

**NEW WAGE & DEDUCTIONS (4% ON ACTUALS AND 5% ON MINIMUM) EFFECTIVE**  
**\*PLEASE NOTE - PENSION, GLA, PHI, SBF AND COUNCIL LEVY DEDUCTIONS ARE BASED ON A 44**

CATEGORIES OF EMPLOYEES KATEGORIE VAN WEKNEMERS	Code Kode	Wages Lone Per Hour	PEN / PROV		Death Benefit(GLA)	
			Per Week	Per Week	Per Week	Per Week
ER = Employer / EE = Employee			ER(50%)	EE(50%)	ER	EE
Master Installation Electrician Meester Installasie Elektrisien	40	156.94	366.89	517.90	98.75	n/a
* Master Installation Electrician * Meester Installasie Elektrisien	R40	156.94			113.25	n/a
Installation Electrician/Foreman Installasie Elektrisien/Voorman	41	144.53	337.51	476.95	90.94	n/a
* Installation Electrician/Foreman * Installasie Elektrisien/Voorman	R41	144.53			104.29	n/a
Electrical Tester for Single Phase Elektriese Toetser vir enkelfase	39	131.90	307.61	435.27	82.99	n/a
* Electrical Tester for Single Phase * Elektriese Toetser vir enkelfase	R39	131.90			95.18	n/a
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	125.52	292.51	414.22	78.98	n/a
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	R42	125.52			90.58	n/a
Driver up to 3 500kg Drywer tot 3 500 kg	45	52.52	119.71	173.32	33.05	n/a
* Driver up to 3 500kg * Drywer tot 3 500 kg	R45	52.52			37.90	n/a
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	62.13	142.45	205.03	39.09	n/a
* Driver 3 501 to 16000 * Drywer 3 501 tot 16 000 kg	R46	62.13			44.83	n/a
Driver 16 001kg and over Drywer 16 001kg en meer	47	67.45	155.05	222.59	42.44	n/a
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	R47	67.45			48.67	n/a
Elconop 3 Elkonop 3	43	91.42	211.79	301.69	57.52	n/a
* Elconop 3 * Elkonop 3	R43	92.42			66.69	n/a
Elconop 2 Elkonop 2	44	80.23	185.30	264.76	50.48	n/a
* Elconop 2 * Elkonop 2	R44	80.23			57.89	n/a
Elconop 1 Elkonop 1	48	50.57	115.09	166.88	31.82	n/a
* Elconop 1 * Elkonop 1	R48	50.57			36.49	n/a
Electrical Assistant	49	43.21	97.67	142.59	27.19	n/a

Elektriese Assistent	49	43.21	97.07	142.99	27.13	n/a
* Electrical Assistent	R49	43.21			31.18	n/a
* Elektriese Assistent						
<b>Elconop 1</b>	50	50.57			36.49	n/a
<b>Elkonop 1- 1st 13 weeks</b>						
<b>CATEGORIES OF EMPLOYEES</b>	<b>Code</b>	<b>Wages Lone</b>	<b>PEN / PROV</b>		<b>Death Benefit(GLA)</b>	
<b>KATEGORIE VAN WEKNEMERS</b>	<b>Kode</b>	<b>Per Hour</b>	<b>Per Week</b>		<b>Per Week</b>	
<b>ER = Employer / EE = Employee</b>			<b>ER(50%)</b>	<b>EE(50%)</b>	<b>ER</b>	<b>EE</b>
<b>Electrical Assistent</b>	65	43.21			31.18	
<b>Elektriese- 1st 13 weeks</b>						
**Algemene Assistent	95	32.39	n/a		n/a	
**General Assistent						
Storeman	93	50.57	115.09	166.88	31.82	n/a
Stoorman						
*Storeman	R93	50.57			36.49	n/a
*Stoorman						
Domestic Appliance Repairer	59	59.01	135.07	194.73	37.13	n/a
*Domestic Appliance Repairer	R59	59.01	n/a		42.58	n/a
Apprentice Stage 4	54	87.86	203.36	289.94	55.28	n/a
Vakleerling Stadium 4						
Apprentice Stage 3	53	62.77	143.97	207.14	39.49	n/a
Vakleerling Stadium 3						
Apprentice Stage 2	52	56.48	129.08	186.38	35.54	n/a
Vakleerling Stadium 2						
Apprentice Stage 1	51	47.68	108.25	157.34	30.00	n/a
Vakleerling Stadium 1						
<b>Working ECA Employer</b>	<b>63</b>					
<b>Werkende EAV Werkgewer</b>						
<b>Non-ECA working Employer</b>	<b>64</b>					
<b>Nie-EAV werkende Werkgewer</b>						
<b>ECA employer with pension</b>	<b>66</b>		935.95			
<b>EAV werkgewer met pensioen</b>						
<b>Non-ECA employer with pension</b>	<b>67</b>		935.95			
<b>Nie-EAV werkgewer met pensioen</b>						

\* 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

TIER 2 include -

Bergville,  
Cathkin Park,  
Charlestown,  
Colenso,  
Creighton,

Hlabisa,  
Hluhluwe,  
Himeville,  
Impendle,  
Ingwavuma,

Melmoth,  
Mkuze,  
Mooi River,  
Mtubatuba,  
Mtunzini,

Dannhauser,	Ixopo,	Newcastle,
Dundee,	Jozini,	Nkandla,
Empangeni,	Kokstad,	Nongoma,
Estcourt,	KwaGingindlovu,	Nquthu,
Eshowe,	KwaMbonambi,	Ntambanana,
Glencoe	Ladysmith,	Paulpietersburg,
Hattingspruit,	Louwsburg,	Pennington,
Harding,	Mbazwana,	Pomeroy,

1. Employer pays ECA levies and compulsory for employers who are members of the E
2. Vat is payable on ECA levies only.
3. Please ensure that the correct designation code is entered for each employee on th
4. Council levy are retained by the Bargaining Council and used towards administratio
5. **\*\*Note that the job description must be adhered to. (NB: Maximum period of empl**  
**A "General Assistant" means an employee who is engaged in any or all of the fo**  
Digging holes and trenches, planting poles and laying and pulling cables in trench  
for conduit, providing no power tools are used. Loading or unloading materials,si  
incidental thereto from which the supply cables have been removed.
6. **A Collective Bargaining Levy (CBL)** has been introduced for all non party employers  
are not members of the party employer organisation(s) must pay R15.97 per week f  
all employees who are not members of the party union(s) must pay an amount of R  
subsidise the costs occasioned by collective bargaining and is effective from date of
7. Standby Allowance is R 129,30 per standby shift; Subsistence Allowance is R 197,20

#### **NEW SICK BENEFIT FUND (S.B.F.) -**

Every member in respect of whom contributions have been made in terms of clause ( public holidays, **Saturdays, Sundays and days the company will be on shut down in D**

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 <sup>th</sup>	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 11<sup>th</sup> day onwards in an employee's ann towards the employee's pension/provident as long as the employee is unfit to return t

**-1ST MARCH 2026 - PENSION FUND (ER 50%) AND (EE 50%) EFFECTIVE-1ST JULY 2024**

**1 HOUR WORK WEEK AND SAEWA, ECA AND THE COLLECTIVE BARGAINING LEVY DEDUCTIONS ARE**

Disability Benefit(PHI) Per Week		Funeral Benefit Per Week		SAEWA Per Week	ECA Per Week excl VA	SBF Per Week		Cour Per
ER	EE	ER	EE	EE	ER	ER	EE	ER
47.65	n/a	4.62	n/a	20.77	15.97	20.72	20.72	27.62
16.57	n/a	4.62	n/a	20.77	15.97	20.72	20.72	27.62
43.88	n/a	4.62	n/a	20.77	15.97	19.08	19.08	25.44
15.26	n/a	4.62	n/a	20.77	15.97	19.08	19.08	25.44
40.04	n/a	4.62	n/a	20.77	15.97	17.41	17.41	23.21
13.93	n/a	4.62	n/a	20.77	15.97	17.41	17.41	23.21
38.11	n/a	4.62	n/a	20.77	15.97	16.57	16.57	22.09
13.25	n/a	4.62	n/a	20.77	15.97	16.57	16.57	22.09
15.95	n/a	4.62	n/a	20.77	15.97	6.93	6.93	9.24
5.55	n/a	4.62	n/a	20.77	15.97	6.93	6.93	9.24
18.86	n/a	4.62	n/a	20.77	15.97	8.20	8.20	10.93
6.56	n/a	4.62	n/a	20.77	15.97	8.20	8.20	10.93
20.48	n/a	4.62	n/a	20.77	15.97	8.90	8.90	11.87
7.12	n/a	4.62	n/a	20.77	15.97	8.90	8.90	11.87
27.76	n/a	4.62	n/a	20.77	15.97	12.07	12.07	16.09
9.76	n/a	4.62	n/a	20.77	15.97	12.20	12.20	16.27
24.36	n/a	4.62	n/a	20.77	15.97	10.59	10.59	14.12
8.47	n/a	4.62	n/a	20.77	15.97	10.59	10.59	14.12
15.35	n/a	4.62	n/a	20.77	15.97	6.68	6.68	8.90
5.34	n/a	4.62	n/a	20.77	15.97	6.68	6.68	8.90
13.12	n/a	4.62	n/a	20.77	15.97	5.70	5.70	7.60

15.14	n/a	4.62	n/a	20.77	15.97	5.70	5.70	7.60
4.56	n/a	4.62	n/a	20.77	15.97	5.70	5.70	7.60
5.34	n/a	4.62	n/a	20.77	15.97	6.68	6.68	8.90
Disability Benefit(PHI) Per Week		Funeral Benefit Per Week		SAEWA Per Week	ECA Per Week excl VA	SBF Per Week		Cour Per
ER	EE	ER	EE	EE	ER	ER	EE	ER
4.56	n/a	4.62	n/a	20.77	15.97	5.70	5.70	7.60
n/a		n/a		20.77	15.97	n/a		5.70
15.35	n/a	4.62	n/a	20.77	15.97	6.68	6.68	8.90
5.34	n/a	4.62	n/a	20.77	15.97	6.68	6.68	8.90
17.92	n/a	4.62	n/a	20.77	15.97	7.79	7.79	10.39
6.23	n/a	4.62	n/a	20.77	15.97	7.79	7.79	10.39
26.67	n/a	4.62	n/a	20.77	15.97	11.60	11.60	15.46
19.06	n/a	4.62	n/a	20.77	15.97	8.29	8.29	11.05
17.15	n/a	4.62	n/a	20.77	15.97	7.46	7.46	9.94
14.48	n/a	4.62	n/a	20.77	15.97	6.29	6.29	8.39
					15.97			<b>55.24</b>
								<b>55.24</b>
					15.97			<b>55.24</b>
								<b>55.24</b>

**I HOURS AND THAT WILL GIVE YOU THE HOURLY DEDUCTION VALUE FOR THOSE FUNDS.**

**Pongola,  
Richards Bay,  
Scottburgh/Umzinto North,  
St Lucia,  
Ulundi,**

uMzimkhulu,  
Umzumbe,  
Underberg,  
Utrecht,  
Van Reenen,  
Vryheid,  
Weenen,  
Winterton,

CA.

e monthly contribution sheet.

7 cost.

loyment as code 95 is 4 months)

**Following tasks:**

es, chasing and cutting walls and concrete floor  
tripping redundant intallations and equipment

and non party union employees. Employers who  
or each scheduled employee in their employ and  
20,77 each per week. The object of CBL is to  
operation of the collective agreement.  
and travel per kilometer is R 4,91

5 shall be eligible for the following benefits set out in the table below in respec  
**December and January** that he is absent (owing to illness or injury) in an annual l

ual leave pay cycle in terms of which the SBF shall pay both the employee a  
to work and remains a member of fund.

**TIER 2 ( AREA K )**

**FIXED AMOUNTS PER WEEK**

Council Levy Per Week	Collective Bargaining Levy Per Week	
	ER	EE
27.62	15.97	20.77
27.62	15.97	20.77
25.44	15.97	20.77
25.44	15.97	20.77
23.21	15.97	20.77
23.21	15.97	20.77
22.09	15.97	20.77
22.09	15.97	20.77
9.24	15.97	20.77
9.24	15.97	20.77
10.93	15.97	20.77
10.93	15.97	20.77
11.87	15.97	20.77
11.87	15.97	20.77
16.09	15.97	20.77
16.27	15.97	20.77
14.12	15.97	20.77
14.12	15.97	20.77
8.90	15.97	20.77
8.90	15.97	20.77
7.60	15.97	20.77

7.60	15.97	20.77
7.60	15.97	20.77
8.90	15.97	20.77
<b>ncil Levy r Week</b>	<b>Collective Bargaining Levy Per Week</b>	
<b>EE</b>	<b>ER</b>	<b>EE</b>
7.60	15.97	20.77
5.70	15.97	20.77
8.90	15.97	20.77
8.90	15.97	20.77
10.39	15.97	20.77
10.39	15.97	20.77
15.46	15.97	20.77
11.05	15.97	20.77
9.94	15.97	20.77
8.39	15.97	20.77

st of each working day, excluding  
leave cycle of 365 calendar days:

nd the employer's contributions