg, Frankfort, Fraserburg, Gordonia, Hanover, Hartswater, Heilbron, Herbert, Hoopstad, Jacobsdal, Jagersfontein, Kenhardt, Kimberley (outside a 20 km radius from the General Post Office), Koffiefontein, Koppies, Kudumane, Kuruman, Ladybrand, Lindley, Marquard, Noupoort, Petrusburg, Philippolis, Philipstown, Prieska, Postmasburg, Reddersburg, Reitz, Richmond (Northern Cape), Rouxville, Senekal, Smithfield, Theunissen, Trompsburg, Victoria West, Viljoenskroon, Vrede,

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 R12,90 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 R13,75 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 101.50** per standby shift; Subsistence Allowance is **R 154.80** and travel per kilometer is **R 3.86**

**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 TERM CONTRACTS - PART 1, CLAUSE 30 OF THE MAIN AGREEMENT**

**SEE DESIGNATION CODES: R**