

**NATIONAL BARGAINING COUNCIL FOR THE ELECTRICAL INDUSTRY OF S.A.(NBCEISA)**  
**WAGE AND CONTRIBUTION TABLE - REGION D (CAPE) - AREA M - Wage increases effective from 01 February 2022.**  
**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 employers.Please see note 2 below. Effective from 01 February 2022 |                   | ECA LEVIES PER WEEK (Excl. VAT) - FOR ECA FIRMS ONLY.(See note 3 below) | SAEWA (See note 8 below) Effective from 01 May 2022              | CONCESSIONARY MINIMUM WAGE - Please refer to note 10 d) below. (From 01 February 2022) | GAZETTED MINIMUM WAGE (From 01 February 2022) |
|--|----------|---------------------------|--|-----------------------------------|---|--|-------------------|---|--|--|---|
|  |          |                           |  |                                   |   | Employer per week  | Employee per week |   |  |  |   |
| MASTER INSTALLATION ELECTRICIAN              | 40       | 7.5% and 7.5%             | 1.91% + R4.62  | 0.3% and 0.3%                     | 0.4% and 0.4%                                   | R 12.90  | R 13.75           | R 13.83   | R 19.62  | R 90.52  | R 110.02                                      |
| INSTALLATION ELECTRICIAN/FOREMAN             | 41       | 7.5% and 7.5%             | 1.91% + R4.62  | 0.3% and 0.3%                     | 0.4% and 0.4%                                   | R 12.90  | R 13.75           | R 13.83   | R 19.62  | R 83.29  | R 106.66                                      |
| ELECTRICAL TESTER FOR SINGLE PHASE           | 39       | 7.5% and 7.5%             | 1.91% + R4.62  | 0.3% and 0.3%                     | 0.4% and 0.4%                                   | R 12.90  | R 13.75           | R 13.83   | R 19.62  | R 76.02  | R 92.43                                       |
| ELECTRICIAN, ARTISAN & DAM                   | 42       | 7.5% and 7.5%             | 1.91% + R4.62  | 0.3% and 0.3%                     | 0.4% and 0.4%                                   | R 12.90  | R 13.75           | R 13.83   | R 19.62  | R 72.41  | R 88.06                                       |
| ELCONOP 3                                    | 43       | 7.5% and 7.5%             | 1.91% + R4.62  | 0.3% and 0.3%                     | 0.4% and 0.4%                                   | R 12.90  | R 13.75           | R 13.83   | R 19.62  | R 53.40  | R 65.65                                       |
| ELCONOP 2                                    | 44       | 7.5% and 7.5%             | 1.91% + R4.62  | 0.3% and 0.3%                     | 0.4% and 0.4%                                   | R 12.90  | R 13.75           | R 13.83   | R 19.62  | R 47.17  | R 61.84                                       |
| ELCONOP 1                                    | 48       | 7.5% and 7.5%             | 1.91% + R4.62  | 0.3% and 0.3%                     | 0.4% and 0.4%                                   | R 12.90  | R 13.75           | R 13.83   | R 19.62  | R 30.90  | R 42.77                                       |
| STOREMAN                                     | 50       | 7.5% and 7.5%             | 1.91% + R4.62  | 0.3% and 0.3%                     | 0.4% and 0.4%                                   | R 12.90  | R 13.75           | R 13.83   | R 19.62  | R 30.90  | R 42.77                                       |
| ELECTRICAL ASSISTANT                         | 49       | 7.5% and 7.5%             | 1.91% + R4.62  | 0.3% and 0.3%                     | 0.4% and 0.4%                                   | R 12.90  | R 13.75           | R 13.83   | R 19.62  | R 29.52  | R 35.00                                       |
| GENERAL ASSISTANT *                          | 95       | N/A                       | N/A  | N/A                               | 0.4% and 0.4%                                   | R 12.90  | R 13.75           | R 13.83   | R 19.62  | R 23.60  | R 26.22                                       |
| DRIVER TO 3 500 KG (B)                       | 45       | 7.5% and 7.5%             | 1.91% + R4.62  | 0.3% and 0.3%                     | 0.4% and 0.4%                                   | R 12.90  | R 13.75           | R 13.83   | R 19.62  | R 29.98  | R 37.67                                       |
| DRIVER TO 16 000 KG (C1)                     | 46       | 7.5% and 7.5%             | 1.91% + R4.62  | 0.3% and 0.3%                     | 0.4% and 0.4%                                   | R 12.90  | R 13.75           | R 13.83   | R 19.62  | R 34.90  | R 42.68                                       |
| DRIVER OVER 16 000 KG (C )                   | 47       | 7.5% and 7.5%             | 1.91% + R4.62  | 0.3% and 0.3%                     | 0.4% and 0.4%                                   | R 12.90  | R 13.75           | R 13.83   | R 19.62  | R 38.69  | R 47.62                                       |
| APPRENTICE 1: min of 38% of electrician rate | 51       | 7.5% and 7.5%             | 1.91% + R4.62  | 0.3% and 0.3%                     | 0.4% and 0.4%                                   | R 12.90  | R 13.75           | R 13.83   | R 19.62  | R 27.51  | R 33.49                                       |
| APPRENTICE 2: modules 1 to 3 completed - 45% | 52       | 7.5% and 7.5%             | 1.91% + R4.62  | 0.3% and 0.3%                     | 0.4% and 0.4%                                   | R 12.90  | R 13.75           | R 13.83   | R 19.62  | R 32.58  | R 39.61                                       |
| APPRENTICE 3: Passed test A - 50%            | 53       | 7.5% and 7.5%             | 1.91% + R4.62  | 0.3% and 0.3%                     | 0.4% and 0.4%                                   | R 12.90  | R 13.75           | R 13.83   | R 19.62  | R 36.22  | R 44.06                                       |
| APPRENTICE 4: Modules 4 to 6 completed - 70% | 54       | 7.5% and 7.5%             | 1.91% + R4.62  | 0.3% and 0.3%                     | 0.4% and 0.4%                                   | R 12.90  | R 13.75           | R 13.83   | R 19.62  | R 50.68  | R 61.65                                       |
| ADMIN STAFF                                  | 61       | (optional)                | (optional)   | (optional)                        | 0.4% 0.4% (if contributing to Pen or Prov Fund) | N/A  | N/A               | R13.83 is payable if employee contributes to the Sick Benefit Fund      | R19.62 (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 13.83   | 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 is R80.00 per month, per firm.
    - 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 May 2021.
  - 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 **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 effective **from 01 February 2022**. 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 R13.83 per week, (excluding VAT) per employee, with effect from the **01 July 2021**. (OR R15.91 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 **1.91% plus(+) R4.62** per week 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 **R19.62 per week** or **R85.00 per month with effect from 01 May 2022**.  
**NB:** Paid by member only. Employers pay the member union fees (SAEWA) to Council monthly together with the other contributions.
  - The National Sick Benefit Fund (SBF) is payable by ALL employers and ALL their scheduled employees .
- 10.NB:New Wage Rates(Effective from the 01 February 2022 . All firms working SOLELY in Area M may apply the concessionary rate.**
- Employees earning the minimum prescribed wage rate in ALL categories of employment has been increased by 6%:
  - Actual wages have increased by 5% for ALL employees in all categories of employment earning above the prescribed minimum wage rates.
- NB:** c) For the period 01 February 2022 to 31 January 2023 there will **not** be an **additional** wage increase payable **over and above** the prescribed minimum wage increase. The parties may however during the course of 2022, negotiate the further closing of the Area "M" gazetted wage gap.

**\*11. General Assistant category:**

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.