



SAEFA

SA ENGINEERS AND
FOUNDERS ASSOCIATION

22 June 2021

To: Employees of members of the South African Engineers and Founders Association (SAEFA)

RE: UPDATE ON WAGE INCREASES

On Friday, 01 October 2021, a wage agreement between the South African Engineers and Founders' Association (SAEFA), of which this company is a member, and trade union Solidarity, was signed. The terms of the agreement are as follows:

1. A collective agreement, referred to as the "Terms and Conditions of Employment Agreement (TCOE Agreement) has been agreed to and made applicable at all SAEFA member companies.
2. The Metal and Engineering Industries Bargaining Council (MEIBC) has been tasked with administering and enforcing the agreement at all SAEFA member companies.
3. Members of SAEFA will ensure that all scheduled employees' wage rates be brought in line with the rates of pay stipulated in the TCOE Agreement by no later than 30 June 2024, provided that all employees currently employed upon the signing of this agreement are entitled to a guaranteed minimum wage increase equal to that stipulated in the wage tables below, irrespective of their actual rates of pay. No employee's wage rate may be adjusted downwards unilaterally, irrespective of their actual rate of pay.



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4. All scheduled employees at SAEFA member companies receive wage increases, effective from 1 July 2022, in accordance with the tables attached below.
5. The Standard Rate of Pay indicated in the tables below will not increase each year but is intended to be used as a basis on which the increases year-on-year may be determined.
6. Exploratory discussions regarding the possible extending of the scope of application of the TCOE Agreement will take place to include certain positions not currently contained within the Technical Schedules. The parties are committed to reach agreement in this regard by the end of 2022.
7. The Exemptions Procedure is to be revised so that an expeditious, less onerous Exemption Process may be incorporated into the agreement within 6 months of the signing of this agreement.
8. The parties agree that the introduction of the Standard Rates contained in the tables below and their functioning at each SAEFA member company is a justifiable reason for income differentials in terms of the Employment Equity Act No.55 of 1998, as amended.

Thank you.

**SAEFA**SA ENGINEERS AND
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(a) Wage Rates applicable to operations scheduled at rates A to H, including watchman's work, throughout the TCOE Agreement:

CLASS OF WORK	NEW HOURLY WAGE RATES	1 July 2022 Increase
Rate A & A1	R 74,75	R 4,49
Rate AA	R 70,83	R 4,25
Rate AA (start) Wage rate applicable to employees in the Category AA who are in their first six months' of continuous employment with the same employer, unless otherwise specified elsewhere in this agreement.	R 67,18	R 4,03
Rate AB	R 63,73	R 3,82
Rate B	R 60,53	R 3,63
Rate C	R 57,96	R 3,48
Rate D	R 51,59	R 3,10
Rate DD	R 47,12	R 2,83
Rate DDD	R 42,65	R 2,56
Rate E	R 38,19	R 2,29
Rate F	R 33,72	R 2,02
Rate G	R 29,25	R 1,75
Rate H	R 24,78	R 1,49
Rate I	R 23.19	R 1,30



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(b) Wage rates applicable to vehicle driving, external transport including forklift driving:

CLASS OF WORK: Schedule G(a)(iv)	NEW HOURLY WAGE RATES	1 July 2022 Increase
(1) Forklift driving of power operated forklift controlled from on board by the operator (Job Grade F)	R 33,72	R 2,02
(2) Driving of a load – carrying or hauling vehicle which requires a code 08 light motor vehicle licence to be held by the driver (Job Grade E)	R 38,19	R 2,29
(3) Driving of a load carrying or hauling vehicle which requires a code 10 heavy motor vehicle licence or a code 11 extra heavy motor vehicle licence to be held by the driver (Job Grade DD)	R 47,12	R 2,83
(4) Driving of a load carrying or hauling vehicle which requires a code 13 or 14 heavy articulated motor vehicle licence to be held by the driver (Job Grade C)	R 57,96	R 3,10

Note: Old Driving codes and their new K53 Driving Codes Counterparts.

The new credit card format driver's licence has the new codes with their descriptions on the back. The following list represents the old Driving Codes with the new K53 Driving Codes:

- Code 2 - new code A and A1
- Code 8 - new code B and EB
- Code 10 - new code C and C1
- Code 14 - new code EC and EC1



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(b) Wage Rates applicable to Schedule G, section (d) (Structural Engineering):

CLASS OF WORK	NEW HOURLY WAGE RATES	1 July 2022 Increase
5	R 74,75	R4,49
4	R 64,14	R3,85
3	R 53,53	R3,21
2	R 42,91	R2,57
1	R 32,30	R1,94
1(a)	R 23.19	R1,30

(c) Wage Rates applicable to operations in Schedule F only:

CLASS OF WORK	NEW HOURLY WAGE RATES	1 July 2022 Increase
Group Z	R 74,75	R 4,49
Group Y	R 70,46	R 4,23
Group IX	R 66,16	R 3,97
Group VIII	R 61,87	R 3,71
Group VII	R 57,58	R 3,45
Group VI	R 53,29	R 3,20
Group V	R 48,99	R 2,94
Group IV	R 44,70	R 2,68
Group III	R 40,41	R 2,42
Group II	R 36.11	R 2,17
Group I	R 31,82	R 1,91



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(d) Wage Rates applicable to apprentices only:

CLASS OF WORK	NEW HOURLY WAGE RATES	1 July 2022 Increase
First year	R 23,19	R 1,30
Second year	R 24,78	R 1,49
Third year	R 38,19	R 2,29
Fourth year	R 70,83	R 4,25

Note: The hourly rate of all apprentices for the purposes of calculating overtime shall be on the weekly wage, divided by 40 hours.

(e) Wage Rates applicable to operations in Division D/7 only:

CLASS OF WORK	NEW HOURLY WAGE RATES	1 July 2022 Increase
B	R 27,81	R 1,67
C	R 26,93	R 1,62
D	R 26,05	R 1,56
DDD	R 25,17	R 1,51
E	R 24,29	R 1,46
F	R 23,41	R 1,40
G	R 23,30	R 1,35
H	R 23,19	R 1,30



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(g) Wage Rates applicable to CONSTRUCTION SITES covered by a project labour agreement only:

GRADE	NEW HOURLY WAGE RATES	1 July 2022 Increase
5	R 74,75	R 4,49
4	R 65,91	R 3,95
3	R 57,06	R 3,42
2	R 48,22	R 2,89
2(a)	R 39,38	R 2,36
1	R 30,53	R 1,83
1(a)	R 23.19	R 1,30

(h) Wage Rates applicable to FIVE GRADE JOB STRUCTURE only: Refer to ANNEXURE A and ANNEXURE B (part 3 of the TCOE Agreement):

GRADE	NEW HOURLY WAGE RATE	1 July 2022 Increase
5	R 74,75	R 4,49
4	R 62,26	R 3,74
3	R 49,77	R 2,99
2	R 37,27	R 2,24
1	R 24,78	R 1,49