

NEW WAGE & DEDUCTIONS (4% ON ACTUALS AND 5% ON MINIMUM) EFFECTIVE -1ST MARCH 2026 - PENSION FUND (ER 50%) AND (EE 50%) EFFECTIVE-1ST JULY 2024

TIER 1 (AREA J)

***PLEASE NOTE - PENSION, 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 (50%)	EE (50%)	ER	EE	ER	EE	ER	EE	EE	ER	ER	EE	ER	EE	ER	EE
Master Installation Electrician Meester Installasie Elektrisien	40	174.38	408.17	575.45	109.72	n/a	52.94	n/a	4.62	n/a	20.77	15.97	23.02	23.02	30.69	30.69	15.97	20.77
* Master Installation Electrician * Meester Installasie Elektrisien	R40	174.38			125.83	n/a	18.41	n/a	4.62	n/a	20.77	15.97	23.02	23.02	30.69	30.69	15.97	20.77
Installation Electrician/Foreman Installasie Elektrisien/Voorman	41	160.59	375.53	529.95	101.04	n/a	48.76	n/a	4.62	n/a	20.77	15.97	21.20	21.20	28.26	28.26	15.97	20.77
* Installation Electrician/Foreman * Installasie Elektrisien/Voorman	R41	160.59			115.88	n/a	16.96	n/a	4.62	n/a	20.77	15.97	21.20	21.20	28.26	28.26	15.97	20.77
Electrical Tester for Single Phase Elektriese Toetsers vir enkelfase	39	146.55	342.29	483.62	92.21	n/a	44.49	n/a	4.62	n/a	20.77	15.97	19.34	19.34	25.79	25.79	15.97	20.77
* Electrical Tester for Single Phase * Elektriese Toetsers vir enkelfase	R39	146.55			105.75	n/a	15.48	n/a	4.62	n/a	20.77	15.97	19.34	19.34	25.79	25.79	15.97	20.77
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	139.47	325.53	460.25	87.75	n/a	42.34	n/a	4.62	n/a	20.77	15.97	18.41	18.41	24.55	24.55	15.97	20.77
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	R42	139.47			100.64	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
Driver up to 3 500kg Drywer tot 3 500 kg	45	58.36	133.53	192.59	36.72	n/a	17.72	n/a	4.62	n/a	20.77	15.97	7.70	7.70	10.27	10.27	15.97	20.77
* Driver up to 3 500kg * Drywer tot 3 500 kg	R45	58.36			42.11	n/a	6.16	n/a	4.62	n/a	20.77	15.97	7.70	7.70	10.27	10.27	15.97	20.77
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	69.03	158.79	227.80	43.43	n/a	20.96	n/a	4.62	n/a	20.77	15.97	9.11	9.11	12.15	12.15	15.97	20.77
* Driver 3 501 to 16000 * Drywer 3 501 tot 16 000 kg	R46	69.03			49.81	n/a	7.29	n/a	4.62	n/a	20.77	15.97	9.11	9.11	12.15	12.15	15.97	20.77
Driver 16 001kg and over Drywer 16 001kg en meer	47	74.95	172.80	247.34	47.16	n/a	22.75	n/a	4.62	n/a	20.77	15.97	9.89	9.89	13.19	13.19	15.97	20.77
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	R47	74.95			54.08	n/a	7.91	n/a	4.62	n/a	20.77	15.97	9.89	9.89	13.19	13.19	15.97	20.77
Elkonop 3 Elkonop 3	43	101.58	235.84	335.21	63.91	n/a	30.84	n/a	4.62	n/a	20.77	15.97	13.41	13.41	17.88	17.88	15.97	20.77
* Elkonop 3 * Elkonop 3	R43	101.58			73.30	n/a	10.73	n/a	4.62	n/a	20.77	15.97	13.41	13.41	17.88	17.88	15.97	20.77
Elkonop 2 Elkonop 2	44	89.15	206.42	294.20	56.09	n/a	27.07	n/a	4.62	n/a	20.77	15.97	11.77	11.77	15.69	15.69	15.97	20.77
* Elkonop 2 * Elkonop 2	R44	89.15			64.33	n/a	9.41	n/a	4.62	n/a	20.77	15.97	11.77	11.77	15.69	15.69	15.97	20.77
Elkonop 1 Elkonop 1	48	56.19	128.39	185.43	35.35	n/a	17.06	n/a	4.62	n/a	20.77	15.97	7.42	7.42	9.89	9.89	15.97	20.77
* Elkonop 1 * Elkonop 1	R48	56.19			40.55	n/a	5.93	n/a	4.62	n/a	20.77	15.97	7.42	7.42	9.89	9.89	15.97	20.77
Electrical Assistant Elektriese Assistent	49	48.01	109.03	158.43	30.21	n/a	14.58	n/a	4.62	n/a	20.77	15.97	6.34	6.34	8.45	8.45	15.97	20.77
* Electrical Assistant * Elektriese Assistent	R49	48.01			34.64	n/a	5.07	n/a	4.62	n/a	20.77	15.97	6.34	6.34	8.45	8.45	15.97	20.77
Elkonop 1 Elkonop 1- 1st 13 weeks	50	56.20			40.55	n/a	5.93	n/a	5.62	n/a	20.77	15.97	7.42	7.42	9.89	9.89	15.97	20.77
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ER = Employer / EE = Employee			ER (50%)	EE (50%)	ER	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	EE		
Electrical Assistant Elektriese- 1st 13 weeks	65	48.02			34.65	n/a	5.07	n/a	6.62	n/a	20.77	15.97	6.34	6.34	8.45	8.45	15.97	20.77
**Algemene Assistent **General Assistant	95	35.99	n/a		n/a		n/a		n/a		20.77	15.97	n/a		6.33	6.33	15.97	20.77
Storeman Stoorman	93	56.19	128.39	185.43	35.35	n/a	17.06	n/a	4.62	n/a	20.77	15.97	7.42	7.42	9.89	9.89	15.97	20.77
*Storeman *Stoorman	R93	56.19			40.55	n/a	5.93	n/a	4.62	n/a	20.77	15.97	7.42	7.42	9.89	9.89	15.97	20.77
Domestic Appliance Repairer	59	65.53	150.50	216.25	41.23	n/a	19.89	n/a	4.62	n/a	20.77	15.97	8.65	8.65	11.53	11.53	15.97	20.77
*Domestic Appliance Repairer	R59	65.53	n/a		47.29	n/a	6.92	n/a	4.62	n/a	20.77	15.97	8.65	8.65	11.53	11.53	15.97	20.77
Apprentice Stage 4 Vakleerling Stadium 4	54	97.62	226.47	322.15	61.42	n/a	29.64	n/a	4.62	n/a	20.77	15.97	12.89	12.89	17.18	17.18	15.97	20.77
Apprentice Stage 3 Vakleerling Stadium 3	53	69.75	160.49	230.18	43.89	n/a	21.18	n/a	4.62	n/a	20.77	15.97	9.21	9.21	12.28	12.28	15.97	20.77
Apprentice Stage 2 Vakleerling Stadium 2	52	62.75	143.92	207.08	39.48	n/a	19.05	n/a	4.62	n/a	20.77	15.97	8.28	8.28	11.04	11.04	15.97	20.77
Apprentice Stage 1 Vakleerling Stadium 1	51	52.98	120.79	174.83	33.34	n/a	16.08	n/a	4.62	n/a	20.77	15.97	6.99	6.99	9.32	9.32	15.97	20.77
Working ECA Employer Werkende EAV Werkgewer	63										15.97				61.38			
Non-ECA working Employer Nie-EAV werkende Werkgewer	64														61.38			
ECA employer with pension EAV werkgewer met pensioen	66		1 150.90								15.97				61.38			
Non-ECA employer with pension Nie-EAV werkgewer met pensioen	67		1 150.90												61.38			

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

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

TIER 1 include -	Amalanga,	Dalton,	Genazzano,	Ilanga,	Magabeni,	New hannover,	Redcliffe,	Wartburg,
	Amanzimtoti,	Dassenhoek,	Gillitts,	Ilfracombe,	Malagazi,	Newlands East,	Richmond,	Waterfall,
	Amaotana,	Desainager,	Glenashley,	Illovo North,	Mandeni,	Newlands West,	Roseneath,	Westbrook,
	Ashburton,	Dolphin Coast/Ballito,	Gelokodo-Ensimbini,	Illovo South,	Mangangeni/Vumazonke,	Ngcolosi,	Sapref,	Westville,
	Berea,	Durban,	Greytown,	Kingsburgh,	Maphephetha,	Ngqungqulu,	Shallcross,	Ximba,
	Blackburn,	Durban International Airport,	Hambanathi,	Klaarwater,	Maphumulo,	Nkwazi/Zinkwazi Beach,	Sobonakhona,	
	Bluff,	Durban North,	Hammarsdale,	Kloof,	Mariannhill,	Ntuzuma,	Thoyana,	
	Cato Ridge,	Durban South,	Hillcrest,	Kranskop,	Mawotana,	Oceans,	Tongaat,	
	Camperdown,	Emalangeni,	Hilton,	KwaDabeka,	Mawothi,	Outer West Durban,	Tongaat Beach,	
	Cele/Vumengazi,	Embo/Nksa Isimahla,	Howick,	KwaDukuza,	Molweni,	Phoenix,	Tshelimnyama,	
	Chatsworth,	Emona,	Inanda,	KwaMashu,	Mount Edgecombe,	Pietermaritzburg,	Umdloti,	
	Cibane,	Ethekwini,	Inchanga,	KwaNdengezi,	Mount Moreland,	Pinetown,	Umgababa,	
	Clermont,	Everton,	Iqadi,	La Mercy,	Mpolo,	Prospecton,	Umhlanga,	
	Clifton Canyon,	Ezembeni,	Isithebe,	Lotus Park,	Mpumalanga,	Qadi,	Umkomaas,	
	Cool air,	Folweni,	Isipingo,	Luganda,	Ndwendwe,	Qiniselani Manyuswa,	Umlazi,	
	Craigieburn,	Gcumisa,	Isipingo Beach,	Luthuli/Umnini Trust,	New Germany,	Queensburgh,	Verulam,	

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 129,30 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, **Saturdays, Sundays and days the company will be on shut down in December and January** 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 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.

