

NEW WAGE & DEDUCTIONS EFFECTIVE -01 MARCH 2026

TIER 3 (OLD AREA E )

\*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	EE	ER	EE	ER	EE	ER	EE			ER	EE	ER	EE	ER	EE
ER = Employer / EE = Employee																		
Master Installation Electrician Meester Installasie Elekrisien	40	116.80	219.45	385.44	125.91	n/a	35.46	n/a	4.62	n/a	20.77	15.97	15.42	14.89	20.56	20.56	15.97	20.77
* Master Installation Electrician * Meester Installasie Elekrisien	R40	116.80			84.28	n/a	12.33	n/a	4.62	n/a	20.77	15.97	15.42	14.89	20.56	20.56	15.97	20.77
Installation Electrician/Foreman Installasie Elekrisien/Voorman	41	107.40	201.42	354.42	115.78	n/a	32.61	n/a	4.62	n/a	20.77	15.97	14.18	13.69	18.90	18.90	15.97	20.77
* Installation Electrician/Foreman * Installasie Elekrisien/Voorman	R41	107.40			77.50	n/a	11.34	n/a	4.62	n/a	20.77	15.97	14.18	13.69	18.90	18.90	15.97	20.77
Electrical Tester for Single Phase Elektriese Toetser vir enkelfase	39	98.07	183.52	323.63	105.72	n/a	29.77	n/a	4.62	n/a	20.77	15.97	12.95	12.50	17.26	17.26	15.97	20.77
* Electrical Tester for Single Phase * Elektriese Toetser vir enkelfase	R39	98.07			70.77	n/a	10.36	n/a	4.62	n/a	20.77	15.97	12.95	12.50	17.26	17.26	15.97	20.77
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	93.53	174.81	308.65	100.83	n/a	28.40	n/a	4.62	n/a	20.77	15.97	12.35	11.93	16.46	16.46	15.97	20.77
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	R42	93.53			67.49	n/a	9.88	n/a	4.62	n/a	20.77	15.97	12.35	11.93	16.46	16.46	15.97	20.77
Driver up to 3 500kg Drywer tot 3 500 kg	45	39.44	71.04	130.15	42.52	n/a	11.97	n/a	4.62	n/a	20.77	15.97	5.21	5.03	6.94	6.94	15.97	20.77
* Driver up to 3 500kg * Drywer tot 3 500 kg	R45	39.44			28.46	n/a	4.16	n/a	4.62	n/a	20.77	15.97	5.21	5.03	6.94	6.94	15.97	20.77
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	46.12	83.86	152.20	49.72	n/a	14.00	n/a	4.62	n/a	20.77	15.97	6.09	5.88	8.12	8.12	15.97	20.77
* Driver 3 501 to 16000 * Drywer 3 501 tot 16 000 kg	R46	46.12			33.28	n/a	4.87	n/a	4.62	n/a	20.77	15.97	6.09	5.88	8.12	8.12	15.97	20.77
Driver 16 001kg and over Drywer 16 001kg en meer	47	51.27	93.74	169.19	55.27	n/a	15.57	n/a	4.62	n/a	20.77	15.97	6.77	6.54	9.02	9.02	15.97	20.77
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	R47	51.27			37.00	n/a	5.41	n/a	4.62	n/a	20.77	15.97	6.77	6.54	9.02	9.02	15.97	20.77
Elkonop 3 Elkonop 3	43	67.90	125.64	224.07	73.20	n/a	20.61	n/a	4.62	n/a	20.77	15.97	8.96	8.66	11.95	11.95	15.97	20.77
* Elkonop 3 * Elkonop 3	R43	67.90			49.00	n/a	7.17	n/a	4.62	n/a	20.77	15.97	8.96	8.66	11.95	11.95	15.97	20.77
Elkonop 2 Elkonop 2	44	58.32	107.26	192.46	62.87	n/a	17.71	n/a	4.62	n/a	20.77	15.97	7.70	7.44	10.26	10.26	15.97	20.77
* Elkonop 2 * Elkonop 2	R44	58.32			42.08	n/a	6.16	n/a	4.62	n/a	20.77	15.97	7.70	7.44	10.26	10.26	15.97	20.77
Elkonop 1 Elkonop 1	48	37.47	67.26	123.65	40.39	n/a	11.38	n/a	4.62	n/a	20.77	15.97	4.95	4.78	6.59	6.59	15.97	20.77
* Elkonop 1 * Elkonop 1	R48	37.47			27.04	n/a	3.96	n/a	4.62	n/a	20.77	15.97	4.95	4.78	6.59	6.59	15.97	20.77
Electrical Assistant Elektriese Assistent	49	31.94	56.65	105.40	34.43	n/a	9.70	n/a	4.62	n/a	20.77	15.97	4.22	4.07	5.62	5.62	15.97	20.77
* Electrical Assistant * Elektriese Assistent	R49	31.94			23.05	n/a	3.37	n/a	4.62	n/a	20.77	15.97	4.22	4.07	5.62	5.62	15.97	20.77
**Algemene Assistent **General Assistent	95	31.62	n/a	n/a	n/a	n/a	n/a	n/a	20.77	15.97	n/a	15.97	n/a	5.57	5.57	15.97	20.77	
Storeman Stoorman	93	37.47	67.26	123.65	40.39	n/a	11.38	n/a	4.62	n/a	20.77	15.97	4.95	4.78	6.59	6.59	15.97	20.77
*Storeman *Stoorman	R93	37.47			27.04	n/a	3.96	n/a	4.62	n/a	20.77	15.97	4.95	4.78	6.59	6.59	15.97	20.77
Apprentice Stage 4 Vakleerling Stadium 4	54	65.47	120.98	216.05	70.58	n/a	19.88	n/a	4.62	n/a	20.77	15.97	8.64	8.35	11.52	11.52	15.97	20.77
Apprentice Stage 3 Vakleerling Stadium 3	53	46.76	85.08	154.31	50.41	n/a	14.20	n/a	4.62	n/a	20.77	15.97	6.17	5.96	8.23	8.23	15.97	20.77
Apprentice Stage 2 Vakleerling Stadium 2	52	42.10	76.14	138.93	45.38	n/a	12.78	n/a	4.62	n/a	20.77	15.97	5.56	5.37	7.41	7.41	15.97	20.77
Apprentice Stage 1 Vakleerling Stadium 1	51	35.51	63.50	117.18	38.28	n/a	10.78	n/a	4.62	n/a	20.77	15.97	4.69	4.53	6.25	6.25	15.97	20.77
Working ECA Employer Werkende EAV Werkgewer	63											15.97			41.11			
Non-ECA working Employer Nie-EAV werkende Werkgewer	64														41.11			
ECA employer with pension EAV werkgewer met pensioen	66		770.88									15.97			41.11			
Non-ECA employer with pension Nie-EAV werkgewer met pensioen	67		770.88												41.11			

\* 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 (OLD AREA E) includes -

BETHULIE		GARIEPDAM	HOBHOUSE	KOPPIES	NOUPOORT	REITZ	STRYDENBURG	VILJOENSKROON
BOSHOF	DOUGLAS	GOLDENGATE	HOOPSTAD	KIMBERLEY	ORANJEKRAAG	REIVILO	TROMPSBURG	VOSBURG
BRITSTOWN	EDENBURG	GRIEKWASTAD	HOPETOWN	LADYBRAND	PETRUS STEYN	RICHMOND	TWEELING	VREDE
BULTFONTEIN	EXCELSIOR	GROBLERSHOOP	HUHUDI	LINDLEY	PETRUSBURG	ROSENDAL	TWEESPRUIT	VREDEFORT
CARNARVON	FAURESMITH	HANOVER	HUTCHINSON	LOXTON	PETRUSVILLE	ROUXVILLE	VAN DER KLOOF	VRYBURG
CLOCOLAN	FICKSBURG	HAY	JACOBSDAL	LUCKHOFF	PHILIPPOLIS	SENEKAL	VANSTADENSURUS	WILLISTON
COLESBERG	FOURIESBURG	HEILBRON	JAGERSFONTEIN	MARQUARD	PHILIPSTOWN	SMITHFIELD	VANWYKSVLEI	WINBURG
DE AAR	FRANKFORT	HERBERT	KENHARDT	MEMEL	PRIESKA		VANZYLRSURUS	ZASTRON
DEALESVILLE	FRASERBURG	HERTZOGVILLE	KOFFIEFONTEIN	MONTAGU	REDDERSBURG	SPRINGFONTE VICTORIA WES		

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. Council levy are retained by the Bargaining Council and used towards administration cost.

incidental thereto from which the supply cables have been removed.

5. 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,

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 R35 000 per

**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