

NEW WAGE & DEDUCTIONS EFFECTIVE -01 MARCH 2026

TIER 3 (OLD AREA C)

*PLEASE NOTE - PEN/PROV, GLA, PHI, SBF AND COUNCIL LEVY DEDUCTIONS ARE BASED ON A 44 HOUR WORK WEEK AND SAEWA, ECA AND THE COLLECTIVE BARGAINING LEVY DEDUCTIONS ARE FIXED AMOUNTS PER WEEK

| CATEGORIES OF EMPLOYEES KATEGORIE VAN WEKNEMERS | Code Kode | Wages Lone Per Hour | PEN / PROV 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 = Employer / EE = Employee | | | ER | EE | ER | EE | ER | EE | ER | EE | EE | ER | ER | EE | ER | EE | ER | EE |
| Master Installation Electrician Meester Installasie Elektriesien | 40 | 139.50 | 263.00 | 460.35 | 150.38 | n/a | 42.35 | n/a | 4.62 | n/a | 20.77 | 15.97 | 18.41 | 17.79 | 24.55 | 24.55 | 15.97 | 20.77 |
| * Master Installation Electrician * Meester Installasie Elektriesien | R40 | 139.50 | | | 100.66 | n/a | 15.35 | n/a | 4.62 | n/a | 20.77 | 15.97 | 18.41 | 17.79 | 24.55 | 24.55 | 15.97 | 20.77 |
| Installation Electrician/Foreman Installasie Elektriesien/Voorman | 41 | 128.62 | 242.12 | 424.45 | 138.65 | n/a | 39.05 | n/a | 4.62 | n/a | 20.77 | 15.97 | 16.98 | 16.40 | 22.64 | 22.64 | 15.97 | 20.77 |
| * Installation Electrician/Foreman * Installasie Elektriesien/Voorman | R41 | 128.62 | | | 92.81 | n/a | 14.15 | n/a | 4.62 | n/a | 20.77 | 15.97 | 16.98 | 16.40 | 22.64 | 22.64 | 15.97 | 20.77 |
| Electrical Tester for Single Phase Elektriese Toetsers vir enkelfase | 39 | 117.38 | 220.56 | 387.35 | 126.54 | n/a | 35.64 | n/a | 4.62 | n/a | 20.77 | 15.97 | 15.49 | 14.97 | 20.66 | 20.66 | 15.97 | 20.77 |
| * Electrical Tester for Single Phase * Elektriese Toetsers vir enkelfase | R39 | 117.38 | | | 84.70 | n/a | 12.91 | n/a | 4.62 | n/a | 20.77 | 15.97 | 15.49 | 14.97 | 20.66 | 20.66 | 15.97 | 20.77 |
| Electrician, Artisan & DAM Elektriese Ambagsman & DAM | 42 | 111.71 | 209.68 | 368.64 | 120.42 | n/a | 33.92 | n/a | 4.62 | n/a | 20.77 | 15.97 | 14.75 | 14.24 | 19.66 | 19.66 | 15.97 | 20.77 |
| * Electrician, Artisan & DAM * Elektriese Ambagsman & DAM | R42 | 111.71 | | | 80.61 | n/a | 12.29 | n/a | 4.62 | n/a | 20.77 | 15.97 | 14.75 | 14.24 | 19.66 | 19.66 | 15.97 | 20.77 |
| Driver up to 3 500kg Drywer tot 3 500 kg | 45 | 46.75 | 85.07 | 154.28 | 50.40 | n/a | 14.19 | n/a | 4.62 | n/a | 20.77 | 15.97 | 6.17 | 5.96 | 8.23 | 8.23 | 15.97 | 20.77 |
| * Driver up to 3 500kg * Drywer tot 3 500 kg | R45 | 46.75 | | | 33.73 | n/a | 5.14 | n/a | 4.62 | n/a | 20.77 | 15.97 | 6.17 | 5.96 | 8.23 | 8.23 | 15.97 | 20.77 |
| Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg | 46 | 55.29 | 101.45 | 182.46 | 59.60 | n/a | 16.79 | n/a | 4.62 | n/a | 20.77 | 15.97 | 7.30 | 7.05 | 9.73 | 9.73 | 15.97 | 20.77 |
| * Driver 3 501 to 16000 * Drywer 3 501 tot 16 000 kg | R46 | 55.29 | | | 39.90 | n/a | 6.08 | n/a | 4.62 | n/a | 20.77 | 15.97 | 7.30 | 7.05 | 9.73 | 9.73 | 15.97 | 20.77 |
| Driver 16 001kg and over Drywer 16 001kg en meer | 47 | 60.03 | 110.54 | 198.10 | 64.71 | n/a | 18.23 | n/a | 4.62 | n/a | 20.77 | 15.97 | 7.92 | 7.65 | 10.57 | 10.57 | 15.97 | 20.77 |
| * Driver 16 001 kg and over * Drywer 16 001 kg en meer | R47 | 60.03 | | | 43.32 | n/a | 6.60 | n/a | 4.62 | n/a | 20.77 | 15.97 | 7.92 | 7.65 | 10.57 | 10.57 | 15.97 | 20.77 |
| Elconop 3 Elkonop 3 | 43 | 81.36 | 151.46 | 268.49 | 87.71 | n/a | 24.70 | n/a | 4.62 | n/a | 20.77 | 15.97 | 10.74 | 10.37 | 14.32 | 14.32 | 15.97 | 20.77 |
| * Elconop 3 * Elkonop 3 | R43 | 81.36 | | | 58.71 | n/a | 8.95 | n/a | 4.62 | n/a | 20.77 | 15.97 | 10.74 | 10.37 | 14.32 | 14.32 | 15.97 | 20.77 |
| Elconop 2 Elkonop 2 | 44 | 71.40 | 132.35 | 235.62 | 76.97 | n/a | 21.68 | n/a | 4.62 | n/a | 20.77 | 15.97 | 9.42 | 9.10 | 12.57 | 12.57 | 15.97 | 20.77 |
| * Elconop 2 * Elkonop 2 | R44 | 71.40 | | | 51.52 | n/a | 7.85 | n/a | 4.62 | n/a | 20.77 | 15.97 | 9.42 | 9.10 | 12.57 | 12.57 | 15.97 | 20.77 |
| Elconop 1 Elkonop 1 | 48 | 45.01 | 81.73 | 148.53 | 48.52 | n/a | 13.67 | n/a | 4.62 | n/a | 20.77 | 15.97 | 5.94 | 5.74 | 7.92 | 7.92 | 15.97 | 20.77 |
| * Elconop 1 * Elkonop 1 | R48 | 45.01 | | | 32.48 | n/a | 4.95 | n/a | 4.62 | n/a | 20.77 | 15.97 | 5.94 | 5.74 | 7.92 | 7.92 | 15.97 | 20.77 |
| Electrical Assistant Elektriese Assistent | 49 | 38.46 | 69.16 | 126.92 | 41.46 | n/a | 11.68 | n/a | 4.62 | n/a | 20.77 | 15.97 | 5.08 | 4.90 | 6.77 | 6.77 | 15.97 | 20.77 |
| * Electrical Assistant * Elektriese Assistent | R49 | 38.46 | | | 27.75 | n/a | 4.23 | n/a | 4.62 | n/a | 20.77 | 15.97 | 5.08 | 4.90 | 6.77 | 6.77 | 15.97 | 20.77 |
| **Algemene Assistent **General Assistent | 95 | 30.56 | n/a | | n/a | | n/a | | n/a | | 20.77 | 15.97 | n/a | | 5.38 | 5.38 | 15.97 | 20.77 |
| Storeman Stoorman | 93 | 45.01 | 81.73 | 148.53 | 48.52 | n/a | 13.67 | n/a | 4.62 | n/a | 20.77 | 15.97 | 5.94 | 5.94 | 7.92 | 7.92 | 15.97 | 20.77 |
| *Storeman *Stoorman | R93 | 45.01 | | | 32.48 | n/a | 4.95 | n/a | 4.62 | n/a | 20.77 | 15.97 | 5.94 | 5.94 | 7.92 | 7.92 | 15.97 | 20.77 |
| Apprentice Stage 4 Vakleerling Stadium 4 | 54 | 78.19 | 145.38 | 258.03 | 84.29 | n/a | 23.74 | n/a | 4.62 | n/a | 20.77 | 15.97 | 10.32 | 10.32 | 13.76 | 13.76 | 15.97 | 20.77 |
| Apprentice Stage 3 Vakleerling Stadium 3 | 53 | 55.86 | 102.54 | 184.34 | 60.22 | n/a | 16.96 | n/a | 4.62 | n/a | 20.77 | 15.97 | 7.37 | 7.37 | 9.83 | 9.83 | 15.97 | 20.77 |
| Apprentice Stage 2 Vakleerling Stadium 2 | 52 | 50.26 | 91.80 | 165.86 | 54.18 | n/a | 15.26 | n/a | 4.62 | n/a | 20.77 | 15.97 | 6.63 | 6.63 | 8.85 | 8.85 | 15.97 | 20.77 |
| Apprentice Stage 1 Vakleerling Stadium 1 | 51 | 42.44 | 76.80 | 140.05 | 45.75 | n/a | 12.88 | n/a | 4.62 | n/a | 20.77 | 15.97 | 5.60 | 5.60 | 7.47 | 7.47 | 15.97 | 20.77 |
| Working ECA Employer Werkende EAV Werkgewer | 63 | | | | | | | | | | | 15.97 | | | | | 49.10 | |
| Non-ECA working Employer Nie-EAV werkende Werkgewer | 64 | | | | | | | | | | | | | | | | 49.10 | |
| ECA employer with pension EAV werkgewer met pensioen | 66 | | 920.70 | | | | | | | | | 15.97 | | | | | 49.10 | |
| Non-ECA employer with pension Nie-EAV werkgewer met pensioen | 67 | | 920.70 | | | | | | | | | | | | | | 49.10 | |

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

* PLEASE NOTE THAT YOU CAN DIVIDE THE PEN/PROV, GLA, PHI, SBF AND COUNCIL LEVY DEDUCTIONS BY 44 HOURS AND THAT WILL GIVE YOU THE HOURLY DEDUCTION VALUE FOR THOSE FUNDS.

| TIER 3 include - | ALLDAYS | EMPULUZI | LETSITELE | MAPULANENG | OTTOSDAL | SHAYANDINA | THOHOYANDOU |
|------------------|----------------------|------------------------------------|----------------|-------------|----------------------------------|---------------|---------------------|
| | AMERSFOORT | EMKHONDO (PIET RETIEF LEVUBU) | MARBLE HALL | PELGRIMSRUS | SCHUINDRAAI NATURE R VOLKRUST | | |
| | AMSTERDAM | EMKHONDO (PIET RETIEF LICHTENBURG) | MARKEN | PERDEKOP | STEELOORT | VUWANI | |
| | BADPLAAS (EMANZANA) | GIYANE | LEEUDORINGSTAD | MDIBANA | PIET RETIEF | SKUINSDRIF | WARMBAD (BELA-BELA) |
| | BELFAST | GRASKOP | LETABA | MUSINA | PHALABORWA | SLURRY | WATERBERG |
| | BALFOUR | GREYLINGSTAD | LETSITELE | MOUTSE | POTGIETERSRUS(MOKK SOUTPANSBERG) | | WATERVAL BOVEN |
| | BURGERSFORT | GROBLERSDAL | LEVUBU | MORGENZON | PULLENS HOPE | STEELOORT | WAKKERSTROOM |
| | BLOEMHOF | GROOT MARICO | LICHTENBURG | MUTALI | RAMAKGOPA | SWARTRUGGENS | WOLMARANSSTAD |
| | BREYTEN | GROOTVLEI | MAKHADO | NEBO | RIETKUIL | THABAZIMBI | ZEEERUST |
| | CAROLINA | HECTORSPRUIT | LULEKANI | | RITAVI | TRICHARDTSDAL | |
| | CHRISTIANA | HENDRINA | LYDENBURG | NKOMAZI | ROOSENEKAL | TZANEEN | |
| | CHRISSEMEER | HLANGANANI | LOTHAIR | NORTHAM | SABIE | | |
| | COLIGNY | HOEDSPRUIT | MADIKWE | NYLSTROOM | SANNIESHOF | | |
| | DAVEL | KOEDOSKOP | MAKWASSI | | SCHEIZER RENEKE | | |
| | DE LA REYVILLE | KOMATIPOORT | | | SEKGOSESE | | |
| | DEUIWELSKLOOF | KOSTER | | | SEKHUKHUNELAND | | |
| | EERSTEHOEK | KWAMHLANGA | | | | | |
| | ELLISRAS (LEPHALALE) | LEEUDORINGSTAD | | | | | |
| | ERMELO | LETABA | | | | | |

- Employer pays ECA levies and compulsory for employers who are members of the ECA.
- Vat is payable on ECA levies only.
- Please ensure that the correct designation code is entered for each employee on the monthly contribution sheet.
- Council levy are retained by the Bargaining Council and used towards administration cost.
- **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 intallations and equipment incidental thereto from which the supply cables have been removed.

- 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 R15,97 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 R20,77 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.

7. Standby Allowance is R 129,30 per standby shift; Subsistence Allowance is R 197,20 and travel per kilometer is R 4,91

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 st – 10 th | 100% of actual earnings |
| All categories as specified in the Main Collective Agreement | 11 th – 30 th | 60% of actual earnings |
| All categories as specified in the Main Collective Agreement | 31 st – 130 th | 33% of actual wages |
| Non-Scheduled employees | Same as above | Same percentages as above BUT up to max earnings of R35 000 per month. |

Additional Benefits in SBF:

Pension/Provident Fund waiver of premiums from the 11th 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.