



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

TEL: 011 339 2312
FAX: 011 339-7112

TEL: 011 339 2312
P.O. BOX 31402
BRAAMFONTEIN
2017

INCORPORATION NO LR 2/6/6/128

5 February 2019

SICK PAY FUND SUBSIDIES (Regions A & B)

In an article that was published in the Wired magazine on the 06 November 2018, it was announced that the current NBCEISA subsidy of 0.1% per employer and employee contribution will terminate at the end of January 2019.

It was decided at a meeting of the NBCEISA Region A & B Sick Pay Fund Committee to extend the subsidy to the end of April 2019.

Please find attached a Wage & Rates Table for the period 1 February 2019 to 30 April 2019. a New table will be published and distributed for the period 1 May 2019 to 31 January 2020.

For any queries please contact the National Sick Pay Fund Administrator, Eunice Walker, at 011 3392312.

Samantha Wiggill
Regional Manager A1

Sydney Moshome
Regional Manager A2

WAGE RATES AND DEDUCTIONS - 01 FEBRUARY 2019

AREA A

INCREASES ARE - 6.1% ON MINIMUM WAGES AND 5.1% ON ACTUAL WAGES (EMPLOYEES EARNING IN EXCESS OF THE MINIMUM WAGE)

CATEGORIES OF EMPLOYEES KATEGORIE VAN WERKNEMERS	Code Kode	Wage Rate Per Hour	PEN / PROV Per Week		SAEWA Per Week	ECA Per Week excl VAT	SBF Per Week		Council Levy Per Week		CBL Employee Per Week	CBL Employer Per Week
ER = Employer / EE = Employee			ER	EE	EE	ER	ER	EE	ER	EE	EE	ER
Master Installation Electrician Meester Installasie Elektrisiën	40	R 119.17	R 379.85	R 379.85	R 16.15	R 11.61	R 10.13	R 10.13	R 20.26	R 20.26	R 10.00	R 10.83
* Master Installation Electrician * Meester Installasie Elektrisiën	80	R 119.17	R 199.61		R 16.15	R 11.61	R 10.13	R 10.13	R 20.26	R 20.26	R 10.00	R 10.83
Installation Electrician/Foreman Installasie Elektrisiën/Voorman	41	R 109.75	R 349.83	R 349.83	R 16.15	R 11.61	R 9.33	R 9.33	R 18.66	R 18.66	R 10.00	R 10.83
* Installation Electrician/Foreman * Installasie Elektrisiën/Voorman	81	R 109.75	R 184.20		R 16.15	R 11.61	R 9.33	R 9.33	R 18.66	R 18.66	R 10.00	R 10.83
Electrical Tester for Single Phase Elektriese Toetser vir enkelfase	39	R 100.15	R 319.23	R 319.23	R 16.15	R 11.61	R 8.51	R 8.51	R 17.03	R 17.03	R 10.00	R 10.83
* Electrical Tester for Single Phase * Elektriese Toetser vir enkelfase	82	R 100.15	R 168.49		R 16.15	R 11.61	R 8.51	R 8.51	R 17.03	R 17.03	R 10.00	R 10.83
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	R 95.31	R 303.80	R 303.80	R 16.15	R 11.61	R 8.10	R 8.10	R 16.20	R 16.20	R 10.00	R 10.83
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	83	R 95.31	R 160.57		R 16.15	R 11.61	R 8.10	R 8.10	R 16.20	R 16.20	R 10.00	R 10.83
Driver up to 3 500kg Drywer tot 3 500 kg	45	R 39.90	R 127.18	R 127.18	R 16.15	R 11.61	R 3.39	R 3.39	R 6.78	R 6.78	R 10.00	R 10.83
* Driver up to 3 500kg * Drywer tot 3 500 kg	85	R 39.90	R 69.91		R 16.15	R 11.61	R 3.39	R 3.39	R 6.78	R 6.78	R 10.00	R 10.83
Driver 3 501kg to 16 000kg Drywer tot 3 501 kg tot 16000kg	46	R 47.18	R 150.39	R 150.39	R 16.15	R 11.61	R 4.01	R 4.01	R 8.02	R 8.02	R 10.00	R 10.83
* Driver 3 501 to 16000 * Drywer tot 3 501 to 16 000 kg	86	R 47.18	R 81.82		R 16.15	R 11.61	R 4.01	R 4.01	R 8.02	R 8.02	R 10.00	R 10.83
Driver 16 001kg and over Drywer 16 001kg en meer	47	R 52.45	R 167.18	R 167.18	R 16.15	R 11.61	R 4.46	R 4.46	R 8.92	R 8.92	R 10.00	R 10.83
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	87	R 52.45	R 90.44		R 16.15	R 11.61	R 4.46	R 4.46	R 8.92	R 8.92	R 10.00	R 10.83
Elconop 3 Elkonop 3	43	R 69.43	R 221.31	R 221.31	R 16.15	R 11.61	R 5.90	R 5.90	R 11.80	R 11.80	R 10.00	R 10.83
* Elconop 3 * Elkonop 3	88	R 69.43	R 118.22		R 16.15	R 11.61	R 5.90	R 5.90	R 11.80	R 11.80	R 10.00	R 10.83
Elconop 2 Elkonop 2	44	R 59.70	R 190.29	R 190.29	R 16.15	R 11.61	R 5.07	R 5.07	R 10.15	R 10.15	R 10.00	R 10.83
* Elconop 2 * Elkonop 2	89	R 59.70	R 102.30		R 16.15	R 11.61	R 5.07	R 5.07	R 10.15	R 10.15	R 10.00	R 10.83
Elconop 1 Elkonop 1	48	R 38.09	R 121.41	R 121.41	R 16.15	R 11.61	R 3.24	R 3.24	R 6.48	R 6.48	R 10.00	R 10.83
* Elconop 1 * Elkonop 1	90	R 38.09	R 66.94		R 16.15	R 11.61	R 3.24	R 3.24	R 6.48	R 6.48	R 10.00	R 10.83
Electrical Assistant Elektriese Assistent	49	R 32.54	R 103.72	R 103.72	R 16.15	R 11.61	R 2.77	R 2.77	R 5.53	R 5.53	R 10.00	R 10.83
* Electrical Assistant * Elektriese Assistent	91	R 32.54	R 57.86		R 16.15	R 11.61	R 2.77	R 2.77	R 5.53	R 5.53	R 10.00	R 10.83
** General Assistant ** Algemene Assistent	95	R 24.40	n/a		R 16.15	R 11.61	n/a		R 4.15	R 4.15	R 10.00	R 10.83
Storeman Stoorman	93	R 38.09	R 121.41	R 121.41	R 16.15	R 11.61	R 3.24	R 3.24	R 6.48	R 6.48	R 10.00	R 10.83
* Storeman * Stoorman	94	R 38.09	R 66.94		R 16.15	R 11.61	R 3.24	R 3.24	R 6.48	R 6.48	R 10.00	R 10.83
Apprentice Stage 4 Vakleerling Stadium 4	54	R 66.71	R 212.64	R 212.64	R 16.15	R 11.61	R 5.67	R 5.67	R 11.34	R 11.34	R 10.00	R 10.83
Apprentice Stage 3 Vakleerling Stadium 3	53	R 47.67	R 151.95	R 151.95	R 16.15	R 11.61	R 4.05	R 4.05	R 8.10	R 8.10	R 10.00	R 10.83
Apprentice Stage 2 Vakleerling Stadium 2	52	R 42.91	R 136.78	R 136.78	R 16.15	R 11.61	R 3.65	R 3.65	R 7.29	R 7.29	R 10.00	R 10.83
Apprentice Stage 1 Vakleerling Stadium 1	51	R 36.21	R 115.42	R 115.42	R 16.15	R 11.61	R 3.08	R 3.08	R 6.16	R 6.16	R 10.00	R 10.83
Working ECA Employer Werkende EAV Werkgewer	63					R 11.61			R 40.52			
Non-ECA working Employer Nie-EAV werkende Werkgewer	64								R 40.52			
ECA & Non ECA employer with pension EAV & Nie EAV werkgewer met pensioen	66		R 759.71			R 11.61			R 40.52			
ECA employer with pension & MAF EAV werkgewer met pensioen	67		R 759.71			R 11.61			R 40.52			

* RISK BENEFIT ONLY (LIMITED DURATION CONTRACTS)

AREA 'A' MAGISTERIAL DISTRICTS / DIE LANDDROSDISTRIKTE VAN:

"Area A" means the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Bronkhorstspuit, Carletonville, Cullinan, Delmas, Germiston, Heidelberg, Johannesburg, Kempton Park, Krugersdorp, Kwamhlanga,

1. Employer pays ECA levies and 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. The minimum council levy is R55.00 per month per firm.
5. Council levy are retained by the Bargaining Council and used towards administration cost.
- 6.**Note that the job description must be adhered to.

A "General Assistant" means an employee who is engaged in any or all of the following tasks:

Digging holes and trenches, planting poles and laying and pulling cables in trenches, chasing and cutting walls and concrete floor for conduit, providing no power tools are used. Loading or unloading materials, stripping redundant installations and equipment incidental thereto from which the supply cables have been removed.

7. A 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 R10.83 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 R10.00 each per week. The object of the CBL is to subsidise the costs occasioned by collective bargaining and is effective from date of operation of the collective agreement.

8. Standby Allowance is R 88.36 per standby shift; Subsistence Allowance is R 134.77 and travel per kilometer is R 3.36

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

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 maximum earnings

Additional Benefits:

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

LIMITED DURATION CONTRACTS.

"In cases where an employee is engaged on a limited duration contract, and such employee has not previously contributed to the Electrical Industry employed on such limited duration contract: Provided this will not apply to an employee who was previously a member of the Pension/Provident Funds and has not withdrawn from such Fund: Provided that, should such employee be employed on a further limited duration contract with the same employer within 90 days of the termination of his original limited duration contract, the employer and employee shall contribute towards the employee's Pension/Provident Fund".

SEE DESIGNATION CODES: 80,81,82,83,85,86,87,88,89,90,91 AND 94.

WAGE RATES AND DEDUCTIONS - 01 FEBRUARY 2019

AREA B

INCREASES ARE - 6.1% ON MINIMUM WAGES AND 5.1% ON ACTUAL WAGES (EMPLOYEES EARNING IN EXCESS OF THE MINIMUM WAGE)

CATEGORIES OF EMPLOYEES KATEGORIE VAN WERKNEMERS	Code Kode	Wage Rate Per Hour	PEN / PROV Per Week		SAEWA Per Week	ECA Per Week excl VAT	SBF Per Week		Council Levy Per Week		CBL Employee Per Week	CBL Employer Per Week
ER = Employer / EE = Employee			ER	EE	EE	ER	ER	EE	ER	EE	EE	ER
Master Installation Electrician Meester Installasie Elektriesien	40	R 104.80	R 334.05	R 334.05	R 16.15	R 11.61	R 8.91	R 8.91	R 17.82	R 17.82	R 10.00	R 10.83
* Master Installation Electrician * Meester Installasie Elektriesien	80	R 104.80	R 176.10		R 16.15	R 11.61	R 8.91	R 8.91	R 17.82	R 17.82	R 10.00	R 10.83
Installation Electrician/Foreman Installasie Elektriesien/Voorman	41	R 96.53	R 307.69	R 307.69	R 16.15	R 11.61	R 8.21	R 8.21	R 16.41	R 16.41	R 10.00	R 10.83
* Installation Electrician/Foreman * Installasie Elektriesien/Voorman	81	R 96.53	R 162.57		R 16.15	R 11.61	R 8.21	R 8.21	R 16.41	R 16.41	R 10.00	R 10.83
Electrical Tester for Single Phase Elektriese Toetser vir enkelfase	39	R 88.08	R 280.76	R 280.76	R 16.15	R 11.61	R 7.49	R 7.49	R 14.97	R 14.97	R 10.00	R 10.83
* Electrical Tester for Single Phase * Elektriese Toetser vir enkelfase	82	R 88.08	R 148.74		R 16.15	R 11.61	R 7.49	R 7.49	R 14.97	R 14.97	R 10.00	R 10.83
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	R 83.79	R 267.08	R 267.08	R 16.15	R 11.61	R 7.12	R 7.12	R 14.24	R 14.24	R 10.00	R 10.83
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	83	R 83.79	R 141.72		R 16.15	R 11.61	R 7.12	R 7.12	R 14.24	R 14.24	R 10.00	R 10.83
Driver up to 3 500kg Drywer tot 3 500 kg	45	R 35.06	R 111.75	R 111.75	R 16.15	R 11.61	R 2.98	R 2.98	R 5.96	R 5.96	R 10.00	R 10.83
* Driver up to 3 500kg * Drywer tot 3 500 kg	85	R 35.06	R 61.99		R 16.15	R 11.61	R 2.98	R 2.98	R 5.96	R 5.96	R 10.00	R 10.83
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	R 41.50	R 132.28	R 132.28	R 16.15	R 11.61	R 3.53	R 3.53	R 7.06	R 7.06	R 10.00	R 10.83
* Driver 3 501 to 16000 * Drywer tot 3 501 to 16 000 kg	86	R 41.50	R 72.52		R 16.15	R 11.61	R 3.53	R 3.53	R 7.06	R 7.06	R 10.00	R 10.83
Driver 16 001kg and over Drywer 16 001kg en meer	47	R 46.08	R 146.88	R 146.88	R 16.15	R 11.61	R 3.92	R 3.92	R 7.83	R 7.83	R 10.00	R 10.83
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	87	R 46.08	R 80.02		R 16.15	R 11.61	R 3.92	R 3.92	R 7.83	R 7.83	R 10.00	R 10.83
Elconop 3 Elkonop 3	43	R 61.07	R 194.66	R 194.66	R 16.15	R 11.61	R 5.19	R 5.19	R 10.38	R 10.38	R 10.00	R 10.83
* Elconop 3 * Elkonop 3	88	R 61.07	R 104.55		R 16.15	R 11.61	R 5.19	R 5.19	R 10.38	R 10.38	R 10.00	R 10.83
Elconop 2 Elkonop 2	44	R 52.65	R 167.82	R 167.82	R 16.15	R 11.61	R 4.48	R 4.48	R 8.95	R 8.95	R 10.00	R 10.83
* Elconop 2 * Elkonop 2	89	R 52.65	R 90.77		R 16.15	R 11.61	R 4.48	R 4.48	R 8.95	R 8.95	R 10.00	R 10.83
Elconop 1 Elkonop 1	48	R 33.70	R 107.42	R 107.42	R 16.15	R 11.61	R 2.86	R 2.86	R 5.73	R 5.73	R 10.00	R 10.83
* Elconop 1 * Elkonop 1	90	R 33.70	R 59.76		R 16.15	R 11.61	R 2.86	R 2.86	R 5.73	R 5.73	R 10.00	R 10.83
Electrical Assistant Elektriese Assistent	49	R 28.61	R 91.19	R 91.19	R 16.15	R 11.61	R 2.43	R 2.43	R 4.86	R 4.86	R 10.00	R 10.83
* Electrical Assistant * Elektriese Assistent	91	R 28.61	R 51.43		R 16.15	R 11.61	R 2.43	R 2.43	R 4.86	R 4.86	R 10.00	R 10.83
** General Assistant ** Algemene Assistent	95	R 21.46	n/a		R 16.15	R 11.61	n/a		R 3.65	R 3.65	R 10.00	R 10.83
Storeman Stoorman	93	R 33.70	R 107.42	R 107.42	R 16.15	R 11.61	R 2.86	R 2.86	R 5.73	R 5.73	R 10.00	R 10.83
* Storeman * Stoorman	94	R 33.70	R 59.76		R 16.15	R 11.61	R 2.86	R 2.86	R 5.73	R 5.73	R 10.00	R 10.83
Apprentice Stage 4 Vakleerling Stadium 4	54	R 58.67	R 187.01	R 187.01	R 16.15	R 11.61	R 4.99	R 4.99	R 9.97	R 9.97	R 10.00	R 10.83
Apprentice Stage 3 Vakleerling Stadium 3	53	R 41.90	R 133.56	R 133.56	R 16.15	R 11.61	R 3.56	R 3.56	R 7.12	R 7.12	R 10.00	R 10.83
Apprentice Stage 2 Vakleerling Stadium 2	52	R 37.71	R 120.20	R 120.20	R 16.15	R 11.61	R 3.21	R 3.21	R 6.41	R 6.41	R 10.00	R 10.83
Apprentice Stage 1 Vakleerling Stadium 1	51	R 31.86	R 101.55	R 101.55	R 16.15	R 11.61	R 2.71	R 2.71	R 5.42	R 5.42	R 10.00	R 10.83
Working ECA Employer Werkende EAV Werkgewer	63					R 11.61			R 35.63			
Non-ECA working Employer Nie-EAV werkende Werkgewer	64								R 35.63			
ECA & Non ECA employer with pension EAV & Nie EAV werkgewer met pensioen	66		R 668.10			R 11.61			R 35.63			
ECA employer with pension & MAF EAV werkgewer met pensioen	67		R 668.10			R 11.61			R 35.63			

* RISK BENEFIT ONLY (LIMITED DURATION CONTRACTS)

AREA 'B' MAGISTERIAL DISTRICTS / DIE LANDDROSDISTRIKTE VAN:

"Area B" means the Magisterial Districts of Amersfoort, Balfour, Bethal, Bochum, Brits, Ermelo, Garankuwa, Highveld Ridge, Klerksdorp, Kriel, Matamulela, Mankwe, Mhala, Middelburg (Mpumalanga), Mmabatho,

- Employer pays ECA levies and compulsory for employers who are members of the ECA.
 - Vat is payable on ECA levies only.
 - Please ensure that the correct designation code is entered for each employee on the monthly contribution sheet.
 - The minimum council levy is R55.00 per month per firm.
 - Council levy are retained by the Bargaining Council and used towards administration cost.
 - **Note that the job description must be adhered to.
- A "General Assistant" means an employee who is engaged in any or all of the following tasks:

Digging holes and trenches, planting poles and laying and pulling cables in trenches, chasing and cutting walls and concrete floor for conduit, providing no power tools are used. Loading or unloading materials, stripping redundant installations and equipment incidental thereto from which the supply cables have been removed.

7. A 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 R10.83 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 R10.00 each per week. The object of the CBL is to subsidise the costs occasioned by collective bargaining and is effective from date of operation of the collective agreement.

8. Standby Allowance is R 88.36 per standby shift; Subsistence Allowance is R 134.77 and travel per kilometer is R 3.36

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

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All categories as specified in the Main Collective Agreement	31 st – 130 th	33% of actual wages
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Additional Benefits:

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

LIMITED DURATION CONTRACTS.

"In cases where an employee is engaged on a limited duration contract, and such employee has not previously contributed to the Electrical Industry employed on such limited duration contract: Provided this will not apply to an employee who was previously a member of the Pension/Provident Funds and has not withdrawn from such Fund: Provided that, should such employee be employed on a further limited duration contract with the same employer within 90 days of the termination of his original limited duration contract, the employer and employee shall contribute towards the employee's Pension/Provident Fund".

SEE DESIGNATION CODES: 80,81,82,83,85,86,87,88,89,90,91 AND 94.

WAGE RATES AND DEDUCTIONS - 01 FEBRUARY 2019

AREA C

INCREASES ARE - 6.1% ON MINIMUM WAGES AND 5.1% ON ACTUAL WAGES (EMPLOYEES EARNING IN EXCESS OF THE MINIMUM WAGE)

CATEGORIES OF EMPLOYEES KATEGORIE VAN WERKNEMERS	Code Kode	Wage Rate Per Hour	PEN / PROV Per Week		SAEWA Per Week	ECA Per Week excl VAT	SBF Per Week		Council Levy Per Week		CBL Employee Per Week	CBL Employer Per Week
ER = Employer / EE = Employee			ER	EE	EE	ER	ER	EE	ER	EE	EE	ER
Master Installation Electrician Meester Installasie Elektrisien	40	R 100.10	R 319.07	R 319.07	R 16.15	R 11.61	R 8.51	R 8.51	R 17.02	R 17.02	R 10.00	R 10.83
* Master Installation Electrician * Meester Installasie Elektrisien	80	R 100.10	R 168.41		R 16.15	R 11.61	R 8.51	R 8.51	R 17.02	R 17.02	R 10.00	R 10.83
Installation Electrician/Foreman Installasie Elektrisien/Voorman	41	R 89.91	R 286.59	R 286.59	R 16.15	R 11.61	R 7.64	R 7.64	R 15.28	R 15.28	R 10.00	R 10.83
* Installation Electrician/Foreman * Installasie Elektrisien/Voorman	81	R 89.91	R 151.74		R 16.15	R 11.61	R 7.64	R 7.64	R 15.28	R 15.28	R 10.00	R 10.83
Electrical Tester for Single Phase Elektriese Toetser vir enkelfase	39	R 83.90	R 267.43	R 267.43	R 16.15	R 11.61	R 7.13	R 7.13	R 14.26	R 14.26	R 10.00	R 10.83
* Electrical Tester for Single Phase * Elektriese Toetser vir enkelfase	82	R 83.90	R 141.90		R 16.15	R 11.61	R 7.13	R 7.13	R 14.26	R 14.26	R 10.00	R 10.83
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	R 78.15	R 249.10	R 249.10	R 16.15	R 11.61	R 6.64	R 6.64	R 13.29	R 13.29	R 10.00	R 10.83
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	83	R 78.15	R 132.49		R 16.15	R 11.61	R 6.64	R 6.64	R 13.29	R 13.29	R 10.00	R 10.83
Driver up to 3 500kg Drywer tot 3 500 kg	45	R 32.73	R 104.33	R 104.33	R 16.15	R 11.61	R 2.78	R 2.78	R 5.56	R 5.56	R 10.00	R 10.83
* Driver up to 3 500kg * Drywer tot 3 500 kg	85	R 32.73	R 58.17		R 16.15	R 11.61	R 2.78	R 2.78	R 5.56	R 5.56	R 10.00	R 10.83
Driver 3 501kg to 16 000kg Drywer tot 3 501 kg tot 16000kg	46	R 38.65	R 123.20	R 123.20	R 16.15	R 11.61	R 3.29	R 3.29	R 6.57	R 6.57	R 10.00	R 10.83
* Driver 3 501 to 16000 * Drywer tot 3 501 to 16 000 kg	86	R 38.65	R 67.86		R 16.15	R 11.61	R 3.29	R 3.29	R 6.57	R 6.57	R 10.00	R 10.83
Driver 16 001kg and over Drywer 16 001kg en meer	47	R 42.93	R 136.84	R 136.84	R 16.15	R 11.61	R 3.65	R 3.65	R 7.30	R 7.30	R 10.00	R 10.83
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	87	R 42.93	R 74.86		R 16.15	R 11.61	R 3.65	R 3.65	R 7.30	R 7.30	R 10.00	R 10.83
Elconop 3 Elkonop 3	43	R 56.83	R 181.15	R 181.15	R 16.15	R 11.61	R 4.83	R 4.83	R 9.66	R 9.66	R 10.00	R 10.83
* Elconop 3 * Elkonop 3	88	R 56.83	R 97.61		R 16.15	R 11.61	R 4.83	R 4.83	R 9.66	R 9.66	R 10.00	R 10.83
Elconop 2 Elkonop 2	44	R 48.66	R 155.10	R 155.10	R 16.15	R 11.61	R 4.14	R 4.14	R 8.27	R 8.27	R 10.00	R 10.83
* Elconop 2 * Elkonop 2	89	R 48.66	R 84.24		R 16.15	R 11.61	R 4.14	R 4.14	R 8.27	R 8.27	R 10.00	R 10.83
Elconop 1 Elkonop 1	48	R 30.90	R 98.49	R 98.49	R 16.15	R 11.61	R 2.63	R 2.63	R 5.25	R 5.25	R 10.00	R 10.83
* Elconop 1 * Elkonop 1	90	R 30.90	R 55.18		R 16.15	R 11.61	R 2.63	R 2.63	R 5.25	R 5.25	R 10.00	R 10.83
Electrical Assistant Elektriese Assistent	49	R 26.36	R 84.02	R 84.02	R 16.15	R 11.61	R 2.24	R 2.24	R 4.48	R 4.48	R 10.00	R 10.83
* Electrical Assistant * Elektriese Assistent	91	R 26.36	R 47.75		R 16.15	R 11.61	R 2.24	R 2.24	R 4.48	R 4.48	R 10.00	R 10.83
** General Assistant ** Algemene Assistent	95	R 20.00	n/a		R 16.15	R 11.61	n/a		R 3.40	R 3.40	R 10.00	R 10.83
Storeman Stoorman	93	R 30.90	R 98.49	R 98.49	R 16.15	R 11.61	R 2.63	R 2.63	R 5.25	R 5.25	R 10.00	R 10.83
* Storeman * Stoorman	94	R 30.90	R 55.18		R 16.15	R 11.61	R 2.63	R 2.63	R 5.25	R 5.25	R 10.00	R 10.83
Apprentice Stage 4 Vakleerling Stadium 4	54	R 54.74	R 174.48	R 174.48	R 16.15	R 11.61	R 4.65	R 4.65	R 9.31	R 9.31	R 10.00	R 10.83
Apprentice Stage 3 Vakleerling Stadium 3	53	R 39.08	R 124.57	R 124.57	R 16.15	R 11.61	R 3.32	R 3.32	R 6.64	R 6.64	R 10.00	R 10.83
Apprentice Stage 2 Vakleerling Stadium 2	52	R 35.20	R 112.20	R 112.20	R 16.15	R 11.61	R 2.99	R 2.99	R 5.98	R 5.98	R 10.00	R 10.83
Apprentice Stage 1 Vakleerling Stadium 1	51	R 29.70	R 94.67	R 94.67	R 16.15	R 11.61	R 2.52	R 2.52	R 5.05	R 5.05	R 10.00	R 10.83
Working ECA Employer Werkende EAV Werkgever	63					R 11.61			R 34.03			
Non-ECA working Employer Nie-EAV werkende Werkgever	64								R 34.03			
ECA & Non ECA employer with pension EAV & Nie EAV werkgever met pensioen	66		R 638.14			R 11.61			R 34.03			
ECA employer with pension & MAF EAV werkgever met pensioen	67		R 638.14			R 11.61			R 34.03			

* RISK BENEFIT ONLY (LIMITED DURATION CONTRACTS)

AREA 'C' MAGISTERIAL DISTRICTS / DIE LANDROSDISTRIKTE VAN:

"Area C" means the Magisterial Districts of Barberton, Bela-Bela (Warmbaths) Belfast, Bloemfontein, Bloemhof, Bolobedu, Botshabelo, Carolina, Christians, Coligny, Delareyville, Dzanani, Eerstehoek, Elias Motsoaledi

- Employer pays ECA levies and compulsory for employers who are members of the ECA.
 - Vat is payable on ECA levies only.
 - Please ensure that the correct designation code is entered for each employee on the monthly contribution sheet.
 - The minimum council levy is R55.00 per month per firm.
 - Council levy are retained by the Bargaining Council and used towards administration cost.
 - **Note that the job description must be adhered to.
- A "General Assistant" means an employee who is engaged in any or all of the following tasks:

Digging holes and trenches, planting poles and laying and pulling cables in trenches, chasing and cutting walls and concrete floor for conduit, providing no power tools are used. Loading or unloading materials, stripping redundant installations and equipment incidental thereto from which the supply cables have been removed.

7. A 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 R10.83 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 R10.00 each per week. The object of the CBL is to subsidise the costs occasioned by collective bargaining and is effective from date of operation of the collective agreement.

8. Standby Allowance is R 88.36 per standby shift; Subsistence Allowance is R 134.77 and travel per kilometer is R 3.36

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

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 maximum earnings

Additional Benefits:

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

LIMITED DURATION CONTRACTS.

"In cases where an employee is engaged on a limited duration contract, and such employee has not previously contributed to the Electrical Industry employed on such limited duration contract: Provided this will not apply to an employee who was previously a member of the Pension/Provident Funds and has not withdrawn from such Fund: Provided that, should such employee be employed on a further limited duration contract with the same employer within 90 days of the termination of his original limited duration contract, the employer and employee shall contribute towards the employee's Pension/Provident Fund".

SEE DESIGNATION CODES: 80,81,82,83,85,86,87,88,89,90,91 AND 94.

WAGE RATES AND DEDUCTIONS - 01 FEBRUARY 2019

AREA D

INCREASES ARE - 6.1% ON MINIMUM WAGES AND 5.1% ON ACTUAL WAGES (EMPLOYEES EARNING IN EXCESS OF THE MINIMUM WAGE)

CATEGORIES OF EMPLOYEES KATEGORIE VAN WERKNEMERS	Code Kode	Wage Rate Per Hour	PEN / PROV Per Week		SAEWA Per Week	ECA Per Week excl VAT	SBF Per Week		Council Levy Per Week		CBL Employee Per Week	CBL Employer Per Week
ER = Employer / EE = Employee			ER	EE	EE	ER	ER	EE	ER	EE	EE	ER
Master Installation Electrician Meester Installasie Elektrisiën	40	R 76.30	R 243.21	R 243.21	R 16.15	R 11.61	R 6.49	R 6.49	R 12.97	R 12.97	R 10.00	R 10.83
* Master Installation Electrician * Meester Installasie Elektrisiën	80	R 76.30	R 129.47		R 16.15	R 11.61	R 6.49	R 6.49	R 12.97	R 12.97	R 10.00	R 10.83
Installation Electrician/Foreman Installasie Elektrisiën/Voorman	41	R 70.25	R 223.92	R 223.92	R 16.15	R 11.61	R 5.97	R 5.97	R 11.94	R 11.94	R 10.00	R 10.83
* Installation Electrician/Foreman * Installasie Elektrisiën/Voorman	81	R 70.25	R 119.57		R 16.15	R 11.61	R 5.97	R 5.97	R 11.94	R 11.94	R 10.00	R 10.83
Electrical Tester for Single Phase Elektriese Toetser vir enkelfase	39	R 64.06	R 204.19	R 204.19	R 16.15	R 11.61	R 5.45	R 5.45	R 10.89	R 10.89	R 10.00	R 10.83
* Electrical Tester for Single Phase * Elektriese Toetser vir enkelfase	82	R 64.06	R 109.44		R 16.15	R 11.61	R 5.45	R 5.45	R 10.89	R 10.89	R 10.00	R 10.83
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	R 61.07	R 194.66	R 194.66	R 16.15	R 11.61	R 5.19	R 5.19	R 10.38	R 10.38	R 10.00	R 10.83
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	83	R 61.07	R 104.55		R 16.15	R 11.61	R 5.19	R 5.19	R 10.38	R 10.38	R 10.00	R 10.83
Driver up to 3 500kg Drywer tot 3 500 kg	45	R 25.57	R 81.50	R 81.50	R 16.15	R 11.61	R 2.17	R 2.17	R 4.35	R 4.35	R 10.00	R 10.83
* Driver up to 3 500kg * Drywer tot 3 500 kg	85	R 25.57	R 46.46		R 16.15	R 11.61	R 2.17	R 2.17	R 4.35	R 4.35	R 10.00	R 10.83
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	R 30.16	R 96.14	R 96.14	R 16.15	R 11.61	R 2.56	R 2.56	R 5.13	R 5.13	R 10.00	R 10.83
* Driver 3 501 to 16000 * Drywer tot 3 501 to 16 000 kg	86	R 30.16	R 53.97		R 16.15	R 11.61	R 2.56	R 2.56	R 5.13	R 5.13	R 10.00	R 10.83
Driver 16 001kg and over Drywer 16 001kg en meer	47	R 33.53	R 106.88	R 106.88	R 16.15	R 11.61	R 2.85	R 2.85	R 5.70	R 5.70	R 10.00	R 10.83
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	87	R 33.53	R 59.48		R 16.15	R 11.61	R 2.85	R 2.85	R 5.70	R 5.70	R 10.00	R 10.83
Elkonop 3 Elkonop 3	43	R 44.31	R 141.24	R 141.24	R 16.15	R 11.61	R 3.77	R 3.77	R 7.53	R 7.53	R 10.00	R 10.83
* Elkonop 3 * Elkonop 3	88	R 44.31	R 77.12		R 16.15	R 11.61	R 3.77	R 3.77	R 7.53	R 7.53	R 10.00	R 10.83
Elkonop 2 Elkonop 2	44	R 38.06	R 121.32	R 121.32	R 16.15	R 11.61	R 3.24	R 3.24	R 6.47	R 6.47	R 10.00	R 10.83
* Elkonop 2 * Elkonop 2	89	R 38.06	R 66.90		R 16.15	R 11.61	R 3.24	R 3.24	R 6.47	R 6.47	R 10.00	R 10.83
Elkonop 1 Elkonop 1	48	R 24.95	R 79.53	R 79.53	R 16.15	R 11.61	R 2.12	R 2.12	R 4.24	R 4.24	R 10.00	R 10.83
* Elkonop 1 * Elkonop 1	90	R 24.95	R 45.44		R 16.15	R 11.61	R 2.12	R 2.12	R 4.24	R 4.24	R 10.00	R 10.83
Electrical Assistant Elektriese Assistent	49	R 20.69	R 65.95	R 65.95	R 16.15	R 11.61	R 1.76	R 1.76	R 3.52	R 3.52	R 10.00	R 10.83
* Electrical Assistant * Elektriese Assistent	91	R 20.69	R 38.47		R 16.15	R 11.61	R 1.76	R 1.76	R 3.52	R 3.52	R 10.00	R 10.83
** General Assistant ** Algemene Assistent	95	R 20.00	n/a		R 16.15	R 11.61	n/a		R 3.40	R 3.40	R 10.00	R 10.83
Storeman Stoorman	93	R 24.95	R 79.53	R 79.53	R 16.15	R 11.61	R 2.12	R 2.12	R 4.24	R 4.24	R 10.00	R 10.83
* Storeman * Stoorman	94	R 24.95	R 45.44		R 16.15	R 11.61	R 2.12	R 2.12	R 4.24	R 4.24	R 10.00	R 10.83
Apprentice Stage 4 Vakleerling Stadium 4	54	R 42.76	R 136.30	R 136.30	R 16.15	R 11.61	R 3.63	R 3.63	R 7.27	R 7.27	R 10.00	R 10.83
Apprentice Stage 3 Vakleerling Stadium 3	53	R 30.56	R 97.41	R 97.41	R 16.15	R 11.61	R 2.60	R 2.60	R 5.20	R 5.20	R 10.00	R 10.83
Apprentice Stage 2 Vakleerling Stadium 2	52	R 27.46	R 87.53	R 87.53	R 16.15	R 11.61	R 2.33	R 2.33	R 4.67	R 4.67	R 10.00	R 10.83
Apprentice Stage 1 Vakleerling Stadium 1	51	R 23.20	R 73.95	R 73.95	R 16.15	R 11.61	R 1.97	R 1.97	R 3.94	R 3.94	R 10.00	R 10.83
Working ECA Employer Werkende EAV Werkgewer	63					R 11.61			R 25.94			
Non-ECA working Employer Nie-EAV werkende Werkgewer	64								R 25.94			
ECA & Non ECA employer with pension EAV & Nie EAV werkgewer met pensioen	66		R 486.41			R 11.61			R 25.94			
ECA employer with pension & MAF EAV werkgewer met pensioen	67		R 486.41			R 11.61			R 25.94			

* RISK BENEFIT ONLY | LIMITED DURATION CONTRACTS |

AREA 'D' MAGISTERIAL DISTRICTS / DIE LANDROSDISTRIKTE VAN:

"Area D" means the Magisterial Districts of Bethlehem, Harrismith, Hennenman, Kroonstad, Odendaalsrus, Parys, Ventersburg, Virginia, Welkom and Witsieshoek;

1. Employer pays ECA levies and 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. The minimum council levy is R55.00 per month per firm.
5. Council levy are retained by the Bargaining Council and used towards administration cost.

6. **Note that the job description must be adhered to.

A "General Assistant" means an employee who is engaged in any or all of the following tasks:

Digging holes and trenches, planting poles and laying and pulling cables in trenches, chasing and cutting walls and concrete floor for conduit, providing no power tools are used. Loading or unloading materials, stripping redundant installations and equipment incidental thereto from which the supply cables have been removed.

7. A 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 R10.83 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 R10.00 each per week. The object of the CBL is to subsidise the costs occasioned by collective bargaining and is effective from date of operation of the collective agreement.

8. Standby Allowance is R 88.36 per standby shift; Subsistence Allowance is R 134.77 and travel per kilometer is R 3.36

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

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 maximum earnings

Additional Benefits:

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

LIMITED DURATION CONTRACTS.

"In cases where an employee is engaged on a limited duration contract, and such employee has not previously contributed to the Electrical Industry employed on such limited duration contract: Provided this will not apply to an employee who was previously a member of the Pension/Provident Funds and has not withdrawn from such Fund: Provided that, should such employee be employed on a further limited duration contract with the same employer within 90 days of the termination of his original limited duration contract, the employer and employee shall contribute towards the employee's Pension/Provident Fund".

SEE DESIGNATION CODES: 80,81,82,83,85,86,87,88,89,90,91 AND 94.

WAGE RATES AND DEDUCTIONS - 01 FEBRUARY 2019

AREA E

INCREASES ARE - 6.1% ON MINIMUM WAGES AND 5.1% ON ACTUAL WAGES (EMPLOYEES EARNING IN EXCESS OF THE MINIMUM WAGE)

CATEGORIES OF EMPLOYEES KATEGORIE VAN WERKNEMERS	Code Kode	Wage Rate Per Hour	PEN / PROV Per Week		SAEWA Per Week	ECA Per Week excl VAT	SDF Per Week		Council Levy Per Week		CBL Employee Per Week	CBL Employer Per Week
ER = Employer / EE = Employee			ER	EE	EE	ER	ER	EE	ER	EE	EE	ER
Master Installation Electrician Meester Installasie Elektrisien	40	R 74.56	R 237.66	R 237.66	R 16.15	R 11.61	R 6.34	R 6.34	R 12.68	R 12.68	R 10.00	R 10.83
* Master Installation Electrician * Meester Installasie Elektrisien	80	R 74.56	R 126.62		R 16.15	R 11.61	R 6.34	R 6.34	R 12.68	R 12.68	R 10.00	R 10.83
Installation Electrician/Foreman Installasie Elektrisien/Voorman	41	R 68.58	R 218.60	R 218.60	R 16.15	R 11.61	R 5.83	R 5.83	R 11.66	R 11.66	R 10.00	R 10.83
* Installation Electrician/Foreman * Installasie Elektrisien/Voorman	81	R 68.58	R 116.83		R 16.15	R 11.61	R 5.83	R 5.83	R 11.66	R 11.66	R 10.00	R 10.83
Electrical Tester for Single Phase Elektriese Toetser vir enkelfase	39	R 62.62	R 199.60	R 199.60	R 16.15	R 11.61	R 5.32	R 5.32	R 10.65	R 10.65	R 10.00	R 10.83
* Electrical Tester for Single Phase * Elektriese Toetser vir enkelfase	82	R 62.62	R 107.08		R 16.15	R 11.61	R 5.32	R 5.32	R 10.65	R 10.65	R 10.00	R 10.83
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	R 59.71	R 190.33	R 190.33	R 16.15	R 11.61	R 5.08	R 5.08	R 10.15	R 10.15	R 10.00	R 10.83
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	83	R 59.71	R 102.32		R 16.15	R 11.61	R 5.08	R 5.08	R 10.15	R 10.15	R 10.00	R 10.83
Driver up to 3 500kg Drywer tot 3 500 kg	45	R 24.98	R 79.62	R 79.62	R 16.15	R 11.61	R 2.12	R 2.12	R 4.25	R 4.25	R 10.00	R 10.83
* Driver up to 3 500kg * Drywer tot 3 500 kg	85	R 24.98	R 45.49		R 16.15	R 11.61	R 2.12	R 2.12	R 4.25	R 4.25	R 10.00	R 10.83
Driver 3 501kg to 16 000kg Drywer tot 3 500 kg tot 16000kg	46	R 29.45	R 93.87	R 93.87	R 16.15	R 11.61	R 2.50	R 2.50	R 5.01	R 5.01	R 10.00	R 10.83
* Driver 3 501 to 16000 * Drywer tot 3 501 to 16 000 kg	86	R 29.45	R 52.81		R 16.15	R 11.61	R 2.50	R 2.50	R 5.01	R 5.01	R 10.00	R 10.83
Driver 16 001kg and over Drywer 16 001kg en meer	47	R 32.73	R 104.33	R 104.33	R 16.15	R 11.61	R 2.78	R 2.78	R 5.56	R 5.56	R 10.00	R 10.83
* Driver 16 001 kg and over * Drywer 16 001 kg en meer	87	R 32.73	R 58.17		R 16.15	R 11.61	R 2.78	R 2.78	R 5.56	R 5.56	R 10.00	R 10.83
Elconop 3 Elkonop 3	43	R 43.35	R 138.18	R 138.18	R 16.15	R 11.61	R 3.68	R 3.68	R 7.37	R 7.37	R 10.00	R 10.83
* Elconop 3 * Elkonop 3	88	R 43.35	R 75.55		R 16.15	R 11.61	R 3.68	R 3.68	R 7.37	R 7.37	R 10.00	R 10.83
Elconop 2 Elkonop 2	44	R 37.25	R 118.73	R 118.73	R 16.15	R 11.61	R 3.17	R 3.17	R 6.33	R 6.33	R 10.00	R 10.83
* Elconop 2 * Elkonop 2	89	R 37.25	R 65.57		R 16.15	R 11.61	R 3.17	R 3.17	R 6.33	R 6.33	R 10.00	R 10.83
Elconop 1 Elkonop 1	48	R 23.74	R 75.67	R 75.67	R 16.15	R 11.61	R 2.02	R 2.02	R 4.04	R 4.04	R 10.00	R 10.83
* Elconop 1 * Elkonop 1	90	R 23.74	R 43.46		R 16.15	R 11.61	R 2.02	R 2.02	R 4.04	R 4.04	R 10.00	R 10.83
Electrical Assistant Elektriese Assistent	49	R 20.24	R 64.52	R 64.52	R 16.15	R 11.61	R 1.72	R 1.72	R 3.44	R 3.44	R 10.00	R 10.83
* Electrical Assistant * Elektriese Assistent	91	R 20.24	R 37.74		R 16.15	R 11.61	R 1.72	R 1.72	R 3.44	R 3.44	R 10.00	R 10.83
** General Assistant ** Algemene Assistent	95	R 20.00	n/a		R 16.15	R 11.61	n/a		R 3.40	R 3.40	R 10.00	R 10.83
Storeman Stoorman	93	R 23.74	R 75.67	R 75.67	R 16.15	R 11.61	R 2.02	R 2.02	R 4.04	R 4.04	R 10.00	R 10.83
* Storeman * Stoorman	94	R 23.74	R 43.46		R 16.15	R 11.61	R 2.02	R 2.02	R 4.04	R 4.04	R 10.00	R 10.83
Apprentice Stage 4 Vakleerling Stadium 4	54	R 41.80	R 133.24	R 133.24	R 16.15	R 11.61	R 3.55	R 3.55	R 7.11	R 7.11	R 10.00	R 10.83
Apprentice Stage 3 Vakleerling Stadium 3	53	R 29.85	R 95.15	R 95.15	R 16.15	R 11.61	R 2.54	R 2.54	R 5.07	R 5.07	R 10.00	R 10.83
Apprentice Stage 2 Vakleerling Stadium 2	52	R 26.87	R 85.65	R 85.65	R 16.15	R 11.61	R 2.28	R 2.28	R 4.57	R 4.57	R 10.00	R 10.83
Apprentice Stage 1 Vakleerling Stadium 1	51	R 22.67	R 72.26	R 72.26	R 16.15	R 11.61	R 1.93	R 1.93	R 3.85	R 3.85	R 10.00	R 10.83
Working ECA Employer Werkende EAV Werkgewer	63					R 11.61			R 25.35			
Non-ECA working Employer Nie-EAV werkende Werkgewer	64								R 25.35			
ECA & Non ECA employer with pension EAV & Nie EAV werkgewer met pensioen	66		R 475.32			R 11.61			R 25.35			
ECA employer with pension & MAF EAV werkgewer met pensioen	67		R 475.32			R 11.61			R 25.35			

* RISK BENEFIT ONLY (LIMITED DURATION CONTRACTS)

AREA 'E' MAGISTERIAL DISTRICTS / DIE LANDDROSDISTRIKTE VAN:

"Area E" means the Magisterial Districts of Barkly West, Bethulie, Boshof, Bothaville, Brandfort, Britstown, Bultfontein, Carnarvon, Clocolan, Colesberg, De Aar, Dewetsdorp, Edenburg, Excelsior, Fauresmith, Ficksburg,

1. Employer pays ECA levies and 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. The minimum council levy is R55.00 per month per firm.
5. Council levy are retained by the Bargaining Council and used towards administration cost.
6. **Note that the job description must be adhered to.
- A "General Assistant" means an employee who is engaged in any or all of the following tasks:
Digging holes and trenches, planting poles and laying and pulling cables in trenches, chasing and cutting walls and concrete floor for conduit, providing no power tools are used. Loading or unloading materials, stripping redundant installations and equipment incidental thereto from which the supply cables have been removed.
7. A 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 R10.83 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 R10.00 each per week. The object of the CBL is to subsidise the costs occasioned by collective bargaining and is effective from date of operation of the collective agreement.
8. Standby Allowance is R 88.36 per standby shift; Subsistence Allowance is R 134.77 and travel per kilometer is R 3.36

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

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 maximum earnings

Additional Benefits:

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

LIMITED DURATION CONTRACTS.

"In cases where an employee is engaged on a limited duration contract, and such employee has not previously contributed to the Electrical Industry employed on such limited duration contract: Provided this will not apply to an employee who was previously a member of the Pension/Provident Funds and has not withdrawn from such Fund: Provided that, should such employee be employed on a further limited duration contract with the same employer within 90 days of the termination of his original limited duration contract, the employer and employee shall contribute towards the employee's Pension/Provident Fund".

SEE DESIGNATION CODES: 80,81,82,83,85,86,87,88,89,90,91 AND 94.