

**2025 WAGE & DEDUCTIONS TABLE - WITH EFFECT 01 MARCH 2026**

**REGION D - "PREVIOUSLY AREA O" - TIER 2**

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					
					ER	EE	EMPLOYER ONLY			EE	ER	ER	EE	ER	EE	ER	EE		
							GLA											PHI	FUNERAL
Master Installation Electrician	40	<b>R117.82</b>	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
* Master Installation Electrician	R40	<b>R117.82</b>			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	<b>R108.44</b>	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
* Installation Electrician/Foreman	R41	<b>R108.44</b>			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	<b>R98.97</b>	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	<b>R98.97</b>			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	<b>R94.26</b>	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
* Electrician, Artisan & DAM	R42	<b>R94.26</b>			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	<b>R69.54</b>	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
* Elconop 3	R43	<b>R69.54</b>			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	<b>R61.40</b>	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
* Elconop 2	R44	<b>R61.40</b>			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	<b>R40.18</b>	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
* Elconop 1	R48	<b>R40.18</b>			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	<b>R40.18</b>	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
*Storeman	R93	<b>R40.18</b>			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	<b>R38.43</b>	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
* Electrical Assistant	R49	<b>R38.43</b>			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	<b>R31.06</b>	N/A		N/A			R20.77	R15.97	n/a		0.4%	0.4%	R15.97	R20.77				
Apprentice Stage 4	54	<b>R65.98</b>	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
Apprentice Stage 3	53	<b>R47.13</b>	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
Apprentice Stage 2	52	<b>R42.40</b>	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77				
Apprentice Stage 1	51	<b>R35.80</b>	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	<b>R39.03</b>	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	<b>R39.03</b>			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	<b>R45.44</b>	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	<b>R45.44</b>			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	<b>R50.40</b>	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	<b>R50.40</b>			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 2 INCLUDE -**

Betty's Bay	Pearly Beach
Birkenhead	Pniel
Bot River	Pringle Bay
Caledon/Myddleton	Rawsonville
Ceres	Rooi-Els
De Kelders	Sand Bay
Fishershaven	Stanford
Franskraal	Theewaterskloof
GansBaai	Tulbach
Gouda	Van Dyks Bay
Grabouw	Vermont
Hawston	Villiersdorp
Hermanus	Wolseley
Kleinmond	Worcester
Onrus	

**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 installations 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 <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 - 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 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 contributions towards the employee's pension/provident as long as the employee is unfit to return to work and remains a member of fund.