



N.B.C.E.I
National Bargaining Council For The
Electrical Industry Of South Africa

National Bargaining Council for the Electrical Industry (SA)

National Wage Schedules for Regions A, B, C and D 2023 – 2024



About the NBCEI (SA)

The National Bargaining Council for the Electrical Industry of South Africa NBCEI (SA) is a vital organisation that has been working tirelessly to promote industrial peace and stability in the electrical industry. The NBCEI (SA) is a bargaining council established in terms of the Labour Relations Act, and it is responsible for negotiating collective agreements on wages and other terms and conditions of employment, resolving disputes, and administering various funds and schemes for the benefit of its members.

The NBCEI (SA) is committed to providing a forum and facilities for collective bargaining, settlement of labour disputes, and other services that promote the interests of both employers and employees in the electrical industry. The council has a team of experienced commissioners who are specialised in the electrical industry, and they provide effective and efficient dispute resolution services to ensure that disputes are resolved quickly and fairly.

In addition, the NBCEI (SA) also administers various funds and schemes, such as pension, provident, medical aid, sick pay, and training schemes, which are designed to provide financial security and support to its members. The NBCEI (SA) is dedicated to promoting the interests of its members and the electrical industry as a whole. It is committed to ensuring that the industry remains competitive, sustainable, and innovative, and that it provides quality benefits and services to its members.

If you are an employer or employee in the electrical industry, we encourage you to join the NBCEI (SA) and become a member. By joining the council, you will have access to a range of benefits and services that will help you to grow your business or advance your career in the electrical industry.

NBCEISA provides the following services:

- Forum and facilities for collective bargaining.
- Settlement of labour disputes.
- Provision of social benefits for the upliftment of all persons falling within the industry, i.e. pension, provident, leave pay fund and sick pay fund.
- NBCEI (SA) consists of representatives from both employers' and employees' organisations and has equal representation from both groups.
- The agreements negotiated are, where necessary, extended by the State to include the entire electrical industry once satisfied that the parties to the Council are in the majority. It is for this reason that all employers and employees falling within the electrical industry resort under the jurisdiction of NBCEI (SA).
- Bargaining councils are not funded by the State and all employers, and their employees pay a council levy towards the funding of the Council.

Contact us to learn more about how you can become a member of the NBCEI (SA) or visit www.nbcei.co.za.

National Bargaining Council for the Electrical Industry (SA)

National Office	General Secretary	122 Queen Street, Kensington, 2094	(011) 339 2312
Johannesburg	Sam Wiggles (Regional Manager)	122 Queen Street, Kensington, 2094	(011) 339 2312
Gqeberha	Cobus Grobler (Regional Manager)	4th Avenue, Newton Park, 6045	(041) 363 5460
Durban	Sizo Khoarai (Regional Manager)	23 Lennox Road, Windermere, Berea, 4001	(031) 306 8100
Bloemfontein	Ronel Grobelaar (Admin)	74b Victoria Road, Willows, 9300	(051) 444 5869
Pretoria	Sydney Moshane (Regional Manager)	1072 Francis Baard Street, Hatfield	(012) 110 4644
Cape Town	Chantel Ross (Regional Manager)	31 Cook Street, Goodwood, 7460	(021) 591 4784
East London	Eunice Makonco (Agent)	Unit 205, Edcott Square, 256 Oxford Street, East London, 5201	(043) 722 0121
George	Sonja de Villiers (Agent)	Room 201, York Mall, York Street, George, 6529	(044) 874 5738
Polokwane	Mavis Chokoe (Admin)	Office 314, 3rd Floor, 50 Pioneer Building, Landros Mare Street, 0700	(015) 291 4157

REGION A:

1. Employer pays ECA levies and is 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 is retained by the Bargaining Council and used towards administration costs.
5. **Note that the job description must be adhered to.
(NB: Maximum period of employment as code 95 is four 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 floors 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 R12.90 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 R19,62 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 110,43** per standby shift; Subsistence Allowance is **R 168,42** and travel per kilometer is **R 4,20**.

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, 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/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 fund as long as the employee is unfit to return to work and remains a member of the fund.

NEW WAGE & DEDUCTIONS EFFECTIVE - 29 MAY 2023

* PLEASE NOTE - PEN/PROV, 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 WENEMERS	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	ECA Per	SBF		Council Levy		Collective Bargaining Levy	
			ER	EE	ER	EE	ER	EE	ER	EE	Per Week	Week excl VAT	Per Week	ER	EE	ER	EE	ER
ER = Employer / EE = Employee			ER	EE	ER	EE	ER	EE	ER	EE	EE	ER	ER	EE	ER	EE	ER	EE
Master Installation Electrician Meester Installasie Elektriesien	40	133,07	250,66	439,13	143,45	n/a	40,40	n/a	4,62	n/a	19,62	13,83	17,57	17,57	23,42	23,42	12,90	19,62
* Master Installation Electrician * Meester Installasie Elektriesien	R40	133,07			96,02	n/a	14,05	n/a	4,62	n/a	19,62	13,83	17,57	17,57	23,42	23,42	12,90	19,62
Installation Electrician/Foreman Installasie Elektriesien/Voorman	41	122,56	230,50	404,45	132,12	n/a	37,21	n/a	4,62	n/a	19,62	13,83	16,18	16,18	21,57	21,57	12,90	19,62
* Installation Electrician/Foreman * Installasie Elektriesien/Voorman	R41	122,56			88,44	n/a	12,94	n/a	4,62	n/a	19,62	13,83	16,18	16,18	21,57	21,57	12,90	19,62
Electrical Tester for Single Phase Elektriese Toetsers vir enkelfase	39	111,84	209,93	369,07	120,56	n/a	33,95	n/a	4,62	n/a	19,62	13,83	14,76	14,76	19,68	19,68	12,90	19,62
* Electrical Tester for Single Phase * Elektriese Toetsers vir enkelfase	R39	111,84			80,70	n/a	11,81	n/a	4,62	n/a	19,62	13,83	14,76	14,76	19,68	19,68	12,90	19,62
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	106,40	199,50	351,12	114,70	n/a	32,30	n/a	4,62	n/a	19,62	13,83	14,04	14,04	18,73	18,73	12,90	19,62
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	R42	106,40			76,78	n/a	11,24	n/a	4,62	n/a	19,62	13,83	14,04	14,04	18,73	18,73	12,90	19,62
Driver up to 3 500kg Drywer tot 3 500 kg	45	44,86	81,44	148,04	48,36	n/a	13,62	n/a	4,62	n/a	19,62	13,83	5,92	5,92	7,90	7,90	12,90	19,62
* Driver up to 3 500kg * Drywer tot 3 500 kg	R45	44,86			32,37	n/a	4,74	n/a	4,62	n/a	19,62	13,83	5,92	5,92	7,90	7,90	12,90	19,62
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	52,70	96,48	173,91	56,81	n/a	16,00	n/a	4,62	n/a	19,62	13,83	6,96	6,96	9,28	9,28	12,90	19,62
* Driver 3 501 to 16000 * Drywer 3 501 tot 16 000 kg	R46	52,70			38,03	n/a	5,57	n/a	4,62	n/a	19,62	13,83	6,96	6,96	9,28	9,28	12,90	19,62
Driver 16 001kg and over Drywer 16 001kg en meer	47	58,49	107,59	193,02	63,05	n/a	17,76	n/a	4,62	n/a	19,62	13,83	7,72	7,72	10,29	10,29	12,90	19,62
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	R47	58,49			42,21	n/a	6,18	n/a	4,62	n/a	19,62	13,83	7,72	7,72	10,29	10,29	12,90	19,62
Elkonop 3 Elkonop 3	43	77,54	144,13	255,88	83,59	n/a	23,54	n/a	4,62	n/a	19,62	13,83	10,24	10,24	13,65	13,65	12,90	19,62
* Elkonop 3 * Elkonop 3	R43	77,54			55,95	n/a	8,19	n/a	4,62	n/a	19,62	13,83	10,24	10,24	13,65	13,65	12,90	19,62
Elkonop 2 Elkonop 2	44	66,85	123,63	220,61	72,06	n/a	20,30	n/a	4,62	n/a	19,62	13,83	8,82	8,82	11,77	11,77	12,90	19,62
* Elkonop 2 * Elkonop 2	R44	66,85			48,24	n/a	7,06	n/a	4,62	n/a	19,62	13,83	8,82	8,82	11,77	11,77	12,90	19,62
Elkonop 1 Elkonop 1	48	43,14	78,14	142,36	46,50	n/a	13,10	n/a	4,62	n/a	19,62	13,83	5,69	5,69	7,59	7,59	12,90	19,62
* Elkonop 1 * Elkonop 1	R48	43,14			31,13	n/a	4,56	n/a	4,62	n/a	19,62	13,83	5,69	5,69	7,59	7,59	12,90	19,62
Electrical Assistant Elektriese Assistent	49	36,60	65,59	120,78	39,45	n/a	11,11	n/a	4,62	n/a	19,62	13,83	4,83	4,83	6,44	6,44	12,90	19,62
* Electrical Assistant * Elektriese Assistent	R49	36,60			26,41	n/a	3,86	n/a	4,62	n/a	19,62	13,83	4,83	4,83	6,44	6,44	12,90	19,62
**Algemene Assistent **General Assistent	95	27,45	n/a		n/a		n/a		n/a		19,62	13,83	n/a		4,83	4,83	12,90	19,62

CATEGORIES OF EMPLOYEES KATEGORIE VAN WENEMERS	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	ECA Per	SBF		Council Levy		Collective Bargaining Levy	
			ER	EE	ER	EE	ER	EE	ER	EE	Per Week	Week excl VAT	Per Week	ER	EE	ER	EE	ER
ER = Employer / EE = Employee			ER	EE	ER	EE	ER	EE	ER	EE	EE	ER	ER	EE	ER	EE	ER	EE
Storeman Stoorman	93	43,14	78,14	142,36	46,50	n/a	13,10	n/a	4,62	n/a	19,62	13,83	5,69	5,69	7,59	7,59	12,90	19,62
*Storeman *Stoorman	R93	43,14			31,13	n/a	4,56	n/a	4,62	n/a	19,62	13,83	5,69	5,69	7,59	7,59	12,90	19,62
Apprentice Stage 4 Vakleerling Stadium 4	54	74,49	138,28	245,82	80,30	n/a	22,62	n/a	4,62	n/a	19,62	13,83	9,83	9,83	13,11	13,11	12,90	19,62
Apprentice Stage 3 Vakleerling Stadium 3	53	53,20	97,44	175,56	57,35	n/a	16,15	n/a	4,62	n/a	19,62	13,83	7,02	7,02	9,36	9,36	12,90	19,62
Apprentice Stage 2 Vakleerling Stadium 2	52	47,88	87,23	158,00	51,61	n/a	14,54	n/a	4,62	n/a	19,62	13,83	6,32	6,32	8,43	8,43	12,90	19,62
Apprentice Stage 1 Vakleerling Stadium 1	51	40,45	72,98	133,49	43,61	n/a	12,28	n/a	4,62	n/a	19,62	13,83	5,34	5,34	7,12	7,12	12,90	19,62
Working ECA Employer Werkende EAV Werkgewer	63											13,83			46,84			
Non-ECA working Employer Nie-EAV werkende Werkgewer	64														46,84			
ECA employer with pension EAV werkgewer met pensioen	66		878,26									13,83			46,84			
Non-ECA employer with pension Nie-EAV werkgewer met pensioen	67		878,26												46,84			

* Risk benefit only (fixed term contracts) reflecting on levy with "r" prefix

* Please note that you can divide the pen/prov, gla, phi, sbf and council levy deductions by 44 hours and that will give you the hourly deduction value for those funds.

Tier 1 (old Area B) includes

Delmas

Ga-Rankua



NEW WAGE & DEDUCTIONS EFFECTIVE - 29 MAY 2023

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CATEGORIES OF EMPLOYEES KATEGORIE VAN WEKEMERS	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	EE	ER	EE	ER	EE	ER	EE			ER	EE	ER	EE	ER	EE
ER = Employer / EE = Employee																		
Master installation Electrician Meester Installasie Elektriesien	40	127,11	239,23	419,46	137,02	n/a	38,59	n/a	4,62	n/a	19,62	13,83	16,78	16,78	22,37	22,37	12,90	19,62
* Master Installation Electrician * Meester Installasie Elektriesien	R40	127,11			91,72	n/a	13,42	n/a	4,62	n/a	19,62	13,83	16,78	16,78	22,37	22,37	12,90	19,62
Installation Electrician/Foreman Installasie Elektriesien/Voorman	41	114,16	214,38	376,73	123,06	n/a	34,66	n/a	4,62	n/a	19,62	13,83	15,07	15,07	20,09	20,09	12,90	19,62
* Installation Electrician/Foreman * Installasie Elektriesien/Voorman	R41	114,16			82,38	n/a	12,06	n/a	4,62	n/a	19,62	13,83	15,07	15,07	20,09	20,09	12,90	19,62
Electrical Tester for Single Phase Elektriese Toetsers vir enkel fase	39	106,54	199,77	351,58	114,85	n/a	32,35	n/a	4,62	n/a	19,62	13,83	14,06	14,06	18,75	18,75	12,90	19,62
* Electrical Tester for Single Phase * Elektriese Toetsers vir enkel fase	R39	106,54			76,88	n/a	11,25	n/a	4,62	n/a	19,62	13,83	14,06	14,06	18,75	18,75	12,90	19,62
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	99,15	185,59	327,20	106,88	n/a	30,10	n/a	4,62	n/a	19,62	13,83	13,09	13,09	17,45	17,45	12,90	19,62
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	R42	99,15			71,55	n/a	10,47	n/a	4,62	n/a	19,62	13,83	13,09	13,09	17,45	17,45	12,90	19,62
Driver up to 3 500kg Drywer tot 3 500 kg	45	41,87	75,70	138,17	45,14	n/a	12,71	n/a	4,62	n/a	19,62	13,83	5,53	5,53	7,37	7,37	12,90	19,62
* Driver up to 3 500kg * Drywer tot 3 500 kg	R45	41,87			30,21	n/a	4,42	n/a	4,62	n/a	19,62	13,83	5,53	5,53	7,37	7,37	12,90	19,62
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	49,07	89,52	161,93	52,90	n/a	14,90	n/a	4,62	n/a	19,62	13,83	6,48	6,48	8,64	8,64	12,90	19,62
* Driver 3 501 to 16000 * Drywer 3 501 tot 16 000 kg	R46	49,07			35,41	n/a	5,18	n/a	4,62	n/a	19,62	13,83	6,48	6,48	8,64	8,64	12,90	19,62
Driver 16 001kg and over Drywer 16 001kg en meer	47	54,51	99,95	179,88	58,76	n/a	16,55	n/a	4,62	n/a	19,62	13,83	7,20	7,20	9,59	9,59	12,90	19,62
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	R47	54,51			39,33	n/a	5,76	n/a	4,62	n/a	19,62	13,83	7,20	7,20	9,59	9,59	12,90	19,62
Elkonop 3 Elkonop 3	43	72,16	133,81	238,13	77,79	n/a	21,91	n/a	4,62	n/a	19,62	13,83	9,53	9,53	12,70	12,70	12,90	19,62
* Elkonop 3 * Elkonop 3	R43	72,16			52,07	n/a	7,62	n/a	4,62	n/a	19,62	13,83	9,53	9,53	12,70	12,70	12,90	19,62
Elkonop 2 Elkonop 2	44	61,78	113,90	203,87	66,60	n/a	18,76	n/a	4,62	n/a	19,62	13,83	8,15	8,15	10,87	10,87	12,90	19,62
* Elkonop 2 * Elkonop 2	R44	61,78			44,58	n/a	6,52	n/a	4,62	n/a	19,62	13,83	8,15	8,15	10,87	10,87	12,90	19,62
Elkonop 1 Elkonop 1	48	39,54	71,23	130,48	42,62	n/a	12,00	n/a	4,62	n/a	19,62	13,83	5,22	5,22	6,96	6,96	12,90	19,62
* Elkonop 1 * Elkonop 1	R48	39,54			28,53	n/a	4,18	n/a	4,62	n/a	19,62	13,83	5,22	5,22	6,96	6,96	12,90	19,62
Electrical Assistant Elektriese Assistent	49	33,74	60,11	111,34	36,37	n/a	10,24	n/a	4,62	n/a	19,62	13,83	4,45	4,45	5,94	5,94	12,90	19,62
* Electrical Assistant * Elektriese Assistent	R49	33,74			24,35	n/a	3,56	n/a	4,62	n/a	19,62	13,83	4,45	4,45	5,94	5,94	12,90	19,62
**Algemene Assistent **General Assistent	95	25,59		n/a		n/a		n/a		n/a	19,62	13,83		n/a	4,50	4,50	12,90	19,62

CATEGORIES OF EMPLOYEES KATEGORIE VAN WEKEMERS	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	EE	ER	EE	ER	EE	ER	EE			ER	EE	ER	EE		
ER = Employer / EE = Employee																		
Storeman Stoorman	93	39,54	71,23	130,48	42,62	n/a	12,00	n/a	4,62	n/a	19,62	13,83	5,22	5,22	6,96	6,96	12,90	19,62
* Storeman * Stoorman	R93	39,54			28,53	n/a	4,18	n/a	4,62	n/a	19,62	13,83	5,22	5,22	6,96	6,96	12,90	19,62
Apprentice Stage 4 Vakleerling Stadium 4	54	69,51	128,73	229,38	74,93	n/a	21,10	n/a	4,62	n/a	19,62	13,83	9,18	9,18	12,23	12,23	12,90	19,62
Apprentice Stage 3 Vakleerling Stadium 3	53	49,61	90,55	163,71	53,48	n/a	15,06	n/a	4,62	n/a	19,62	13,83	6,55	6,55	8,73	8,73	12,90	19,62
Apprentice Stage 2 Vakleerling Stadium 2	52	44,70	81,13	147,51	48,19	n/a	13,57	n/a	4,62	n/a	19,62	13,83	5,90	5,90	7,87	7,87	12,90	19,62
Apprentice Stage 1 Vakleerling Stadium 1	51	37,72	67,74	124,48	40,66	n/a	11,45	n/a	4,62	n/a	19,62	13,83	4,98	4,98	6,64	6,64	12,90	19,62
Working ECA Employer Werkende EAV Werkgewer	63											13,83			44,74			
Non-ECA working Employer Nie-EAV werkende Werkgewer	64														44,74			
ECA employer with pension EAV werkgewer met pensioen	66		838,93									13,83			44,74			
Non-ECA employer with pension Nie-EAV werkgewer met pensioen	67		838,93												44,74			

* Risk benefit only (fixed term contracts) reflecting on levy with "r" prefix

* Please note that you can divide the pen/prov, gla, phi, sbf and council levy deductions by 44 hours and that will give you the hourly deduction value for those funds.

Tier 2 (old Area C) includes

Baberton
Bloemfontein
Botshabelo
Emakazeni (Belfast)



NEW WAGE & DEDUCTIONS EFFECTIVE - 29 MAY 2023

* PLEASE NOTE - PEN/PROV, 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	EE	ER	EE	ER	EE	ER	EE			ER	EE	ER	EE	ER	EE
ER = Employer / EE = Employee																		
Master Installation Electrician Meester Installasie Elektriesien	40	101,78	190,63	335,87	109,72	n/a	30,90	n/a	4,62	n/a	19,62	13,83	13,43	12,98	17,91	17,91	12,90	19,62
* Master Installation Electrician * Meester Installasie Elektriesien	R40	101,78			73,44	n/a	10,75	n/a	4,62	n/a	19,62	13,83	13,43	12,98	17,91	17,91	12,90	19,62
Installation Electrician/Foreman Installasie Elektriesien/Voorman	41	93,71	175,15	309,24	101,02	n/a	28,45	n/a	4,62	n/a	19,62	13,83	12,37	11,95	16,49	16,49	12,90	19,62
* Installation Electrician/Foreman * Installasie Elektriesien/Voorman	R41	93,71			67,62	n/a	9,90	n/a	4,62	n/a	19,62	13,83	12,37	11,95	16,49	16,49	12,90	19,62
Electrical Tester for Single Phase Elektriese Toetser vir enkelfase	39	85,45	159,31	281,99	92,12	n/a	25,94	n/a	4,62	n/a	19,62	13,83	11,28	10,89	15,04	15,04	12,90	19,62
* Electrical Tester for Single Phase * Elektriese Toetser vir enkelfase	R39	85,45			61,66	n/a	9,02	n/a	4,62	n/a	19,62	13,83	11,28	10,89	15,04	15,04	12,90	19,62
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	81,45	151,63	268,79	87,80	n/a	24,73	n/a	4,62	n/a	19,62	13,83	10,75	10,38	14,34	14,34	12,90	19,62
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	R42	81,45			58,77	n/a	8,60	n/a	4,62	n/a	19,62	13,83	10,75	10,38	14,34	14,34	12,90	19,62
Driver up to 3 500kg Drywer tot 3 500 kg	45	34,32	61,22	113,26	37,00	n/a	10,42	n/a	4,62	n/a	19,62	13,83	4,53	4,38	6,04	6,04	12,90	19,62
* Driver up to 3 500kg * Drywer tot 3 500 kg	R45	34,32			24,77	n/a	3,62	n/a	4,62	n/a	19,62	13,83	4,53	4,38	6,04	6,04	12,90	19,62
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	40,24	72,58	132,79	43,38	n/a	12,22	n/a	4,62	n/a	19,62	13,83	5,31	5,13	7,08	7,08	12,90	19,62
* Driver 3 501 to 16000 * Drywer 3 501 tot 16 000 kg	R46	40,24			29,04	n/a	4,25	n/a	4,62	n/a	19,62	13,83	5,31	5,13	7,08	7,08	12,90	19,62
Driver 16 001kg and over Drywer 16 001kg en meer	47	44,60	80,94	147,18	48,08	n/a	13,54	n/a	4,62	n/a	19,62	13,83	5,89	5,69	7,85	7,85	12,90	19,62
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	R47	44,60			32,18	n/a	4,71	n/a	4,62	n/a	19,62	13,83	5,89	5,69	7,85	7,85	12,90	19,62
Elkonop 3 Elkonop 3	43	59,14	108,83	195,16	63,75	n/a	17,95	n/a	4,62	n/a	19,62	13,83	7,81	7,54	10,41	10,41	12,90	19,62
* Elkonop 3 * Elkonop 3	R43	59,14			42,68	n/a	6,25	n/a	4,62	n/a	19,62	13,83	7,81	7,54	10,41	10,41	12,90	19,62
Elkonop 2 Elkonop 2	44	50,94	93,10	168,10	54,91	n/a	15,47	n/a	4,62	n/a	19,62	13,83	6,72	6,49	8,97	8,97	12,90	19,62
* Elkonop 2 * Elkonop 2	R44	50,94			36,76	n/a	5,38	n/a	4,62	n/a	19,62	13,83	6,72	6,49	8,97	8,97	12,90	19,62
Elkonop 1 Elkonop 1	48	33,44	59,53	110,35	36,05	n/a	10,15	n/a	4,62	n/a	19,62	13,83	4,41	4,26	5,89	5,89	12,90	19,62
* Elkonop 1 * Elkonop 1	R48	33,44			24,13	n/a	3,53	n/a	4,62	n/a	19,62	13,83	4,41	4,26	5,89	5,89	12,90	19,62
Electrical Assistant Elektriese Assistent	49	27,83	48,77	91,84	30,00	n/a	8,45	n/a	4,62	n/a	19,62	13,83	3,67	3,55	4,90	4,90	12,90	19,62
* Electrical Assistant * Elektriese Assistent	R49	27,83			20,08	n/a	2,94	n/a	4,62	n/a	19,62	13,83	3,67	3,55	4,90	4,90	12,90	19,62
**Algemene Assistent **General Assistant	95	26,07	n/a		n/a		n/a		n/a		19,62	13,83	n/a		4,59	4,59	12,90	19,62

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	EE	ER	EE	ER	EE	ER	EE			ER	EE	ER	EE		
ER = Employer / EE = Employee																		
Storeman Stoorman	93	33,44	59,53	110,35	36,05	n/a	10,15	n/a	4,62	n/a	19,62	13,83	4,41	4,41	5,89	5,89	12,90	19,62
*Storeman *Stoorman	R93	33,44			24,13	n/a	3,53	n/a	4,62	n/a	19,62	13,83	4,41	4,41	5,89	5,89	12,90	19,62
Apprentice Stage 4 Vakleerling Stadium 4	54	57,03	105,04	188,20	61,23	n/a	17,31	n/a	4,62	n/a	19,62	13,83	7,53	7,53	10,04	10,04	12,90	19,62
Apprentice Stage 3 Vakleerling Stadium 3	53	40,76	73,57	134,51	43,94	n/a	12,37	n/a	4,62	n/a	19,62	13,83	5,38	5,38	7,17	7,17	12,90	19,62
Apprentice Stage 2 Vakleerling Stadium 2	52	36,63	65,65	120,88	39,49	n/a	11,12	n/a	4,62	n/a	19,62	13,83	4,84	4,84	6,45	6,45	12,90	19,62
Apprentice Stage 1 Vakleerling Stadium 1	51	30,95	54,75	102,14	33,36	n/a	9,40	n/a	4,62	n/a	19,62	13,83	4,09	4,09	5,45	5,45	12,90	19,62
Working ECA Employer Werkende EAV Werkgewer	63											13,83			35,83			
Non-ECA working Employer Nie-EAV werkende Werkgewer	64														35,83			
ECA employer with pension EAV werkgewer met pensioen	66		671,75									13,83			35,83			
Non-ECA employer with pension Nie-EAV werkgewer met pensioen	67		671,75												35,83			

* Risk benefit only (fixed term contracts) reflecting on levy with "r" prefix

* Please note that you can divide the pen/prov, gla, phi, sbf and council levy deductions by 44 hours and that will give you the hourly deduction value for those funds.

Tier 2 (old Area D) includes

Odendaalsrus
Ventersdorp
Virginia
Welkom



NEW WAGE & DEDUCTIONS EFFECTIVE - 29 MAY 2023

* PLEASE NOTE - PEN/PROV, 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	EE	ER	EE	ER	EE	ER	EE			ER	EE	ER	EE	ER	EE
ER = Employer / EE = Employee																		
Master Installation Electrician Meester Installasie Elektriesien	40	96,89	181,25	319,74	104,45	n/a	29,42	n/a	4,62	n/a	19,62	13,83	12,79	12,79	17,05	17,05	12,90	19,62
* Master Installation Electrician * Meester Installasie Elektriesien	R40	96,89			69,92	n/a	10,23	n/a	4,62	n/a	19,62	13,83	12,79	12,79	17,05	17,05	12,90	19,62
Installation Electrician/Foreman Installasie Elektriesien/Voorman	41	89,20	166,50	294,36	96,16	n/a	27,08	n/a	4,62	n/a	19,62	13,83	11,77	11,77	15,70	15,70	12,90	19,62
* Installation Electrician/Foreman * Installasie Elektriesien/Voorman	R41	89,20			64,37	n/a	9,42	n/a	4,62	n/a	19,62	13,83	11,77	11,77	15,70	15,70	12,90	19,62
Electrical Tester for Single Phase Elektriese Toetsers vir enkelfase	39	81,33	151,40	268,39	87,67	n/a	24,69	n/a	4,62	n/a	19,62	13,83	10,74	10,74	14,31	14,31	12,90	19,62
* Electrical Tester for Single Phase * Elektriese Toetsers vir enkelfase	R39	81,33			58,69	n/a	8,59	n/a	4,62	n/a	19,62	13,83	10,74	10,74	14,31	14,31	12,90	19,62
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	77,54	144,13	255,88	83,59	n/a	23,54	n/a	4,62	n/a	19,62	13,83	10,24	10,24	13,65	13,65	12,90	19,62
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	R42	77,54			55,95	n/a	8,19	n/a	4,62	n/a	19,62	13,83	10,24	10,24	13,65	13,65	12,90	19,62
Driver up to 3 500kg Drywer tot 3 500 kg	45	32,71	58,13	107,94	35,26	n/a	9,93	n/a	4,62	n/a	19,62	13,83	4,32	4,32	5,76	5,76	12,90	19,62
* Driver up to 3 500kg * Drywer tot 3 500 kg	R45	32,71			23,60	n/a	3,45	n/a	4,62	n/a	19,62	13,83	4,32	4,32	5,76	5,76	12,90	19,62
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	38,29	68,84	126,36	41,28	n/a	11,62	n/a	4,62	n/a	19,62	13,83	5,05	5,05	6,74	6,74	12,90	19,62
* Driver 3 501 to 16000 * Drywer 3 501 tot 16 000 kg	R46	38,29			27,63	n/a	4,04	n/a	4,62	n/a	19,62	13,83	5,05	5,05	6,74	6,74	12,90	19,62
Driver 16 001kg and over Drywer 16 001kg en meer	47	42,58	77,07	140,51	45,90	n/a	12,93	n/a	4,62	n/a	19,62	13,83	5,62	5,62	7,49	7,49	12,90	19,62
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	R47	42,58			30,73	n/a	4,50	n/a	4,62	n/a	19,62	13,83	5,62	5,62	7,49	7,49	12,90	19,62
Elkonop 3 Elkonop 3	43	56,27	103,33	185,69	60,66	n/a	17,08	n/a	4,62	n/a	19,62	13,83	7,43	7,43	9,90	9,90	12,90	19,62
* Elkonop 3 * Elkonop 3	R43	56,27			40,60	n/a	5,94	n/a	4,62	n/a	19,62	13,83	7,43	7,43	9,90	9,90	12,90	19,62
Elkonop 2 Elkonop 2	44	48,32	88,08	159,46	52,09	n/a	14,67	n/a	4,62	n/a	19,62	13,83	6,38	6,38	8,50	8,50	12,90	19,62
* Elkonop 2 * Elkonop 2	R44	48,32			34,87	n/a	5,10	n/a	4,62	n/a	19,62	13,83	6,38	6,38	8,50	8,50	12,90	19,62
Elkonop 1 Elkonop 1	48	31,93	56,63	105,37	34,42	n/a	9,69	n/a	4,62	n/a	19,62	13,83	4,21	4,21	5,62	5,62	12,90	19,62
* Elkonop 1 * Elkonop 1	R48	31,93			23,04	n/a	3,37	n/a	4,62	n/a	19,62	13,83	4,21	4,21	5,62	5,62	12,90	19,62
Electrical Assistant Elektriese Assistent	49	26,47	46,16	87,35	28,53	n/a	8,04	n/a	4,62	n/a	19,62	13,83	3,49	3,49	4,66	4,66	12,90	19,62
* Electrical Assistant * Elektriese Assistent	R49	26,47			19,10	n/a	2,80	n/a	4,62	n/a	19,62	13,83	3,49	3,49	4,66	4,66	12,90	19,62
**Algemene Assistent **General Assistant	95	25,59	n/a		n/a		n/a		n/a		19,62	13,83	n/a		4,50	4,50	12,90	19,62

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	EE	ER	EE	ER	EE	ER	EE			ER	EE	ER	EE		
ER = Employer / EE = Employee																		
Storeman Stoorman	93	31,93	56,63	105,37	34,42	n/a	9,69	n/a	4,62	n/a	19,62	13,83	4,21	4,21	5,62	5,62	12,90	19,62
*Storeman *Stoorman	R93	31,93			23,04	n/a	9,69	n/a	4,62	n/a	19,62	13,83	4,21	4,21	5,62	5,62	12,90	19,62
Apprentice Stage 4 Vakleerling Stadium 4	54	54,29	99,53	179,16	58,52	n/a	16,48	n/a	4,62	n/a	19,62	13,83	7,17	7,17	9,56	9,56	12,90	19,62
Apprentice Stage 3 Vakleerling Stadium 3	53	38,80	69,81	128,04	41,83	n/a	11,78	n/a	4,62	n/a	19,62	13,83	5,12	5,12	6,83	6,83	12,90	19,62
Apprentice Stage 2 Vakleerling Stadium 2	52	34,87	62,27	115,07	37,59	n/a	10,59	n/a	4,62	n/a	19,62	13,83	4,60	4,60	6,14	6,14	12,90	19,62
Apprentice Stage 1 Vakleerling Stadium 1	51	29,46	51,90	97,22	31,76	n/a	8,94	n/a	4,62	n/a	19,62	13,83	3,89	3,89	5,18	5,18	12,90	19,62
Working ECA Employer Werkende EAV Werkgewer	63											13,83			34,11			
Non-ECA working Employer Nie-EAV werkende Werkgewer	64														34,11			
ECA employer with pension EAV werkgewer met pensioen	66		639,47									13,83			34,11			
Non-ECA employer with pension Nie-EAV werkgewer met pensioen	67		639,47												34,11			

* Risk benefit only (fixed term contracts) reflecting on levy with "r" prefix

* Please note that you can divide the pen/prov, gla, phi, sbf and council levy deductions by 44 hours and that will give you the hourly deduction value for those funds.

Tier 3 (old Area D) includes

Bethlehem Edenville
Harrismith Kestell
Kroonstad Odendaalsrus
Parys Paul Roux
Warden Witsieshoek

NEW WAGE & DEDUCTIONS EFFECTIVE - 29 MAY 2023

* PLEASE NOTE - PEN/PROV, 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	EE	ER	EE	ER	EE	ER	EE	EE	ER	ER	EE	ER	EE	ER	EE
Master Installation Electrician Meester Installasie Elektrisiesien	40	99,79	186,82	329,31	107,57	n/a	30,30	n/a	4,62	n/a	19,62	13,83	13,17	13,17	17,56	17,56	12,90	19,62
* Master Installation Electrician * Meester Installasie Elektrisiesien	R40	99,79			72,01	n/a	10,54	n/a	4,62	n/a	19,62	13,83	13,17	13,17	17,56	17,56	12,90	19,62
Installation Electrician/Foreman Installasie Elektrisiesien/Voorman	41	91,79	171,47	302,91	98,95	n/a	27,87	n/a	4,62	n/a	19,62	13,83	12,12	12,12	16,16	16,16	12,90	19,62
* Installation Electrician/Foreman * Installasie Elektrisiesien/Voorman	R41	91,79			66,24	n/a	9,69	n/a	4,62	n/a	19,62	13,83	12,12	12,12	16,16	16,16	12,90	19,62
Electrical Tester for Single Phase Elektriese Toetsers vir enkelfase	39	83,80	156,14	276,54	90,34	n/a	25,44	n/a	4,62	n/a	19,62	13,83	11,06	11,06	14,75	14,75	12,90	19,62
* Electrical Tester for Single Phase * Elektriese Toetsers vir enkelfase	R39	83,80			60,47	n/a	8,85	n/a	4,62	n/a	19,62	13,83	11,06	11,06	14,75	14,75	12,90	19,62
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	79,90	148,66	263,67	86,13	n/a	24,26	n/a	4,62	n/a	19,62	13,83	10,55	10,55	14,06	14,06	12,90	19,62
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	R42	79,90			57,66	n/a	8,44	n/a	4,62	n/a	19,62	13,83	10,55	10,55	14,06	14,06	12,90	19,62
Driver up to 3 500kg Drywer tot 3 500 kg	45	33,65	59,93	111,05	36,27	n/a	10,22	n/a	4,62	n/a	19,62	13,83	4,44	4,44	5,92	5,92	12,90	19,62
* Driver up to 3 500kg * Drywer tot 3 500 kg	R45	33,65			24,28	n/a	3,55	n/a	4,62	n/a	19,62	13,83	4,44	4,44	5,92	5,92	12,90	19,62
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	39,42	71,00	130,09	42,49	n/a	11,97	n/a	4,62	n/a	19,62	13,83	5,20	5,20	6,94	6,94	12,90	19,62
* Driver 3 501 to 16000 * Drywer 3 501 tot 16 000 kg	R46	39,42			28,45	n/a	4,16	n/a	4,62	n/a	19,62	13,83	5,20	5,20	6,94	6,94	12,90	19,62
Driver 16 001kg and over Drywer 16 001kg en meer	47	43,68	79,18	144,14	47,09	n/a	13,26	n/a	4,62	n/a	19,62	13,83	5,77	5,77	7,69	7,69	12,90	19,62
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	R47	43,68			31,52	n/a	4,61	n/a	4,62	n/a	19,62	13,83	5,77	5,77	7,69	7,69	12,90	19,62
Elkonop 3 Elkonop 3	43	58,04	106,72	191,53	62,57	n/a	17,62	n/a	4,62	n/a	19,62	13,83	7,66	7,66	10,22	10,22	12,90	19,62
* Elkonop 3 * Elkonop 3	R43	58,04			41,88	n/a	6,13	n/a	4,62	n/a	19,62	13,83	7,66	7,66	10,22	10,22	12,90	19,62
Elkonop 2 Elkonop 2	44	50,01	91,32	165,03	53,91	n/a	15,18	n/a	4,62	n/a	19,62	13,83	6,60	6,60	8,80	8,80	12,90	19,62
* Elkonop 2 * Elkonop 2	R44	50,01			36,09	n/a	5,28	n/a	4,62	n/a	19,62	13,83	6,60	6,60	8,80	8,80	12,90	19,62
Elkonop 1 Elkonop 1	48	32,04	56,85	105,73	34,54	n/a	9,73	n/a	4,62	n/a	19,62	13,83	4,23	4,23	5,64	5,64	12,90	19,62
* Elkonop 1 * Elkonop 1	R48	32,04			23,12	n/a	3,38	n/a	4,62	n/a	19,62	13,83	4,23	4,23	5,64	5,64	12,90	19,62
Electrical Assistant Elektriese Assistent	49	27,32	47,79	90,16	29,45	n/a	8,29	n/a	4,62	n/a	19,62	13,83	3,61	3,61	4,81	4,81	12,90	19,62
* Electrical Assistant * Elektriese Assistent	R49	27,32			19,71	n/a	2,88	n/a	4,62	n/a	19,62	13,83	3,61	3,61	4,81	4,81	12,90	19,62
**Algemene Assistent **General Assistant	95	26,07	n/a		n/a		n/a		n/a		19,62	13,83	n/a		4,59	4,59	12,90	19,62

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	EE	ER	EE	ER	EE	ER	EE	EE	ER	ER	EE	ER	EE	ER	EE
Storeman Stoorman	93	32,04	56,85	105,73	34,54	n/a	9,73	n/a	4,62	n/a	19,62	13,83	4,09	4,09	5,64	5,64	12,90	19,62
*Storeman *Stoorman	R93	32,04			23,12	n/a	3,38	n/a	4,62	n/a	19,62	13,83	4,09	4,09	5,64	5,64	12,90	19,62
Apprentice Stage 4 Vakleerling Stadium 4	54	55,93	102,68	184,57	60,29	n/a	16,98	n/a	4,62	n/a	19,62	13,83	7,13	7,13	9,84	9,84	12,90	19,62
Apprentice Stage 3 Vakleerling Stadium 3	53	39,95	72,02	131,84	43,07	n/a	12,13	n/a	4,62	n/a	19,62	13,83	5,09	5,09	7,03	7,03	12,90	19,62
Apprentice Stage 2 Vakleerling Stadium 2	52	35,96	64,37	118,67	38,76	n/a	10,92	n/a	4,62	n/a	19,62	13,83	4,58	4,58	6,33	6,33	12,90	19,62
Apprentice Stage 1 Vakleerling Stadium 1	51	30,32	53,55	100,06	32,68	n/a	9,21	n/a	4,62	n/a	19,62	13,83	3,87	3,87	5,34	5,34	12,90	19,62
Working ECA Employer Werkende EAV Werkgewer	63											13,83				35,13		
Non-ECA working Employer Nie-EAV werkende Werkgewer	64															35,13		
ECA employer with pension EAV werkgewer met pensioen	66		658,61									13,83				35,13		
Non-ECA employer with pension Nie-EAV werkgewer met pensioen	67		658,61													35,13		

* Risk benefit only (fixed term contracts) reflecting on levy with "r" prefix

* Please note that you can divide the pen/prov, gla, phi, sbf and council levy deductions by 44 hours and that will give you the hourly deduction value for those funds.

Tier 2 (old Area E) includes

Barkly West Bothaville Wepener
 Brandford Devetsdorp Wesselbron
 Hartswater Kimberley Winburg
 Kuruman Postmasburg
 Theunissen Warrenton



REGION B:

1. Employer pays ECA levies and is 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 is retained by the Bargaining Council and used towards administration costs.
5. **Note that the job description must be adhered to.
(NB: Maximum period of employment as code 95 is four 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 floors 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 R12.90 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 R19,62 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 110,43** per standby shift; Subsistence Allowance is **R 168,42** and travel per kilometer is **R 4,20**.

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, 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/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 fund as long as the employee is unfit to return to work and remains a member of the fund.



NEW WAGE & DEDUCTIONS EFFECTIVE - 29 MAY 2023

* PLEASE NOTE - PEN/PROV, 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 WEKENERS	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	EE	ER	EE	ER	EE	ER	EE			ER	EE	ER	EE	ER	EE	ER
ER = Employer / EE = Employee																			
Master Installation Electrician Meester Installasie Elektriesien	40	109.84	206.10	362.47	118.41	n/a	33.35	n/a	4.62	n/a	19.62	13.83	14.50	14.50	19.33	19.33	12.90	19.62	
* Master Installation Electrician * Meester Installasie Elektriesien	R40	109.84			79.26	n/a	11.60	n/a	4.62	n/a	19.62	13.83	14.50	14.50	19.33	19.33	12.90	19.62	
Installation Electrician/Foreman Installasie Elektriesien/Voorman	41	101.05	189.23	333.47	108.93	n/a	30.68	n/a	4.62	n/a	19.62	13.83	13.34	13.34	17.78	17.78	12.90	19.62	
* Installation Electrician/Foreman * Installasie Elektriesien/Voorman	R41	101.05			72.92	n/a	10.67	n/a	4.62	n/a	19.62	13.83	13.34	13.34	17.78	17.78	12.90	19.62	
Electrical Tester for Single Phase Elektriese Toetsier vir enkelfase	39	89.86	167.77	296.54	96.87	n/a	27.28	n/a	4.62	n/a	19.62	13.83	11.86	11.86	15.82	15.82	12.90	19.62	
* Electrical Tester for Single Phase * Elektriese Toetsier vir enkelfase	R39	89.86			64.84	n/a	9.49	n/a	4.62	n/a	19.62	13.83	11.86	11.86	15.82	15.82	12.90	19.62	
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	89.26	166.62	294.56	96.22	n/a	27.10	n/a	4.62	n/a	19.62	13.83	11.78	11.78	15.71	15.71	12.90	19.62	
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	R42	89.26			64.41	n/a	9.43	n/a	4.62	n/a	19.62	13.83	11.78	11.78	15.71	15.71	12.90	19.62	
Driver up to 3 500kg Drywer tot 3 500 kg	45	36.33	65.08	119.89	39.16	n/a	11.03	n/a	4.62	n/a	19.62	13.83	4.80	4.80	6.39	6.39	12.90	19.62	
* Driver up to 3 500kg * Drywer tot 3 500 kg	R45	36.33			26.22	n/a	3.84	n/a	4.62	n/a	19.62	13.83	4.80	4.80	6.39	6.39	12.90	19.62	
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	42.32	76.57	139.66	45.62	n/a	12.85	n/a	4.62	n/a	19.62	13.83	5.59	5.59	7.45	7.45	12.90	19.62	
* Driver 3 501 to 16000 * Drywer 3 501 tot 16 000 kg	R46	42.32			30.54	n/a	4.47	n/a	4.62	n/a	19.62	13.83	5.59	5.59	7.45	7.45	12.90	19.62	
Driver 16 001kg and over Drywer 16 001kg en meer	47	46.97	85.49	155.00	50.63	n/a	14.26	n/a	4.62	n/a	19.62	13.83	6.20	6.20	8.27	8.27	12.90	19.62	
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	R47	46.97			33.89	n/a	4.96	n/a	4.62	n/a	19.62	13.83	6.20	6.20	8.27	8.27	12.90	19.62	
Elconop 3 Elkonop 3	43	64.88	119.85	214.10	69.94	n/a	19.70	n/a	4.62	n/a	19.62	13.83	8.56	8.56	11.42	11.42	12.90	19.62	
* Elconop 3 * Elkonop 3	R43	64.88			46.82	n/a	6.85	n/a	4.62	n/a	19.62	13.83	8.56	8.56	11.42	11.42	12.90	19.62	
Elconop 2 Elkonop 2	44	57.28	105.27	189.02	61.75	n/a	17.39	n/a	4.62	n/a	19.62	13.83	7.56	7.56	10.08	10.08	12.90	19.62	
* Elconop 2 * Elkonop 2	R44	57.28			41.33	n/a	6.05	n/a	4.62	n/a	19.62	13.83	7.56	7.56	10.08	10.08	12.90	19.62	
Elconop 1 Elkonop 1	48	37.87	68.03	124.97	40.82	n/a	11.50	n/a	4.62	n/a	19.62	13.83	5.00	5.00	6.67	6.67	12.90	19.62	
* Elconop 1 * Elkonop 1	R48	37.87			27.33	n/a	4.00	n/a	4.62	n/a	19.62	13.83	5.00	5.00	6.67	6.67	12.90	19.62	
Electrical Assistant Elektriese Assistent	49	36.39	65.19	120.09	39.23	n/a	11.05	n/a	4.62	n/a	19.62	13.83	4.80	4.80	6.40	6.40	12.90	19.62	
* Electrical Assistant * Elektriese Assistent	R49	36.39			26.26	n/a	3.84	n/a	4.62	n/a	19.62	13.83	4.80	4.80	6.40	6.40	12.90	19.62	
**Algemene Assistent **General Assistent	95	27.27	n/a		n/a		n/a		n/a		19.62	13.83	n/a		4.80	4.80	12.90	19.62	

CATEGORIES OF EMPLOYEES KATEGORIE VAN WEKENERS	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	EE	ER	EE	ER	EE	ER	EE			ER	EE	ER	EE	ER	EE	
ER = Employer / EE = Employee																			
Storeman Stoorman	93	37.87	68.03	124.97	40.82	n/a	11.50	n/a	4.62	n/a	19.62	13.83	5.00	5.00	6.67	6.67	12.90	19.62	
*Storeman *Stoorman	R93	37.87			27.33	n/a	4.00	n/a	4.62	n/a	19.62	13.83	5.00	5.00	6.67	6.67	12.90	19.62	
Apprentice Stage 4 Vakleerling Stadium 4	54	62.53	115.34	206.35	67.41	n/a	18.98	n/a	4.62	n/a	19.62	13.83	8.25	8.25	11.01	11.01	12.90	19.62	
Apprentice Stage 3 Vakleerling Stadium 3	53	44.64	81.02	147.31	48.12	n/a	13.55	n/a	4.62	n/a	19.62	13.83	5.89	5.89	7.86	7.86	12.90	19.62	
Apprentice Stage 2 Vakleerling Stadium 2	52	40.20	72.50	132.66	43.34	n/a	12.20	n/a	4.62	n/a	19.62	13.83	5.31	5.31	7.08	7.08	12.90	19.62	
Apprentice Stage 1 Vakleerling Stadium 1	51	33.92	60.45	111.94	36.57	n/a	10.30	n/a	4.62	n/a	19.62	13.83	4.48	4.48	5.97	5.97	12.90	19.62	
Working ECA Employer Werkende EAV Werkgewer	63											13.83				38.66			
Non-ECA working Employer Nie-EAV werkende Werkgewer	64															38.66			
ECA employer with pension EAV werkgewer met pensioen	66		724.94									13.83				38.66			
Non-ECA employer with pension Nie-EAV werkgewer met pensioen	67		724.94													38.66			

* Risk benefit only (fixed term contracts) reflecting on levy with "r" prefix

* Please note that you can divide the pen/prov, gla, phi, sbf and council levy deductions by 44 hours and that will give you the hourly deduction value for those funds.

Tier 2 (old Area F) includes

Bethelsdorp
Swartkops

Motherwell
Cleary Estate

Bloemendal
Uitenhage

Port Elizabeth
Despatch

Blue Horizon Bay
Korsten

Sommerstrand
Kwanobuhle

Claredon Marine
Linton Grange

NEW WAGE & DEDUCTIONS EFFECTIVE - 29 MAY 2023

* PLEASE NOTE - PEN/PROV, 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	EE	ER	EE	ER	EE	ER	EE			ER	EE	ER	EE	ER	EE
Master Installation Electrician Meester Installasie Elektriesien	40	95.65	178.87	315.65	103.11	n/a	29.04	n/a	4.62	n/a	19.62	13.83	12.63	12.63	16.83	16.83	12.90	19.62
* Master Installation Electrician * Meester Installasie Elektriesien	R40	95.65			69.02	n/a	10.10	n/a	4.62	n/a	19.62	13.83	12.63	12.63	16.83	16.83	12.90	19.62
Installation Electrician/Foreman Installasie Elektriesien/Voorman	41	88.03	164.26	290.50	94.90	n/a	26.73	n/a	4.62	n/a	19.62	13.83	11.62	11.62	15.49	15.49	12.90	19.62
* Installation Electrician/Foreman * Installasie Elektriesien/Voorman	R41	88.03			63.52	n/a	9.30	n/a	4.62	n/a	19.62	13.83	11.62	11.62	15.49	15.49	12.90	19.62
Electrical Tester for Single Phase Elektriese Toetser vir enkel fase	39	80.35	149.52	265.16	86.62	n/a	24.39	n/a	4.62	n/a	19.62	13.83	10.61	10.61	14.14	14.14	12.90	19.62
* Electrical Tester for Single Phase * Elektriese Toetser vir enkel fase	R39	80.35			57.98	n/a	8.48	n/a	4.62	n/a	19.62	13.83	10.61	10.61	14.14	14.14	12.90	19.62
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	76.53	142.20	252.55	82.50	n/a	23.23	n/a	4.62	n/a	19.62	13.83	10.10	10.10	13.47	13.47	12.90	19.62
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	R42	76.53			55.22	n/a	8.08	n/a	4.62	n/a	19.62	13.83	10.10	10.10	13.47	13.47	12.90	19.62
Driver up to 3 500kg Drywer tot 3 500 kg	45	31.68	56.15	104.54	34.15	n/a	9.62	n/a	4.62	n/a	19.62	13.83	4.18	4.18	5.58	5.58	12.90	19.62
* Driver up to 3 500kg * Drywer tot 3 500 kg	R45	31.68			22.86	n/a	3.35	n/a	4.62	n/a	19.62	13.83	4.18	4.18	5.58	5.58	12.90	19.62
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	36.89	66.15	121.74	39.77	n/a	11.20	n/a	4.62	n/a	19.62	13.83	4.87	4.87	6.49	6.49	12.90	19.62
* Driver 3 501 to 16000 * Drywer 3 501 tot 16 000 kg	R46	36.89			26.62	n/a	3.90	n/a	4.62	n/a	19.62	13.83	4.87	4.87	6.49	6.49	12.90	19.62
Driver 16 001kg and over Drywer 16 001kg en meer	47	40.91	73.86	135.00	44.10	n/a	12.42	n/a	4.62	n/a	19.62	13.83	5.40	5.40	7.20	7.20	12.90	19.62
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	R47	40.91			29.52	n/a	4.32	n/a	4.62	n/a	19.62	13.83	5.40	5.40	7.20	7.20	12.90	19.62
Elconop 3 Elkonop 3	43	56.46	103.69	186.32	60.86	n/a	17.14	n/a	4.62	n/a	19.62	13.83	7.45	7.45	9.94	9.94	12.90	19.62
* Elconop 3 * Elkonop 3	R43	56.46			40.74	n/a	5.96	n/a	4.62	n/a	19.62	13.83	7.45	7.45	9.94	9.94	12.90	19.62
Elconop 2 Elkonop 2	44	49.85	91.01	164.51	53.74	n/a	15.13	n/a	4.62	n/a	19.62	13.83	6.58	6.58	8.77	8.77	12.90	19.62
* Elconop 2 * Elkonop 2	R44	49.85			35.97	n/a	5.26	n/a	4.62	n/a	19.62	13.83	6.58	6.58	8.77	8.77	12.90	19.62
Elconop 1 Elkonop 1	48	32.62	57.96	107.65	35.16	n/a	9.90	n/a	4.62	n/a	19.62	13.83	4.31	4.31	5.74	5.74	12.90	19.62
* Elconop 1 * Elkonop 1	R48	32.62			23.54	n/a	3.44	n/a	4.62	n/a	19.62	13.83	4.31	4.31	5.74	5.74	12.90	19.62
Electrical Assistant Elektriese Assistent	49	31.21	55.25	102.99	33.64	n/a	9.48	n/a	4.62	n/a	19.62	13.83	4.12	4.12	5.49	5.49	12.90	19.62
* Electrical Assistant * Elektriese Assistent	R49	31.21			22.52	n/a	3.30	n/a	4.62	n/a	19.62	13.83	4.12	4.12	5.49	5.49	12.90	19.62
**Algemene Assistent **General Assistant	95	25.63	n/a		n/a		n/a		n/a		19.62	13.83	n/a		4.51	4.51	12.90	19.62

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	EE	ER	EE	ER	EE	ER	EE			ER	EE	ER	EE		
Storeman Stoorman	93	32.62	57.96	107.65	35.16	n/a	9.90	n/a	4.62	n/a	19.62	13.83	4.31	4.31	5.74	5.74	12.90	19.62
*Storeman *Stoorman	R93	32.62			23.54	n/a	3.44	n/a	4.62	n/a	19.62	13.83	4.31	4.31	5.74	5.74	12.90	19.62
Apprentice Stage 4 Vakleerling Stadium 4	54	53.57	98.15	176.78	57.75	n/a	16.26	n/a	4.62	n/a	19.62	13.83	7.07	7.07	9.43	9.43	12.90	19.62
Apprentice Stage 3 Vakleerling Stadium 3	53	38.28	68.82	126.32	41.27	n/a	11.62	n/a	4.62	n/a	19.62	13.83	5.05	5.05	6.74	6.74	12.90	19.62
Apprentice Stage 2 Vakleerling Stadium 2	52	34.43	61.43	113.62	37.12	n/a	10.45	n/a	4.62	n/a	19.62	13.83	4.54	4.54	6.06	6.06	12.90	19.62
Apprentice Stage 1 Vakleerling Stadium 1	51	29.06	51.13	95.90	31.33	n/a	8.82	n/a	4.62	n/a	19.62	13.83	3.84	3.84	5.11	5.11	12.90	19.62
Working ECA Employer Werkende EAV Werkgewer	63										13.83				33.67			
Non-ECA working Employer Nie-EAV werkende Werkgewer	64														33.67			
ECA employer with pension EAV werkgewer met pensioen	66		631.29								13.83				33.67			
Non-ECA employer with pension Nie-EAV werkgewer met pensioen	67		631.29												33.67			

* Risk benefit only (fixed term contracts) reflecting on levy with "r" prefix

* Please note that you can divide the pen/prov, gla, phi, sbf and council levy deductions by 44 hours and that will give you the hourly deduction value for those funds.

Tier 2 (old Area G) includes

Abertina	Groot Brakrivier	Kwanokuthula	St Francis Bay	Alicedale	Humansdorp	Kurland
Thornhill	Brenton	Harolds Bay	Mosselbaai	Vleesbaai	Brenton-On-Sea	Jeffreys Bay
Oudshoorn	Vriemersheim	Boggoms Bay	Jongens Fontein	Oyster Bay	Wildernis	Buffels Bay
Knysna	Plettenbergbaai	Wittedrif	Brandwag	Kruisfontein	Riversdale	Cape St Francis
Keurboomstrand	Rheendal	George	Kraanshoek	Sedgefield	Knoetzie	Stilbaai



NEW WAGE & DEDUCTIONS EFFECTIVE - 29 MAY 2023

* PLEASE NOTE - PEN/PROV, 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	EE	ER	EE	ER	EE	ER	EE			ER	EE	ER	EE	ER	EE
ER = Employer / EE = Employee																		
Master Installation Electrician Meester Installasie Elektriesien	40	95.65	178.87	315.65	103.11	n/a	29.04	n/a	4.62	n/a	19.62	13.83	12.63	12.63	16.83	16.83	12.90	19.62
* Master Installation Electrician * Meester Installasie Elektriesien	R40	95.65			69.02	n/a	10.10	n/a	4.62	n/a	19.62	13.83	12.63	12.63	16.83	16.83	12.90	19.62
Installation Electrician/Foreman Installasie Elektriesien/Voorman	41	88.03	164.26	290.50	94.90	n/a	26.73	n/a	4.62	n/a	19.62	13.83	11.62	11.62	15.49	15.49	12.90	19.62
* Installation Electrician/Foreman * Installasie Elektriesien/Voorman	R41	88.03			63.52	n/a	9.30	n/a	4.62	n/a	19.62	13.83	11.62	11.62	15.49	15.49	12.90	19.62
Electrical Tester for Single Phase Elektriese Toetser vir enkel fase	39	80.35	149.52	265.16	86.62	n/a	24.39	n/a	4.62	n/a	19.62	13.83	10.61	10.61	14.14	14.14	12.90	19.62
* Electrical Tester for Single Phase * Elektriese Toetser vir enkel fase	R39	80.35			57.98	n/a	8.48	n/a	4.62	n/a	19.62	13.83	10.61	10.61	14.14	14.14	12.90	19.62
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	76.53	142.20	252.55	82.50	n/a	23.23	n/a	4.62	n/a	19.62	13.83	10.10	10.10	13.47	13.47	12.90	19.62
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	R42	76.53			55.22	n/a	8.08	n/a	4.62	n/a	19.62	13.83	10.10	10.10	13.47	13.47	12.90	19.62
Driver up to 3 500kg Drywer tot 3 500 kg	45	31.68	56.15	104.54	34.15	n/a	9.62	n/a	4.62	n/a	19.62	13.83	4.18	4.18	5.58	5.58	12.90	19.62
* Driver up to 3 500kg * Drywer tot 3 500 kg	R45	31.68			22.86	n/a	3.35	n/a	4.62	n/a	19.62	13.83	4.18	4.18	5.58	5.58	12.90	19.62
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	36.89	66.15	121.74	39.77	n/a	11.20	n/a	4.62	n/a	19.62	13.83	4.87	4.87	6.49	6.49	12.90	19.62
* Driver 3 501 to 16000 * Drywer 3 501 tot 16 000 kg	R46	36.89			26.62	n/a	3.90	n/a	4.62	n/a	19.62	13.83	4.87	4.87	6.49	6.49	12.90	19.62
Driver 16 001kg and over Drywer 16 001kg en meer	47	40.91	73.86	135.00	44.10	n/a	12.42	n/a	4.62	n/a	19.62	13.83	5.40	5.40	7.20	7.20	12.90	19.62
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	R47	40.91			29.52	n/a	4.32	n/a	4.62	n/a	19.62	13.83	5.40	5.40	7.20	7.20	12.90	19.62
Elconop 3 Elkonop 3	43	56.46	103.69	186.32	60.86	n/a	17.14	n/a	4.62	n/a	19.62	13.83	7.45	7.45	9.94	9.94	12.90	19.62
* Elconop 3 * Elkonop 3	R43	56.46			40.74	n/a	5.96	n/a	4.62	n/a	19.62	13.83	7.45	7.45	9.94	9.94	12.90	19.62
Elconop 2 Elkonop 2	44	49.85	91.01	164.51	53.74	n/a	15.13	n/a	4.62	n/a	19.62	13.83	6.58	6.58	8.77	8.77	12.90	19.62
* Elconop 2 * Elkonop 2	R44	49.85			35.97	n/a	5.26	n/a	4.62	n/a	19.62	13.83	6.58	6.58	8.77	8.77	12.90	19.62
Elconop 1 Elkonop 1	48	32.62	57.96	107.65	35.16	n/a	9.90	n/a	4.62	n/a	19.62	13.83	4.31	4.31	5.74	5.74	12.90	19.62
* Elconop 1 * Elkonop 1	R48	32.62			23.54	n/a	3.44	n/a	4.62	n/a	19.62	13.83	4.31	4.31	5.74	5.74	12.90	19.62
Electrical Assistant Elektriese Assistent	49	31.21	55.25	102.99	33.64	n/a	9.48	n/a	4.62	n/a	19.62	13.83	4.12	4.12	5.49	5.49	12.90	19.62
* Electrical Assistant * Elektriese Assistent	R49	31.21			22.52	n/a	3.30	n/a	4.62	n/a	19.62	13.83	4.12	4.12	5.49	5.49	12.90	19.62
**Algemene Assistent **General Assistant	95	25.42	n/a		n/a		n/a		n/a		19.62	13.83	n/a		4.47	4.47	12.90	19.62

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	EE	ER	EE	ER	EE	ER	EE			ER	EE	ER	EE		
ER = Employer / EE = Employee																		
Storeman Stoorman	93	32.62	57.96	107.65	35.16	n/a	9.90	n/a	4.62	n/a	19.62	13.83	4.31	4.31	5.74	5.74	12.90	19.62
* Storeman * Stoorman	R93	32.62			23.54	n/a	3.44	n/a	4.62	n/a	19.62	13.83	4.31	4.31	5.74	5.74	12.90	19.62
Apprentice Stage 4 Vakleerling Stadium 4	54	53.57	98.15	176.78	57.75	n/a	16.26	n/a	4.62	n/a	19.62	13.83	7.07	7.07	9.43	9.43	12.90	19.62
Apprentice Stage 3 Vakleerling Stadium 3	53	38.28	68.82	126.32	41.27	n/a	11.62	n/a	4.62	n/a	19.62	13.83	5.05	5.05	6.74	6.74	12.90	19.62
Apprentice Stage 2 Vakleerling Stadium 2	52	34.43	61.43	113.62	37.12	n/a	10.45	n/a	4.62	n/a	19.62	13.83	4.54	4.54	6.06	6.06	12.90	19.62
Apprentice Stage 1 Vakleerling Stadium 1	51	29.06	51.13	95.90	31.33	n/a	8.82	n/a	4.62	n/a	19.62	13.83	3.84	3.84	5.11	5.11	12.90	19.62
Working ECA Employer Werkende EAV Werkgewer	63										13.83				33.67			
Non-ECA working Employer Nie-EAV werkende Werkgewer	64														33.67			
ECA employer with pension EAV werkgewer met pensioen	66		631.29								13.83				33.67			
Non-ECA employer with pension Nie-EAV werkgewer met pensioen	67		631.29												33.67			

* Risk benefit only (fixed term contracts) reflecting on levy with "r" prefix

* Please note that you can divide the pen/prov, gla, phi, sbf and council levy deductions by 44 hours and that will give you the hourly deduction value for those funds.

Tier 3 (old Area G) includes

Albany
Uniondale
Natures Valley
Kenton On Sea
Salem

Gouritsmond
Bathurst
Welgemoed
Paterson
Fraserburg

Leeu Gamka
Haarlem
Boesmansriviermond
Clarkson
Loerie

Twee Riviere
Merweville
Kareedouw
Krakeelrivier
Sandrift

Alexandria
Vanwyksdork
Nelspoort
Port Alfred
Grhahamstown

Herbertsdale
Beaufort West
Zoar
De Rust
Louterwater

Misgund
Joubertina
Calitzdord
Ladismith
Storms River

NEW WAGE & DEDUCTIONS EFFECTIVE - 29 MAY 2023

* PLEASE NOTE - PEN/PROV, 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(Only) 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	EE	ER	EE	ER	EE	ER	EE			ER	EE	ER	EE	ER	EE
ER = Employer / EE = Employee			ER	EE	ER	EE	ER	EE	ER	EE	EE	ER	ER	EE	ER	EE	ER	EE
Master Installation Electrician Meester Installasie Elektriesien	40	91.02	169.99	300.37	98.12	n/a	27.63	n/a	4.62	n/a	19.62	13.83	12.01	12.01	16.02	16.02	12.90	19.62
* Master Installation Electrician * Meester Installasie Elektriesien	R40	91.02			65.68	n/a	9.61	n/a	4.62	n/a	19.62	13.83	12.01	12.01	16.02	16.02	12.90	19.62
Installation Electrician/Foreman Installasie Elektriesien/Voorman	41	83.73	156.01	276.31	90.26	n/a	25.42	n/a	4.62	n/a	19.62	13.83	11.05	11.05	14.74	14.74	12.90	19.62
* Installation Electrician/Foreman * Installasie Elektriesien/Voorman	R41	83.73			60.42	n/a	8.84	n/a	4.62	n/a	19.62	13.83	11.05	11.05	14.74	14.74	12.90	19.62
Electrical Tester for Single Phase Elektriese Toetsers vir enkelfase	39	76.39	141.93	252.09	82.35	n/a	23.19	n/a	4.62	n/a	19.62	13.83	10.08	10.08	13.44	13.44	12.90	19.62
* Electrical Tester for Single Phase * Elektriese Toetsers vir enkelfase	R39	76.39			55.12	n/a	8.07	n/a	4.62	n/a	19.62	13.83	10.08	10.08	13.44	13.44	12.90	19.62
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	72.73	134.91	240.01	78.40	n/a	22.08	n/a	4.62	n/a	19.62	13.83	9.60	9.60	12.80	12.80	12.90	19.62
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	R42	72.73			52.48	n/a	7.68	n/a	4.62	n/a	19.62	13.83	9.60	9.60	12.80	12.80	12.90	19.62
Driver up to 3 500kg Drywer tot 3 500 kg	45	30.17	53.26	99.56	32.52	n/a	9.16	n/a	4.62	n/a	19.62	13.83	3.98	3.98	5.31	5.31	12.90	19.62
* Driver up to 3 500kg * Drywer tot 3 500 kg	R45	30.17			21.77	n/a	3.19	n/a	4.62	n/a	19.62	13.83	3.98	3.98	5.31	5.31	12.90	19.62
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	35.03	62.58	115.60	37.76	n/a	10.64	n/a	4.62	n/a	19.62	13.83	4.62	4.62	6.17	6.17	12.90	19.62
* Driver 3 501 to 16000 * Drywer 3 501 tot 16 000 kg	R46	35.03			25.28	n/a	3.70	n/a	4.62	n/a	19.62	13.83	4.62	4.62	6.17	6.17	12.90	19.62
Driver 16 001kg and over Drywer 16 001kg en meer	47	38.91	70.02	128.40	41.94	n/a	11.81	n/a	4.62	n/a	19.62	13.83	5.14	5.14	6.85	6.85	12.90	19.62
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	R47	38.91			28.08	n/a	4.11	n/a	4.62	n/a	19.62	13.83	5.14	5.14	6.85	6.85	12.90	19.62
Elkonop 3 Elkonop 3	43	56.46	103.69	186.32	60.86	n/a	17.14	n/a	4.62	n/a	19.62	13.83	7.45	7.45	9.94	9.94	12.90	19.62
* Elkonop 3 * Elkonop 3	R43	56.46			40.74	n/a	5.96	n/a	4.62	n/a	19.62	13.83	7.45	7.45	9.94	9.94	12.90	19.62
Elkonop 2 Elkonop 2	44	47.50	86.50	156.75	51.21	n/a	14.42	n/a	4.62	n/a	19.62	13.83	6.27	6.27	8.36	8.36	12.90	19.62
* Elkonop 2 * Elkonop 2	R44	47.50			34.28	n/a	5.02	n/a	4.62	n/a	19.62	13.83	6.27	6.27	8.36	8.36	12.90	19.62
Elkonop 1 Elkonop 1	48	30.94	54.74	102.10	33.35	n/a	9.39	n/a	4.62	n/a	19.62	13.83	4.08	4.08	5.45	5.45	12.90	19.62
* Elkonop 1 * Elkonop 1	R48	30.94			22.33	n/a	3.27	n/a	4.62	n/a	19.62	13.83	4.08	4.08	5.45	5.45	12.90	19.62
Electrical Assistant Elektriese Assistent	49	29.69	52.34	97.98	32.01	n/a	9.01	n/a	4.62	n/a	19.62	13.83	3.92	3.92	5.23	5.23	12.90	19.62
* Electrical Assistant * Elektriese Assistent	R49	29.69			21.42	n/a	3.14	n/a	4.62	n/a	19.62	13.83	3.92	3.92	5.23	5.23	12.90	19.62
**Algemene Assistent **General Assistant	95	25.63	n/a		n/a	n/a	n/a	n/a	n/a	n/a	19.62	13.83	n/a		4.51	4.51	12.90	19.62

CATEGORIES OF EMPLOYEES KATEGORIE VAN WEKNEMERS	Code Kode	Wages Lone Per Hour	PEN / PROV(Only) 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	EE	ER	EE	ER	EE	ER	EE			ER	EE	ER	EE	ER	EE
ER = Employer / EE = Employee			ER	EE	ER	EE	ER	EE	ER	EE	EE	ER	ER	EE	ER	EE	ER	EE
Storeman Stoorman	93	30.94	54.74	102.10	33.35	n/a	9.39	n/a	4.62	n/a	19.62	13.83	4.08	4.08	5.45	5.45	12.90	19.62
* Storeman * Stoorman	R93	30.94			22.33	n/a	3.27	n/a	4.62	n/a	19.62	13.83	4.08	4.08	5.45	5.45	12.90	19.62
Apprentice Stage 4 Vakleerling Stadium 4	54	50.93	93.08	168.07	54.90	n/a	15.46	n/a	4.62	n/a	19.62	13.83	6.72	6.72	8.96	8.96	12.90	19.62
Apprentice Stage 3 Vakleerling Stadium 3	53	36.39	65.19	120.09	39.23	n/a	11.05	n/a	4.62	n/a	19.62	13.83	4.80	4.80	6.40	6.40	12.90	19.62
Apprentice Stage 2 Vakleerling Stadium 2	52	32.72	58.15	107.98	35.27	n/a	9.93	n/a	4.62	n/a	19.62	13.83	4.32	4.32	5.76	5.76	12.90	19.62
Apprentice Stage 1 Vakleerling Stadium 1	51	27.64	48.40	91.21	29.80	n/a	8.39	n/a	4.62	n/a	19.62	13.83	3.65	3.65	4.86	4.86	12.90	19.62
Working ECA Employer Werkende EAV Werkgewer	63											13.83			32.04			
Non-ECA working Employer Nie-EAV werkende Werkgewer	64														32.04			
ECA employer with pension ECA werkgever met pensioen	66		600.73									13.83			32.04			
Non-ECA employer with pension NI-EAV werkgever met pensioen	67		600.73												32.04			

* Risk benefit only (fixed term contracts) reflecting on levy with "r" prefix

* Please note that you can divide the pen/prov, gla, phi, sbf and council levy deductions by 44 hours and that will give you the hourly deduction value for those funds.

Tier 2 (old Area H) includes

Berlin(Ntabozuko)
Phakamisa

Bisho
Zwelitsha

Breidbach
Potsdam

Dimbaza
Mdantsane

King Williams Town



NEW WAGE & DEDUCTIONS EFFECTIVE - 29 MAY 2023

* PLEASE NOTE - PEN/PROV, 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 WERKNEMERS	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 exd VAT	SBF Per Week		Council Levy Per Week		Collective Bargaining Levy Per Week	
			ER	EE	ER	EE	ER	EE	ER	EE	EE	ER	ER	EE	ER	EE	ER	EE
ER = Employer / EE = Employee																		
Master Installation Electrician Meester Installasie Elektrisiesien	40	117.19	220.20	386.73	126.33	n/a	35.58	n/a	4.62	n/a	19.62	13.83	15.47	15.47	20.63	20.63	12.90	19.62
* Master Installation Electrician * Meester Installasie Elektrisiesien	R40	117.19			84.56	n/a	12.38	n/a	4.62	n/a	19.62	13.83	15.47	15.47	20.63	20.63	12.90	19.62
Installation Electrician/Foreman Installasie Elektrisiesien/Voorman	41	107.73	202.05	355.51	116.13	n/a	32.71	n/a	4.62	n/a	19.62	13.83	14.22	14.22	18.96	18.96	12.90	19.62
* Installation Electrician/Foreman * Installasie Elektrisiesien/Voorman	R41	107.73			77.74	n/a	11.38	n/a	4.62	n/a	19.62	13.83	14.22	14.22	18.96	18.96	12.90	19.62
Electrical Tester for Single Phase Elektriese Toetsier vir enkelfase	39	98.44	184.23	324.85	106.12	n/a	29.89	n/a	4.62	n/a	19.62	13.83	12.99	12.99	17.33	17.33	12.90	19.62
* Electrical Tester for Single Phase * Elektriese Toetsier vir enkelfase	R39	98.44			71.03	n/a	10.40	n/a	4.62	n/a	19.62	13.83	12.99	12.99	17.33	17.33	12.90	19.62
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	93.68	175.10	309.14	100.99	n/a	28.44	n/a	4.62	n/a	19.62	13.83	12.37	12.37	16.49	16.49	12.90	19.62
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	R42	93.68			67.60	n/a	9.89	n/a	4.62	n/a	19.62	13.83	12.37	12.37	16.49	16.49	12.90	19.62
Driver up to 3 500kg Drywer tot 3 500 kg	45	44.86	81.43	148.03	48.36	n/a	13.62	n/a	4.62	n/a	19.62	13.83	5.92	5.92	7.89	7.89	12.90	19.62
* Driver up to 3 500kg * Drywer tot 3 500 kg	R45	44.86			32.37	n/a	4.74	n/a	4.62	n/a	19.62	13.83	5.92	5.92	7.89	7.89	12.90	19.62
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	50.82	92.87	167.71	54.78	n/a	15.43	n/a	4.62	n/a	19.62	13.83	6.71	6.71	8.94	8.94	12.90	19.62
* Driver 3 501 to 16000 * Drywer 3 501 tot 16 000 kg	R46	50.82			36.67	n/a	5.37	n/a	4.62	n/a	19.62	13.83	6.71	6.71	8.94	8.94	12.90	19.62
Driver 16 001kg and over Drywer 16 001kg en meer	47	64.77	119.63	213.74	69.82	n/a	19.66	n/a	4.62	n/a	19.62	13.83	8.55	8.55	11.40	11.40	12.90	19.62
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	R47	64.77			46.74	n/a	6.84	n/a	4.62	n/a	19.62	13.83	8.55	8.55	11.40	11.40	12.90	19.62
Elconop 3 Elkonop 3	43	68.11	126.04	224.76	73.42	n/a	20.68	n/a	4.62	n/a	19.62	13.83	8.99	8.99	11.99	11.99	12.90	19.62
* Elconop 3 * Elkonop 3	R43	68.11			49.15	n/a	7.19	n/a	4.62	n/a	19.62	13.83	8.99	8.99	11.99	11.99	12.90	19.62
Elconop 2 Elkonop 2	44	58.29	107.20	192.36	62.84	n/a	17.70	n/a	4.62	n/a	19.62	13.83	7.69	7.69	10.26	10.26	12.90	19.62
* Elconop 2 * Elkonop 2	R44	58.29			42.06	n/a	6.16	n/a	4.62	n/a	19.62	13.83	7.69	7.69	10.26	10.26	12.90	19.62
Elconop 1 Elkonop 1	48	37.38	67.09	123.35	40.30	n/a	11.35	n/a	4.62	n/a	19.62	13.83	4.93	4.93	6.58	6.58	12.90	19.62
* Elconop 1 * Elkonop 1	R48	37.38			26.97	n/a	3.95	n/a	4.62	n/a	19.62	13.83	4.93	4.93	6.58	6.58	12.90	19.62
Electrical Assistant Elektriese Assistent	49	31.89	56.56	105.24	34.38	n/a	9.68	n/a	4.62	n/a	19.62	13.83	4.21	4.21	5.61	5.61	12.90	19.62
* Electrical Assistant * Elektriese Assistent	R49	31.89			23.01	n/a	3.37	n/a	4.62	n/a	19.62	13.83	4.21	4.21	5.61	5.61	12.90	19.62
** Algemene Assistent ** General Assistant	95	25.63	n/a		n/a		n/a		n/a		19.62	13.83	n/a		4.51	4.51	12.90	19.62

CATEGORIES OF EMPLOYEES KATEGORIE VAN WERKNEMERS	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 exd VAT	SBF Per Week		Council Levy Per Week		Collective Bargaining Levy Per Week	
			ER	EE	ER	EE	ER	EE	ER	EE	EE	ER	ER	EE	ER	EE	ER	EE
ER = Employer / EE = Employee																		
Storeman Stoorman	93	37.38	67.09	123.35	40.30	n/a	11.35	n/a	4.62	n/a	19.62	13.83	4.93	4.93	6.58	6.58	12.90	19.62
* Storeman * Stoorman	R93	37.38			26.97	n/a	3.95	n/a	4.62	n/a	19.62	13.83	4.93	4.93	6.58	6.58	12.90	19.62
Apprentice Stage 4 Vakleerling Stadium 4	54	65.55	121.13	216.32	70.66	n/a	19.90	n/a	4.62	n/a	19.62	13.83	8.65	8.65	11.54	11.54	12.90	19.62
Apprentice Stage 3 Vakleerling Stadium 3	53	46.82	85.20	154.51	50.47	n/a	14.21	n/a	4.62	n/a	19.62	13.83	6.18	6.18	8.24	8.24	12.90	19.62
Apprentice Stage 2 Vakleerling Stadium 2	52	42.17	76.28	139.16	45.46	n/a	12.80	n/a	4.62	n/a	19.62	13.83	5.57	5.57	7.42	7.42	12.90	19.62
Apprentice Stage 1 Vakleerling Stadium 1	51	35.58	63.64	117.41	38.36	n/a	10.80	n/a	4.62	n/a	19.62	13.83	4.70	4.70	6.26	6.26	12.90	19.62
Working ECA Employer Werkende EAV Werkgewer	63										13.83				41.25			
Non-ECA working Employer Nie-EAV werkende Werkgewer	64														41.25			
ECA employer with pension EAV werkgewer met pensioen	66		773.45								13.83				41.25			
Non-ECA employer with pension Nie-EAV werkgewer met pensioen	67		773.45												41.25			

* Risk benefit only (fixed term contracts) reflecting on levy with "r" prefix

* Please note that you can divide the pen/prov, gla, phi, sbf and council levy deductions by 44 hours and that will give you the hourly deduction value for those funds.

Tier 2 (old Area L) includes

Beacon bay
East London
Gonubie
Kidds Beach



NEW WAGE & DEDUCTIONS EFFECTIVE - 29 MAY 2023

* PLEASE NOTE - PEN/PROV, 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	EE	ER	EE	ER	EE	ER	EE			ER	EE	ER	EE	ER	EE
ER = Employer / EE = Employee																		
Master Installation Electrician Meester Installasie Elektriesien	40	117.19	220.20	386.73	126.33	n/a	35.58	n/a	4.62	n/a	19.62	13.83	15.47	15.47	20.63	20.63	12.90	19.62
* Master Installation Electrician * Meester Installasie Elektriesien	R40	117.19			84.56	n/a	12.38	n/a	4.62	n/a	19.62	13.83	15.47	15.47	20.63	20.63	12.90	19.62
Installation Electrician/Foreman Installasie Elektriesien/Voorman	41	107.73	202.05	355.51	116.13	n/a	32.71	n/a	4.62	n/a	19.62	13.83	14.22	14.22	18.96	18.96	12.90	19.62
* Installation Electrician/Foreman * Installasie Elektriesien/Voorman	R41	107.73			77.74	n/a	11.38	n/a	4.62	n/a	19.62	13.83	14.22	14.22	18.96	18.96	12.90	19.62
Electrical Tester for Single Phase Elektriese Toetsers vir enkel fase	39	98.44	184.23	324.85	106.12	n/a	29.89	n/a	4.62	n/a	19.62	13.83	12.99	12.99	17.33	17.33	12.90	19.62
* Electrical Tester for Single Phase * Elektriese Toetsers vir enkel fase	R39	98.44			71.03	n/a	10.40	n/a	4.62	n/a	19.62	13.83	12.99	12.99	17.33	17.33	12.90	19.62
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	93.68	175.10	309.14	100.99	n/a	28.44	n/a	4.62	n/a	19.62	13.83	12.37	12.37	16.49	16.49	12.90	19.62
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	R42	93.68			67.60	n/a	9.89	n/a	4.62	n/a	19.62	13.83	12.37	12.37	16.49	16.49	12.90	19.62
Driver up to 3 500kg Drywer tot 3 500 kg	45	44.65	81.04	147.35	48.13	n/a	13.56	n/a	4.62	n/a	19.62	13.83	5.89	5.89	7.86	7.86	12.90	19.62
* Driver up to 3 500kg * Drywer tot 3 500 kg	R45	44.65			32.22	n/a	4.72	n/a	4.62	n/a	19.62	13.83	5.89	5.89	7.86	7.86	12.90	19.62
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	49.95	91.20	164.84	53.85	n/a	15.16	n/a	4.62	n/a	19.62	13.83	6.59	6.59	8.79	8.79	12.90	19.62
* Driver 3 501 to 16000 * Drywer 3 501 tot 16 000 kg	R46	49.95			36.04	n/a	5.27	n/a	4.62	n/a	19.62	13.83	6.59	6.59	8.79	8.79	12.90	19.62
Driver 16 001kg and over Drywer 16 001kg en meer	47	64.77	119.63	213.74	69.82	n/a	19.66	n/a	4.62	n/a	19.62	13.83	8.55	8.55	11.40	11.40	12.90	19.62
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	R47	64.77			46.74	n/a	6.84	n/a	4.62	n/a	19.62	13.83	8.55	8.55	11.40	11.40	12.90	19.62
Elkonop 3 Elkonop 3	43	68.11	126.04	224.76	73.42	n/a	20.68	n/a	4.62	n/a	19.62	13.83	8.99	8.99	11.99	11.99	12.90	19.62
* Elkonop 3 * Elkonop 3	R43	68.11			49.15	n/a	7.19	n/a	4.62	n/a	19.62	13.83	8.99	8.99	11.99	11.99	12.90	19.62
Elkonop 2 Elkonop 2	44	58.29	107.20	192.36	62.84	n/a	17.70	n/a	4.62	n/a	19.62	13.83	7.69	7.69	10.26	10.26	12.90	19.62
* Elkonop 2 * Elkonop 2	R44	58.29			42.06	n/a	6.16	n/a	4.62	n/a	19.62	13.83	7.69	7.69	10.26	10.26	12.90	19.62
Elkonop 1 Elkonop 1	48	37.38	67.09	123.35	40.30	n/a	11.35	n/a	4.62	n/a	19.62	13.83	4.93	4.93	6.58	6.58	12.90	19.62
* Elkonop 1 * Elkonop 1	R48	37.38			26.97	n/a	3.95	n/a	4.62	n/a	19.62	13.83	4.93	4.93	6.58	6.58	12.90	19.62
Electrical Assistant Elektriese Assistent	49	31.89	56.56	105.24	34.38	n/a	9.68	n/a	4.62	n/a	19.62	13.83	4.21	4.21	5.61	5.61	12.90	19.62
* Electrical Assistant * Elektriese Assistent	R49	31.89			23.01	n/a	3.37	n/a	4.62	n/a	19.62	13.83	4.21	4.21	5.61	5.61	12.90	19.62
**Algemene Assistent **General Assistant	95	25.42	n/a		n/a		n/a		n/a		19.62	13.83	n/a		4.47	4.47	12.90	19.62

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	EE	ER	EE	ER	EE	ER	EE			ER	EE	ER	EE		
ER = Employer / EE = Employee																		
Storeman Stoorman	93	37.38	67.09	123.35	40.30	n/a	11.35	n/a	4.62	n/a	19.62	13.83	4.93	4.93	6.58	6.58	12.90	19.62
*Storeman *Stoorman	R93	37.38			26.97	n/a	3.95	n/a	4.62	n/a	19.62	13.83	4.93	4.93	6.58	6.58	12.90	19.62
Apprentice Stage 4 Vakleerling Stadium 4	54	65.55	121.13	216.32	70.66	n/a	19.90	n/a	4.62	n/a	19.62	13.83	8.65	8.65	11.54	11.54	12.90	19.62
Apprentice Stage 3 Vakleerling Stadium 3	53	46.82	85.20	154.51	50.47	n/a	14.21	n/a	4.62	n/a	19.62	13.83	6.18	6.18	8.24	8.24	12.90	19.62
Apprentice Stage 2 Vakleerling Stadium 2	52	42.17	76.28	139.16	45.46	n/a	12.80	n/a	4.62	n/a	19.62	13.83	5.57	5.57	7.42	7.42	12.90	19.62
Apprentice Stage 1 Vakleerling Stadium 1	51	35.58	63.64	117.41	38.36	n/a	10.80	n/a	4.62	n/a	19.62	13.83	4.70	4.70	6.26	6.26	12.90	19.62
Working ECA Employer Werkende EAV Werkgewer	63										13.83				41.25			
Non-ECA working Employer Nie-EAV werkende Werkgewer	64														41.25			
ECA employer with pension EAV werkgewer met pensioen	66		773.45								13.83				41.25			
Non-ECA employer with pension Nie-EAV werkgewer met pensioen	67		773.45												41.25			

* Risk benefit only (fixed term contracts) reflecting on levy with "r" prefix

* Please note that you can divide the pen/prov, gla, phi, sbf and council levy deductions by 44 hours and that will give you the hourly deduction value for those funds.

Tier 3 (old Area L) includes

Maclantown
Nompumelelo

REGION C:

1. Employer pays ECA levies and is 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 is retained by the Bargaining Council and used towards administration costs.
5. **Note that the job description must be adhered to.
(NB: Maximum period of employment as code 95 is four 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 floors 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 R12.90 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 R19,62 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 110,43** per standby shift; Subsistence Allowance is **R 168,42** and travel per kilometer is **R 4,20**.

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 shutdown 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/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 fund as long as the employee is unfit to return to work and remains a member of the fund.



NEW WAGE & DEDUCTIONS EFFECTIVE - 29 MAY 2023

* PLEASE NOTE - PEN/PROV, 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 WENEMERS	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	EE (40%)	ER	EE	ER	EE	ER	EE			ER	EE	ER	EE	ER	EE	
ER = Employer / EE = Employee																			
Master Installation Electrician Meester Installasie Elektriesien * Master Installation Electrician * Meester Installasie Elektriesien	40	148.93	434.43	393.18	105.50	n/a	45.22	n/a	4.62	n/a	19.62	13.83	19.66	19.66	26.21	26.21	12.90	19.62	
Installation Electrician/Foreman Installasie Elektriesien/Voorman * Installation Electrician/Foreman * Installasie Elektriesien/Voorman	41	137.15	399.70	362.08	97.16	n/a	41.64	n/a	4.62	n/a	19.62	13.83	18.10	18.10	24.14	24.14	12.90	19.62	
Electrical Tester for Single Phase Elektriese Toetsvir enkelfase * Electrical Tester for Single Phase * Elektriese Toetsvir enkelfase	39	125.16	364.35	330.42	88.66	n/a	38.00	n/a	4.62	n/a	19.62	13.83	16.52	16.52	22.03	22.03	12.90	19.62	
Electrician, Artisan & DAM Elektriese Ambagsman & DAM * Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	42	119.11	346.52	314.45	84.38	n/a	36.16	n/a	4.62	n/a	19.62	13.83	15.72	15.72	20.96	20.96	12.90	19.62	
Driver up to 3 500kg Drywer tot 3 500 kg * Driver up to 3 500kg * Drywer tot 3 500 kg	45	49.84	142.31	131.58	35.31	n/a	15.13	n/a	4.62	n/a	19.62	13.83	6.58	6.58	8.77	8.77	12.90	19.62	
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16 000kg * Driver 3 501 to 16 000 * Drywer 3 501 tot 16 000 kg	46	58.96	169.19	155.65	41.77	n/a	17.90	n/a	4.62	n/a	19.62	13.83	7.78	7.78	10.38	10.38	12.90	19.62	
Driver 16 001kg and over Drywer 16 001kg en meer * Driver 16 001 kg and over * Drywer 16 001 kg en meer	47	64.01	184.08	168.99	45.34	n/a	19.43	n/a	4.62	n/a	19.62	13.83	8.45	8.45	11.27	11.27	12.90	19.62	
Elconop 3 Elkonop 3 * Elconop 3 * Elkonop 3	43	86.76	251.15	229.05	61.46	n/a	26.34	n/a	4.62	n/a	19.62	13.83	11.45	11.45	15.27	15.27	12.90	19.62	
Elconop 2 Elkonop 2 * Elconop 2 * Elkonop 2	44	76.14	219.84	201.01	53.94	n/a	23.12	n/a	4.62	n/a	19.62	13.83	10.05	10.05	13.40	13.40	12.90	19.62	
Elconop 1 Elkonop 1 * Elconop 1 * Elkonop 1	48	47.99	136.85	126.69	34.00	n/a	14.57	n/a	4.62	n/a	19.62	13.83	6.33	6.33	8.45	8.45	12.90	19.62	
Electrical Assistant Elektriese Assistent * Electrical Assistant * Elektriese Assistent	49	41.01	116.28	108.27	29.05	n/a	12.45	n/a	4.62	n/a	19.62	13.83	5.41	5.41	7.22	7.22	12.90	19.62	
Elconop 1 Elkonop 1 - 1st 13 weeks	50	47.99			34.63	n/a	5.07	n/a	5.62	n/a	19.62	13.83	6.33	6.33	8.45	8.45	12.90	13.75	
Electrical Assistant Elektriese - 1st 13 weeks **Algemeene Assistent **General Assistant	65	41.01			29.59	n/a	4.33	n/a	6.62	n/a	19.62	13.83	5.41	5.41	7.22	7.22	12.90	13.75	
Storeman Stoorman *Storeman *Stoorman	93	47.99	136.85	126.69	34.00	n/a	14.57	n/a	4.62	n/a	19.62	13.83	6.33	6.33	8.45	8.45	12.90	19.62	
Domestic Appliance Repairer *Domestic Appliance Repairer	59	55.96	160.35	147.73	39.64	n/a	16.99	n/a	4.62	n/a	19.62	13.83	7.39	7.39	9.85	9.85	12.90	19.62	
Apprentice Stage 4 Vakleerling Stadium 4	54	83.37	241.15	220.10	59.06	n/a	25.31	n/a	4.62	n/a	19.62	13.83	11.00	11.00	14.67	14.67	12.90	19.62	
Apprentice Stage 3 Vakleerling Stadium 3	53	59.57	170.99	157.26	42.20	n/a	18.09	n/a	4.62	n/a	19.62	13.83	7.86	7.86	10.48	10.48	12.90	19.62	
Apprentice Stage 2 Vakleerling Stadium 2	52	53.59	153.36	141.48	37.96	n/a	16.27	n/a	4.62	n/a	19.62	13.83	7.07	7.07	9.43	9.43	12.90	19.62	
Apprentice Stage 1 Vakleerling Stadium 1	51	45.25	128.78	119.46	32.06	n/a	13.74	n/a	4.62	n/a	19.62	13.83	5.97	5.97	7.96	7.96	12.90	19.62	
Working ECA Employer Werkende EAV Werkgewer	63											13.83							
Non-ECA working Employer Nie-EAV werkende Werkgewer	64																		
ECA employer with pension EAV werkgewer met pensioen	66		949.43									13.83							
Non-ECA employer with pension Nie-EAV werkgewer met pensioen	67		949.43																

* Risk benefit only (fixed term contracts) reflecting on levy with "r" prefix

* Please note that you can divide the pen/prov, gla, phi, sbf and council levy deductions by 44 hours and that will give you the hourly deduction value for those funds.

Tier 1 (old Area J) includes

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	Golokodo-Ensimbini	Illovo South
Mangangen/Vumazonke	Roseneath	Sapref	Westville	Berea	Durban	Greytown
Kingsburgh	Ngqolosi	Ngqungqulu	Shallcross	Ximba	Blackburn	Durban International Airport
Hambanathi	Maphephetha	Maphumulo	Nkwazi/Zinkwazi Beach	Sobonakhona	Bluff	Durban North
Hammarisdale	Kloof	Mariannhill	Ntuzuma	Thoyana	Cato Ridge	Durban South
Hillcrest	Kranskop	Mawotana	Oceans	Tonga	Camperdown	Emalangen
Hilton	KwaDabeka	Mawothi	Outer West Durban	Tongaat Beach	Cele/Vumengazi	Embo/Nksa Isimahla
Howick	KwaDukuza	Molweni	Phoenix	Tshelimnyama	Chatsworth	Emona
Inanda	KwaMashu	Mount Edgcombe	Pietermaritzburg	Umdloti	Cibane	Ethekwini
Inchanga	KwaNdengezi	Mount Moreland	Pinetown	Umgababa	Clermont	Everton
Isithebe	Lotus Park	Mpolo	Prospecton	Umhlanga	Clifton Canyon	Ezembeni
Isipingo	Luganda	Mpumalanga	Qadi	Umkomaas	Cool Air	Folweni
Isipingo Beach	Luthuli/Umnini Trust	Ndwendwe	Qiniselani Manyuswa	Umlazi	Craigieburn	Gcumisa
		New Germany	Queensburgh	Verulam		

REGION D:

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 R12.90 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 R19.62 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 is 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 R19.62 per week or R85.00 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 for 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 floors 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 110.43 per standby shift; Subsistence Allowance is R 168.42 and travel per kilometer is R 4.20.

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 shutdown 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/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 fund as long as the employee is unfit to return to work and remains a member of the fund.

NEW WAGE & DEDUCTIONS EFFECTIVE - 29 MAY 2023

* PLEASE NOTE - PEN/PROV, 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	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	R143.08	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Master Installation Electrician	R40	R143.08			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Installation Electrician/Foreman	41	R137.15	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Installation Electrician/Foreman	R41	R137.15			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Electrical Tester for Single Phase	39	R120.23	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Electrical Tester for Single Phase	R39	R120.23			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Electrician, Artisan & DAM	42	R114.53	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Electrician, Artisan & DAM	R42	R114.53			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Elconop 3	43	R85.34	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Elconop 3	R43	R85.34			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Elconop 2	44	R79.17	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Elconop 2	R44	R79.17			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Elconop 1	48	R54.77	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Elconop 1	R48	R54.77			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Storeman	93	R54.77	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Storeman	R93	R54.77			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Electrical Assistant	49	R44.78	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Electrical Assistant	R49	R44.78			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
** General Assistant	95	R33.58	N/A		N/A			R19.62	R13.83	n/a		0.4%	0.4%	12.90	19.62		
Apprentice Stage 4	54	R80.18	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Apprentice Stage 3	53	R57.24	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Apprentice Stage 2	52	R51.53	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Apprentice Stage 1	51	R43.52	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Driver up to 3 500kg	45	R48.97	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Driver up to 3 500kg	R45	R48.97			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Driver 3 501kg to 16 000kg	46	R55.50	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Driver 3 501 to 16000	R46	R55.50			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Driver 16 001kg and over	47	R61.93	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Driver 16 001 kg and over	R47	R61.93			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Working ECA Employer	63								R13.83			0.4%	0.4%				
Non-ECA working Employer	64											0.4%	0.4%				
ECA employer with pension	66								R13.83			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

* Please note that you can divide the pen/prov, gla, phi, sbf and council levy deductions by 44 hours and that will give you the hourly deduction value for those funds.

Tier 1 (old Area I) includes

Athlone	Atlantis	Belhar	Bellville	Blackheath	Blouberg	Blue Downs
Brackenfell	Cape Point	Cape Town	Delft	Durbanville	Elsies Rivier	Fish Hoek
Goodwood	Grasy Park	Guguletu	Hout Bay	Khayelitsha	Kommetjie	Kraaifontein
Kuils River	Langa	Macassar	Matroosfontein	Melkbosstrand	Milnerton	Mitchell's Plain
Muizenberg	Noordhoek	Nyanga	Parow	Philadelphia	Phillippi	Robben Island
Scarborough	Simon's Town	Southern Suburbs	Table View			



NEW WAGE & DEDUCTIONS EFFECTIVE - 29 MAY 2023

* PLEASE NOTE - PEN/PROV, 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	CODE	CONCESSIONARY MINIMUM WAGE P/H	GAZETTED MINIMUM WAGE P/H	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	GLA	PHI	FUNERAL			EE	ER	ER	EE	ER	EE	ER	EE
				EMPLOYER ONLY														
Master Installation Electrician	40	R100.07	R121.63	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Master Installation Electrician	R40	R100.07	R121.63			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Installation Electrician/Foreman	41	R92.08	R117.91	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Installation Electrician/Foreman	R41	R92.08	R117.91			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Electrical Tester for Single Phase	39	R84.04	R102.18	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Electrical Tester for Single Phase	R39	R84.04	R102.18			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Electrician, Artisan & DAM	42	R80.05	R97.35	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Electrician, Artisan & DAM	R42	R80.05	R97.35			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Elconop 3	43	R59.03	R72.58	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Elconop 3	R43	R59.03	R72.58			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Elconop 2	44	R52.15	R68.36	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Elconop 2	R44	R52.15	R68.36			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Elconop 1	48	R34.16	R47.28	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Elconop 1	R48	R34.16	R47.28			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Storeman	93	R34.16	R47.28	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Storeman	R93	R34.16	R47.28			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Electrical Assistant	49	R32.63	R38.69	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Electrical Assistant	R49	R32.63	R38.69			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
** General Assistant	95	R26.09	R28.99	N/A		N/A			R19.62	R13.83	n/a		0.4%	0.4%	12.90	19.62		
Apprentice Stage 4	54	R56.03	R68.15	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Apprentice Stage 3	53	R40.04	R48.71	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Apprentice Stage 2	52	R36.02	R43.79	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Apprentice Stage 1	51	R30.41	R37.02	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Driver up to 3 500kg	45	R33.14	R41.64	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Driver up to 3 500kg	R45	R33.14	R41.64			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Driver 3 501kg to 16 000kg	46	R38.58	R47.18	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Driver 3 501 to 16000	R46	R38.58	R47.18			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Driver 16 001kg and over	47	R42.77	R52.64	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Driver 16 001 kg and over	R47	R42.77	R52.64			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Working ECA Employer	63									R13.83			0.4%	0.4%				
Non-ECA working Employer	64												0.4%	0.4%				
ECA employer with pension	66									R13.83			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

* Please note that you can divide the pen/prov, gla, phi, sbf and council levy deductions by 44 hours and that will give you the hourly deduction value for those funds.

Tier 2 (old Area M) includes

Darling	Franschoek	Gordonsbay	Kalbaskraal Klampmuts	Malmesbury	Riebeeck Kasteel
Riebeeck West	RiverlandsSir	Lowry's Pass	Somerset West	Paarl	
Stellenbosch	Stellenbosch Farms	Strand	Wellington	Yzerfontein	

NEW WAGE & DEDUCTIONS EFFECTIVE - 29 MAY 2023

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CATEGORIES OF EMPLOYEES ER = Employer / EE = Employee	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	R94.91	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Master Installation Electrician	R40	R94.91			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Installation Electrician/Foreman	41	R87.08	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Installation Electrician/Foreman	R41	R87.08			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Electrical Tester for Single Phase	39	R77.43	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Electrical Tester for Single Phase	R39	R77.43			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Electrician, Artisan & DAM	42	R75.83	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Electrician, Artisan & DAM	R42	R75.83			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Elconop 3	43	R55.05	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Elconop 3	R43	R55.05			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Elconop 2	44	R47.28	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Elconop 2	R44	R47.28			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Elconop 1	48	R30.40	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Elconop 1	R48	R30.40			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Storeman	93	R30.40	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Storeman	R93	R30.40			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Electrical Assistant	49	R25.90	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Electrical Assistant	R49	R25.90			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
**General Assistant	95	R25.59	N/A		N/A			R19.62	R13.83	n/a		0.4%	0.4%	12.90	19.62		
Apprentice Stage 4	54	R53.08	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Apprentice Stage 3	53	R37.91	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Apprentice Stage 2	52	R34.14	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Apprentice Stage 1	51	R28.79	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Driver up to 3 500kg	45	R31.72	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Driver up to 3 500kg	R45	R31.72			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Driver 3 501kg to 16 000kg	46	R37.39	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Driver 3 501 to 16000	R46	R37.39			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Driver 16 001kg and over	47	R41.60	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Driver 16 001 kg and over	R47	R41.60			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Working ECA Employer	63							R13.83				0.4%	0.4%				
Non-ECA working Employer	64											0.4%	0.4%				
ECA employer with pension	66							R13.83				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

* Please note that you can divide the pen/prov, gla, phi, sbf and council levy deductions by 44 hours and that will give you the hourly deduction value for those funds.

Tier 2 (old Area N) includes

Abbotsdale
Saldanha

Chatsworth
St Helena Bay

Grotto Bay
Velldrif

Jacobs Bay
Vredenburg

Langebaan

Moreesburg

Paternoster



NEW WAGE & DEDUCTIONS EFFECTIVE - 29 MAY 2023

* PLEASE NOTE - PEN/PROV, 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	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	R94.91	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
* Master Installation Electrician	R40	R94.91			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
Installation Electrician/Foreman	41	R87.08	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
* Installation Electrician/Foreman	R41	R87.08			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
Electrical Tester for Single Phase	39	R77.43	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
* Electrical Tester for Single Phase	R39	R77.43			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
Electrician, Artisan & DAM	42	R75.83	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
* Electrician, Artisan & DAM	R42	R75.83			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
Elconop 3	43	R55.05	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
* Elconop 3	R43	R55.05			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
Elconop 2	44	R47.28	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
* Elconop 2	R44	R47.28			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
Elconop 1	48	R30.40	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
* Elconop 1	R48	R30.40			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
Storeman	93	R30.40	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
* Storeman	R93	R30.40			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
Electrical Assistant	49	R25.90	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
* Electrical Assistant	R49	R25.90			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
** General Assistant	95	R25.42	N/A		N/A			R19.62	R13.83	n/a		0.4%	0.4%	12.90	19.62	
Apprentice Stage 4	54	R53.08	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
Apprentice Stage 3	53	R37.91	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
Apprentice Stage 2	52	R34.14	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
Apprentice Stage 1	51	R28.79	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
Driver up to 3 500kg	45	R31.72	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
* Driver up to 3 500kg	R45	R31.72			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
Driver 3 501kg to 16 000kg	46	R37.39	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
* Driver 3 501 to 16000	R46	R37.39			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
Driver 16 001kg and over	47	R41.60	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
* Driver 16 001 kg and over	R47	R41.60			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62	
Working ECA Employer	63								R13.83			0.4%	0.4%			
Non-ECA working Employer	64											0.4%	0.4%			
ECA employer with pension	66								R13.83			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

* Please note that you can divide the pen/prov, gla, phi, sbf and council levy deductions by 44 hours and that will give you the hourly deduction value for those funds.

Tier 3 (old Area N) includes

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	Leipodville	Saron	Eendekuil	Leliefontein / Kamiesberg
Springbok	Eksteenfontein	Loeriesfontein	Elands Bay	Lutzville	Strandfontein	Garies
Middelpos	Sutherland	Graafwater	Molsvlei	Van Rhynsdorp	Hondeklip Bay	Nababeep
Vredendal	Hopefield	Nieuwoudtville	Wupperthal			

NEW WAGE & DEDUCTIONS EFFECTIVE - 29 MAY 2023

* PLEASE NOTE - PEN/PROV, 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 ER = Employer / EE = Employee	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	GLA	PHI	FUNERAL			EE	ER	ER	EE	ER	EE	ER	EE
			EMPLOYER ONLY														
Master Installation Electrician	40	R95.52	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Master Installation Electrician	R40	R95.52			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Installation Electrician/Foreman	41	R87.91	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Installation Electrician/Foreman	R41	R87.91			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Electrical Tester for Single Phase	39	R80.24	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Electrical Tester for Single Phase	R39	R80.24			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Electrician, Artisan & DAM	42	R76.42	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Electrician, Artisan & DAM	R42	R76.42			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Elconop 3	43	R56.38	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Elconop 3	R43	R56.38			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Elconop 2	44	R49.78	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Elconop 2	R44	R49.78			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Elconop 1	48	R32.58	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Elconop 1	R48	R32.58			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Storeman	93	R32.58	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Storeman	R93	R32.58			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Electrical Assistant	49	R31.16	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Electrical Assistant	R49	R31.16			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
** General Assistant	95	R25.59	N/A		N/A			R19.62	R13.83	n/a		0.4%	0.4%	12.90	19.62		
Apprentice Stage 4	54	R53.50	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Apprentice Stage 3	53	R38.21	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Apprentice Stage 2	52	R34.38	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Apprentice Stage 1	51	R29.03	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Driver up to 3 500kg	45	R31.64	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Driver up to 3 500kg	R45	R31.64			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Driver 3 501kg to 16 000kg	46	R36.84	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Driver 3 501 to 16000	R46	R36.84			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Driver 16 001kg and over	47	R40.85	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Driver 16 001 kg and over	R47	R40.85			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Working ECA Employer	63								R13.83			0.4%	0.4%				
Non-ECA working Employer	64											0.4%	0.4%				
ECA employer with pension	66								R13.83			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

* Please note that you can divide the pen/prov, gla, phi, sbf and council levy deductions by 44 hours and that will give you the hourly deduction value for those funds.

Tier 2 (old Area O) includes

Betty's Bay
Rawsonville
Franskraal
Vermont
Onrus

Pearly Beach
Ceres
Theewaterskloof
Hawston

Birkenhead
Rooi-Els
Gans Baai
Villiersdorp

Pniel
De Kelders
Tulbach
Hermanus

Bot River
Sand Bay
Gouda
Wolseley

Pringle Bay
Fishershaven
Van Dyks Bay
Kleinmond

Caledon/Myddleton
Stanford
Grabouw
Worcester



NEW WAGE & DEDUCTIONS EFFECTIVE - 29 MAY 2023

* PLEASE NOTE - PEN/PROV, 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	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	R95.52	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Master Installation Electrician	R40	R95.52			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Installation Electrician/Foreman	41	R87.91	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Installation Electrician/Foreman	R41	R87.91			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Electrical Tester for Single Phase	39	R80.24	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Electrical Tester for Single Phase	R39	R80.24			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Electrician, Artisan & DAM	42	R76.42	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Electrician, Artisan & DAM	R42	R76.42			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Elconop 3	43	R56.38	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Elconop 3	R43	R56.38			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Elconop 2	44	R49.78	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Elconop 2	R44	R49.78			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Elconop 1	48	R32.58	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Elconop 1	R48	R32.58			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Storeman	93	R32.58	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Storeman	R93	R32.58			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Electrical Assistant	49	R31.16	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Electrical Assistant	R49	R31.16			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
**General Assistant	95	R25.42	N/A		N/A			R19.62	R13.83	n/a		0.4%	0.4%	12.90	19.62		
Apprentice Stage 4	54	R53.50	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Apprentice Stage 3	53	R38.21	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Apprentice Stage 2	52	R34.38	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Apprentice Stage 1	51	R29.03	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Driver up to 3 500kg	45	R31.64	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Driver up to 3 500kg	R45	R31.64			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Driver 3 501kg to 16 000kg	46	R36.84	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Driver 3 501 to 16000	R46	R36.84			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Driver 16 001kg and over	47	R40.85	7.5%	7.5%				R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
* Driver 16 001 kg and over	R47	R40.85			1.64%	0.24%	R 4.62 p/w	R19.62	R13.83	0.3%	0.3%	0.4%	0.4%	12.90	19.62		
Working ECA Employer	63								R13.83			0.4%	0.4%				
Non-ECA working Employer	64											0.4%	0.4%				
ECA employer with pension	66								R13.83			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

* Please note that you can divide the pen/prov, gla, phi, sbf and council levy deductions by 44 hours and that will give you the hourly deduction value for those funds.

Tier 3 (old Area O) includes

Agulhas	Matjiesfontein	Arniston	Mc Gregor	Ashton	Montagu	Barrydale
Napier	Bonnievale	Op-Die-Berg	Bredasdorp	Prince Alfred Hamlet	Buffeljagsrivier	Protom
De Doorns	Riviersonderend	Elim	Robertson	Genadendal	Slangrivier	Greyton
Struis Bay	Heidelberg	Suiderstrand	Infanta	Suurbraak	Klipdale	Swellendam
Laingsburg	Touws River	Malgas	Witsand			

The NBCEI (SA)



Delegates and senior management of the National Bargaining Council for the Electrical Industry (SA).

PUT YOUR POWER INTO HANDS THAT YOU CAN TRUST

FIVE REASONS YOU CAN TRUST A MEMBER OF THE ELECTRICAL CONTRACTORS' ASSOCIATION (SA)

ALL ECA MEMBERS:

- ✓ Have the backing of South Africa's most influential members' association for electrical contractors.
- ✓ Are duly registered with all relevant, prescribed statutory institutions, including the Department of Employment and Labour.
- ✓ Pay levies to the National Bargaining Council for the Electrical Industry and pay staff according to the Wage Agreement, including providing social benefits such as pension and medical aid.
- ✓ Work is guaranteed and backed by the ECA's Workmanship Guarantee up to R20 000 (with terms and conditions).
- ✓ Undertake all work according to all rules and regulations that ensure the consumer's safety and are provided with continuous training at accredited centres.



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