

NEW WAGE & DEDUCTIONS (4% ON ACTUALS AND 5% ON MINIMUMS) EFFECTIVE - 01 MARCH 2026

TIER 3 (OLD AREA L)

***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 Elektrisien	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	18.41	24.55	24.55	15.97	20.77
* Master Installation Electrician * Meester Installasie Elektrisien	R40	139.50			100.66	n/a	14.73	n/a	4.62	n/a	20.77	15.97	18.41	18.41	24.55	24.55	15.97	20.77
Installation Electrician/Foreman Installasie Elektrisien/Voorman	41	128.47	241.84	423.96	138.49	n/a	39.00	n/a	4.62	n/a	20.77	15.97	16.96	16.96	22.61	22.61	15.97	20.77
* Installation Electrician/Foreman * Installasie Elektrisien/Voorman	R41	128.47			92.71	n/a	13.57	n/a	4.62	n/a	20.77	15.97	16.96	16.96	22.61	22.61	15.97	20.77
Electrical Tester for Single Phase Elektriese Toetser vir enkelfase	39	117.24	220.30	386.90	126.39	n/a	35.59	n/a	4.62	n/a	20.77	15.97	15.48	15.48	20.63	20.63	15.97	20.77
* Electrical Tester for Single Phase * Elektriese Toetser vir enkelfase	R39	117.24			84.60	n/a	12.38	n/a	4.62	n/a	20.77	15.97	15.48	15.48	20.63	20.63	15.97	20.77
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	111.58	209.43	368.20	120.28	n/a	33.87	n/a	4.62	n/a	20.77	15.97	14.73	14.73	19.64	19.64	15.97	20.77
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	R42	111.58			80.51	n/a	11.78	n/a	4.62	n/a	20.77	15.97	14.73	14.73	19.64	19.64	15.97	20.77
Driver up to 3 500kg Drywer tot 3 500 kg	45	50.80	92.84	167.65	54.77	n/a	15.42	n/a	4.62	n/a	20.77	15.97	6.71	6.71	8.94	8.94	15.97	20.77
* Driver up to 3 500kg * Drywer tot 3 500 kg	R45	50.80			36.66	n/a	5.36	n/a	4.62	n/a	20.77	15.97	6.71	6.71	8.94	8.94	15.97	20.77
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	56.84	104.41	187.56	61.27	n/a	17.26	n/a	4.62	n/a	20.77	15.97	7.50	7.50	10.00	10.00	15.97	20.77
* Driver 3 501 to 16000kg * Drywer 3 501 tot 16 000 kg	R46	56.84			41.01	n/a	6.00	n/a	4.62	n/a	20.77	15.97	7.50	7.50	10.00	10.00	15.97	20.77
Driver 16 001kg and over Drywer 16 001kg en meer	47	73.70	136.78	243.23	79.45	n/a	22.38	n/a	4.62	n/a	20.77	15.97	9.73	9.73	12.97	12.97	15.97	20.77
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	R47	73.70			53.19	n/a	7.78	n/a	4.62	n/a	20.77	15.97	9.73	9.73	12.97	12.97	15.97	20.77
Elconop 3 Elkonop 3	43	81.27	151.29	268.19	87.61	n/a	24.67	n/a	4.62	n/a	20.77	15.97	10.73	10.73	14.30	14.30	15.97	20.77
* Elconop 3 * Elkonop 3	R43	81.27			58.64	n/a	8.58	n/a	4.62	n/a	20.77	15.97	10.73	10.73	14.30	14.30	15.97	20.77
Elconop 2 Elkonop 2	44	71.32	132.20	235.35	76.88	n/a	21.65	n/a	4.62	n/a	20.77	15.97	9.41	9.41	12.55	12.55	15.97	20.77
* Elconop 2 * Elkonop 2	R44	71.32			51.46	n/a	7.53	n/a	4.62	n/a	20.77	15.97	9.41	9.41	12.55	12.55	15.97	20.77
Elconop 1 Elkonop 1	48	44.95	81.62	148.35	48.46	n/a	13.65	n/a	4.62	n/a	20.77	15.97	5.93	5.93	7.91	7.91	15.97	20.77
* Elconop 1 * Elkonop 1	R48	44.95			32.44	n/a	4.75	n/a	4.62	n/a	20.77	15.97	5.93	5.93	7.91	7.91	15.97	20.77
Electrical Assistant Elektriese Assistent	49	38.41	69.07	126.76	41.41	n/a	11.66	n/a	4.62	n/a	20.77	15.97	5.07	5.07	6.76	6.76	15.97	20.77
* Electrical Assistant * Elektriese Assistent	R49	38.41			27.72	n/a	4.06	n/a	4.62	n/a	20.77	15.97	5.07	5.07	6.76	6.76	15.97	20.77
**General Assistant **Algemene Assistent	95	30.52	n/a		n/a		n/a		n/a		20.77	15.97	n/a		5.37	5.37	15.97	20.77

CATEGORIES OF EMPLOYEES	Code	Wages Lone	PEN / PROV		Death Benefit(GLA)		Disability Benefit(PHI)		Funeral Benefit		SAEWA	ECA Per	SBF		Council Levy		Collective Bargaining Levy	
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KATEGORIE VAN WEKNEMERS	Kode	Per Hour	Per Week		Per Week		Per Week		Per Week		Per Week	Per Week		Per Week		Per Week		
ER = Employer / EE = Employee			ER	EE	ER	EE	ER	EE	ER	EE	EE	ER	ER	EE	ER	EE	ER	EE
Storeman Stoorman	93	44.95	81.62	148.35	48.46	n/a	13.65	n/a	4.62	n/a	20.77	15.97	5.93	5.93	7.91	7.91	15.97	20.77
*Storeman *Stoorman	R93	44.95			32.44	n/a	4.75	n/a	4.62	n/a	20.77	15.97	5.93	5.93	7.91	7.91	15.97	20.77
Apprentice Stage 4 Vakleerling Stadium 4	54	78.10	145.20	257.72	84.19	n/a	23.71	n/a	4.62	n/a	20.77	15.97	10.31	10.31	13.75	13.75	15.97	20.77
Apprentice Stage 3 Vakleerling Stadium 3	53	55.80	102.42	184.13	60.15	n/a	16.94	n/a	4.62	n/a	20.77	15.97	7.37	7.37	9.82	9.82	15.97	20.77
Apprentice Stage 2 Vakleerling Stadium 2	52	50.20	91.69	165.67	54.12	n/a	15.24	n/a	4.62	n/a	20.77	15.97	6.63	6.63	8.84	8.84	15.97	20.77
Apprentice Stage 1 Vakleerling Stadium 1	51	42.39	76.69	139.87	45.69	n/a	12.87	n/a	4.62	n/a	20.77	15.97	5.59	5.59	7.46	7.46	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 (AREA L) INCLUDE - MACLEANTOWN
NOMPUMELELO

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.

5. **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.

6. **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 129.29** per standby shift; Subsistence Allowance is **R 197.21** 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.