

NATIONAL BARGAINING COUNCIL FOR THE ELECTRICAL INDUSTRY OF S.A.(NBCEISA)

WAGE AND CONTRIBUTION TABLE - REGION D (CAPE) - AREA N - Wage increases effective from 01 February 2022.

ECA AND NON ECA FIRMS

Applicable to the Magisterial Districts of Calvinia, Clanwilliam, Hopfield, Moorresburg, Namakwaland, Piketberg, Sutherland, Vanrhynsdorp, Vredenberg, Vredendal

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. 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)	GAZETTED MINIMUM WAGE - ALL FIRMS (From 01 February 2022).
		Employer & Employee Contribute	Only the employer contributes per week	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%	1.91% + R4.62	0.3% and 0.3%	0.4% and 0.4%	R 12.90	R 13.75	R 13.83	R 19.04	R 85.65
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 19.04	R 78.77
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 19.04	R 70.04
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 19.04	R 68.59
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 19.04	R 49.80
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 19.04	R 42.77
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 19.04	R 27.50
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 19.04	R 27.50
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 19.04	R 23.43
GENERAL ASSISTANT *	95	N/A	N/A	N/A	0.4% and 0.4%	R 12.90	R 13.75	R 13.83	R 19.04	R 23.15
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 19.04	R 28.69
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 19.04	R 33.82
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 19.04	R 37.63
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 19.04	R 26.04
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 19.04	R 30.88
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 19.04	R 34.29
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 19.04	R 48.01
ADMIN STAFF	61	(optional)	(optional)	(optional)	0.4% and 0.4% (if contributions are made to Pen or Prov Fund)	N/A	N/A	R13.83 is payable if employee contributes to the Sick Benefit Fund	R19.04 (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 13.83	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:**

- 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.
- 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.
  - 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.  
Full pension includes risk cover i.e death, disability and funeral cover AND also retirement savings.
- 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 contributions are discretionary . 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 R19.04 per week or R82.50 per month with effect from 01 June 2019.  
NB: Paid by member only. The firm pays member's union fees to Council monthly.
- The **National Sick Benefit Fund (SBF)** is payable by ALL employers and ALL their scheduled employees.
- NB: New Wage Rates effective from the 01February 2022 for all categories.**
  - 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.
- \* **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 intallations and equipment incidental thereto from which the supply cables have been removed.