

2025 WAGE & DEDUCTIONS TABLE - WITH EFFECT 01 MARCH 2026

REGION D - "PREVIOUSLY AREA O" - 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										
					ER	EE									
			GLA	PHI	FUNERAL										
Master Installation Electrician	40	R117.82	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77
* Master Installation Electrician	R40	R117.82			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	R108.44	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77
* Installation Electrician/Foreman	R41	R108.44			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	R98.97	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	R98.97			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	R94.26	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77
* Electrician, Artisan & DAM	R42	R94.26			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	R69.54	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77
* Elconop 3	R43	R69.54			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	R61.40	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77
* Elconop 2	R44	R61.40			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
Elconop 1	48	R40.18	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77
* Elconop 1	R48	R40.18			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	R40.18	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77
*Storeman	R93	R40.18			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	R38.41	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77
* Electrical Assistant	R49	R38.41			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	R65.98	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77
Apprentice Stage 3	53	R47.13	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77
Apprentice Stage 2	52	R42.40	7.5%	7.5%				R20.77	R15.97	0.3%	0.3%	0.4%	0.4%	R15.97	R20.77
Apprentice Stage 1	51	R35.80	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	R39.03	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	R39.03			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	R45.44	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	R45.44			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	R50.40	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	R50.40			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
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 -	Agulhas	Matjiesfontein
	Arniston	Mc Gregor
	Ashton	Montagu
	Barrydale	Napier
	Bonnievale	Op-Die-Berg
	Bredasdorp	Prince Alfred Hamlet
	Buffeljagsrivier	Protem
	De Doorns	Riviersonderend
	Elim	Robertson
	Genadendal	Slangrivier
	Greyton	Struis Bay
	Heidelberg	Suiderstrand
	Infanta	Suurbraak
	Klipdale	Swellendam
	Laingsburg	Touws River
	Malgas	Witsand

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.