



**SAEFA**

SA ENGINEERS AND  
FOUNDERS ASSOCIATION

14 October 2021

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

### **EXPLAINING THE SAEFA WAGE INCREASE OFFER**

Please take careful note of the SAEFA offer made to all employees employed at SAEFA member companies:

1. All employees continue to earn the hourly wage rate that they were earning prior to the strike. No employee's wages will be reduced.

#### **PLUS,**

2. All employees will be given an increase of *at least* the figures which correspond to your grade in the table below.

Thank you.



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### Wage Increase Tables

Note: The annual increase is the increase passed to each employee on their existing rate of pay.

<b>CLASS OF WORK</b>	<b>2021 Increase (hourly)</b>	<b>2022 Increase (hourly)</b>	<b>2023 Increase (hourly)</b>
Rate A & A1	R 4,49	R 4,49	R 4,49
Rate AA	R 4,25	R 4,25	R 4,25
Rate AA (start)	R 4,03	R 4,03	R 4,03
Rate AB	R 3,82	R 3,82	R 3,82
Rate B	R 3,63	R 3,63	R 3,63
Rate C	R 3,48	R 3,48	R 3,48
Rate D	R 3,10	R 3,10	R 3,10
Rate DD	R 2,83	R 2,83	R 2,83
Rate DDD	R 2,56	R 2,56	R 2,56
Rate E	R 2,29	R 2,29	R 2,29
Rate F	R 2,02	R 2,02	R 2,02
Rate G	R 1,75	R 1,75	R 1,75
Rate H	R 1,49	R 1,49	R 1,49
Rate I	R 1,30	R 1,30	R 1,30