

2025 WAGE & DEDUCTIONS TABLE - WITH EFFECT 01 MARCH 2026

REGION D - "PREVIOUSLY AREA N" - TIER 3

CATEGORIES OF EMPLOYEES	Code	Wages Per Hour	PEN / PROV		FIXED TERM CONTRACT EMPLOYEES ONLY - RISK ONLY CONTRIBUTIONS			SAEWA Per Week	ECA P/W (Excl VAT)	SBF		Council Levy		Collective Bargaining Levy P/W					
					EMPLOYER ONLY									EE	ER	ER	EE	ER	EE
					GLA	PHI	FUNERAL												
ER = Employer / EE = Employee			ER	EE				EE	ER	ER	EE	ER	EE	ER	EE				
Master Installation Electrician	40	R117.06	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
* Master Installation Electrician	R40	R117.06			1.64%	0.24%	R 4.62 p/w	R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
Installation Electrician/Foreman	41	R107.40	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
* Installation Electrician/Foreman	R41	R107.40			1.64%	0.24%	R 4.62 p/w	R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
Electrical Tester for Single Phase	39	R95.50	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
* Electrical Tester for Single Phase	R39	R95.50			1.64%	0.24%	R 4.62 p/w	R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
Electrician, Artisan & DAM	42	R93.53	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
* Electrician, Artisan & DAM	R42	R93.53			1.64%	0.24%	R 4.62 p/w	R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
Elconop 3	43	R67.90	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
* Elconop 3	R43	R67.90			1.64%	0.24%	R 4.62 p/w	R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
Elconop 2	44	R58.32	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
* Elconop 2	R44	R58.32			1.64%	0.24%	R 4.62 p/w	R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
Elconop 1	48	R37.50	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
* Elconop 1	R48	R37.50			1.64%	0.24%	R 4.62 p/w	R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
Storeman	93	R37.50	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
*Storeman	R93	R37.55			1.64%	0.24%	R 4.62 p/w	R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
Electrical Assistant	49	R31.94	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
* Electrical Assistant	R49	R31.94			1.64%	0.24%	R 4.62 p/w	R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
**General Assistant	95	R30.52	N/A		N/A			R20.77	R15.97	n/a		0.4%	0.4%	R15.97	R20.77				
Apprentice Stage 4	54	R65.47	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
Apprentice Stage 3	53	R46.76	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
Apprentice Stage 2	52	R42.10	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
Apprentice Stage 1	51	R35.51	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
Driver up to 3 500kg	45	R39.12	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
* Driver up to 3 500kg	R45	R39.12			1.64%	0.24%	R 4.62 p/w	R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
Driver 3 501kg to 16 000kg	46	R46.12	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
* Driver 3 501 to 16000	R46	R46.12			1.64%	0.24%	R 4.62 p/w	R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
Driver 16 001kg and over	47	R51.30	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
* Driver 16 001 kg and over	R47	R51.30			1.64%	0.24%	R 4.62 p/w	R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
Working ECA Employer	63								R15.97			0.4%	0.4%						
Non-ECA working Employer	64											0.4%	0.4%						
ECA employer with pension	66								R15.97			0.4%	0.4%						
Non-ECA employer with pension	67											0.4%	0.4%						

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

TIER 3 INCLUDE -

Alexander Bay	Kamieskroon	Nuwerus
Aurora	Klawer	O'Kiep
Bitterfontein	Kleinzee	Piketberg
Bulletrap	Kliprand	Port Nolloth
Calvinia	Koekenaap	Porterville
Carolusberg	Koingnaas	Putsekloof
Citrusdal	Komaggas	Redelinghuys
Clanwilliam	Koringberg	Richtersveld
Concordia	Kuboes	Rietpoort
Doring Bay	Lamberts Bay	Sanddrift
Ebenhaezer	Leipodtville	Saron
Eendekuil	Leliefontein / Kamiesberg	Springbok
Eksteenfontein	Loeriesfontein	Steinkopf
Elands Bay	Lutzville	Strandfontein, West Coast
Garies	Middelpos	Sutherland
Graafwater	Molsvlei	Van Rhynsdorp
Hondeklip Bay	Nababeep	Vredendal
Hopefield	Nieuwoudtville	Wupperthal

IMPORTANT NOTES:

- 1.) 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.
- 2.a) **ECA Levy** is paid by the employer only and compulsory for employers who are members of the Electrical Contractors Association (ECA).
b) Vat (of 15%) is payable on ECA levies only.
- 3.a) Members of the South African Equity Workers Association (SAEWA) pay union fees of R20.77 per week or R90.00 per month.
b) Fees are to be deducted from the member and included with monthly return which is paid to Council.
- 4.) **Pension/Provident Fund; Sick Benefit Fund and Council Levies** must be calculated on employees normal weekly wage excluding overtime.
- 5.) Please ensure that the correct designation code is entered for each employee on the monthly contribution sheet.
- 6.) ****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.
- 7.a) Please be advised that if employees are employed on a **fixed term contract**, a minimum of **1.88% plus(+)** **R4.62 per week** risk cover must be paid by the employer only in respect of employees Pension or Provident Fund. etc:
b) Fixed term contract workers categories all have a R before the code i.e. R49, R43 or R48 etc.
c) Provided that after an employee has been employed on his FIRST fixed term contract and for some justifiable reason is employed on a further fixed term contract within 90 days of the termination of his original contract ,the employer and the employee must contribute towards the employee's full Pension Fund i.e.7.5% and 7.5%.
- 8.) Standby Allowance is **R 129.30** per standby shift; Subsistence Allowance is **R 197.20 per night** and travel per kilometer is **R 4.91**.

NATIONAL 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 - But up to a maximum earnings of R35,000.00 per month	Same as above	Same percentages as above

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.