

NATIONAL BARGAINING COUNCIL FOR THE ELECTRICAL INDUSTRY OF S.A.(NBCEISA)
WAGE AND CONTRIBUTION TABLE - Effective from 15 July 2013
ECA AND NON ECA FIRMS - AREA I - REGION D (CAPE)

Please also refer to the important notes below the table

DESCRIPTION	DES CODE	PENSION/PROVIDENT FUND - ALL FIRMS	SICK PAY FUND FOR ECA FIRMS ONLY	COUNCIL LEVIES - ALL FIRMS	ECA LEVIES PER WEEK (EXCL. VAT) - FOR ECA FIRMS ONLY	SAEWA (Please see note 7 below)	NEW MINIMUM WAGE - ALL FIRMS
		Employer & Employee Contribute	Employer & Employee Contribute	Employer & Employee Contribute	Employer Only	Employee Only	RAND PER HOUR
MASTER INSTALLATION ELECTRICIAN	40	7.5% & 7.5%	0.6% & 0.6%	0.4% & 0.4%	R 10.31	R 13.85	R 75.25
INSTALLATION ELECTRICIAN	41	7.5% & 7.5%	0.6% & 0.6%	0.4% & 0.4%	R 10.31	R 13.85	R 72.95
ELECTRICAL TESTER FOR SINGLE PHASE	39	7.5% & 7.5%	0.6% & 0.6%	0.4% & 0.4%	R 10.31	R 13.85	R 63.24
ELECTRICIAN, ARTISAN	42	7.5% & 7.5%	0.6% & 0.6%	0.4% & 0.4%	R 10.31	R 13.85	R 60.24
ELCONOP 3	43	7.5% & 7.5%	0.6% & 0.6%	0.4% & 0.4%	R 10.31	R 13.85	R 44.89
ELCONOP 2	44	7.5% & 7.5%	0.6% & 0.6%	0.4% & 0.4%	R 10.31	R 13.85	R 42.31
ELCONOP 1	48	7.5% & 7.5%	0.6% & 0.6%	0.4% & 0.4%	R 10.31	R 13.85	R 29.04
STOREMAN	50	7.5% & 7.5%	0.6% & 0.6%	0.4% & 0.4%	R 10.31	R 13.85	R 29.04
ELECTRICAL ASSISTANT	49	7.5% & 7.5%	0.6% & 0.6%	0.4% & 0.4%	R 10.31	R 13.85	R 23.75
* GENERAL ASSISTANT	95	N/A	N/A	0.4% & 0.4%	R 10.31	R 13.85	R 17.81
DRIVER UP TO 3 500 KG	45	7.5% & 7.5%	0.6% & 0.6%	0.4% & 0.4%	R 10.31	R 13.85	R 25.56
Driver 3501 kg up to 9 000 kg	46	7.5% & 7.5%	0.6% & 0.6%	0.4% & 0.4%	R 10.31	R 13.85	R 28.96
DRIVER 9 001 KG AND OVER	47	7.5% & 7.5%	0.6% & 0.6%	0.4% & 0.4%	R 10.31	R 13.85	R 32.57
APPRENTICE 1: min of 38% of electrician rate	51	7.5% & 7.5%	0.6% & 0.6%	0.4% & 0.4%	R 10.31	R 13.85	R 22.89
APPRENTICE 2: modules 1 to 3 completed - 45%	52	7.5% & 7.5%	0.6% & 0.6%	0.4% & 0.4%	R 10.31	R 13.85	R 27.11
APPRENTICE 3: Passed test A - 50%	53	7.5% & 7.5%	0.6% & 0.6%	0.4% & 0.4%	R 10.31	R 13.85	R 30.11
APPRENTICE 4: Modules 4 to 6 completed - 70%	54	7.5% & 7.5%	0.6% & 0.6%	0.4% & 0.4%	R 10.31	R 13.85	R 42.18
ADMIN STAFF	61	(optional)	(optional)	0.4% & 0.4% (if contributions are made to Pen or Prov Fund)	N/A	R13.85 (if employee is a member and contributions are paid to Council)	N/A
WORKING EMPLOYER	62	(optional)	(optional)	0.4% & 0.4%	R 10.31	N/A	N/A
NON-WORKING EMPLOYER	64	(optional)	(optional)	0.4% & 0.4% (if contributions are made to Pen or Prov Fund)	N/A	N/A	N/A

IMPORTANT NOTES:

1. a) The minimum Council Levy is R55.00 per month per firm.
b) Council levies are retained by the Bargaining Council and are used towards administration costs.
2. a) The Council levy was increased to 0.4% for the employer and 0.4% for the employee (total of 0.8% payable for each employee) with effect from 17 September 2012.
b) ECA levy is paid by the employer only and compulsory for all employers who are members of the Electrical Contractors Association. (ECA)
c) ECA levies have been increased to a fixed amount of R10.31 per week, (excluding Vat) per employee, with effect from the 01 July 2013. (Inclusive of Vat is R11.76)
d) VAT (of 14%) is payable on ECA levies but not on the other funds.
3. Pension/Provident Fund/Sick Pay Fund and Council levies - contributions must be calculated on employees normal weekly wage excluding overtime.
4. Please be advised that if employees are employed on a fixed term contract, a minimum of 3% risk cover must be paid by the employer only in respect of the employees Pension or Provident Fund. Limited contract workers categories all have a N before the code i.e. N49, or N200 or N43 etc
5. Please ensure that the correct designation code is entered for each employee on the monthly contribution sheet.
6. For monthly paid staff, divide by 4.33 to obtain the actual weekly rate
7. Members of the South African Equity Workers Association (SAEWA) pay union fees of R60.00 per month or R13.85 per week with effect from 01 August 2013.
NB: Paid by member only. Firm pays member's union fees to Council monthly. (SAEWA fees are R55.00 per month or R12.69 per week until 31 July 2013.)
8. Sick Pay Fund (SPF) is payable by ECA employers and their employees only.
9. NB: New Wage Rates (Effective from 15 July 2013)
a) The minimum prescribed wage rates for each category of employment have been increased by 9%
b) Actual wages have increased by 7% for employees earning above the prescribed minimum wage rates in each specific category of employment.
10. The guaranteed minimum increases referred to above shall be subject to the provision that any increase granted on or after 01 February 2011 which is in excess of the 14 September 2012 gazetted wage rates may be off-set by the employer when calculating the guaranteed minimum increase.
- *11. A new "General Assistant" category has been introduced. (Please see above table.) Please note that the job description must be strictly adhered to.
NB: No such employee shall be employed for a total period exceeding 4 months in any calendar year, with the same employer.
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.