



**SAEFA**

SA ENGINEERS AND  
FOUNDERS ASSOCIATION

01 October 2021

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

**RE: UPDATE ON WAGE NEGOTIATIONS**

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.
4. All scheduled employees at SAEFA member companies receive wage increases in accordance with the tables attached below.



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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.
9. It is agreed that any employer who has implemented a wage increase prior to the signing of this agreement is entitled to set-off such increases against the increases contained in the tables below.

Thank you.



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## Wage Increase Tables

Note: The annual increase is not an increase of the standard rate, but the increase passed to each employee on their actual rate of pay.

CLASS OF WORK	Standard Rate of Pay	2021 Increase (hourly)	2022 Increase (hourly)	2023 Increase (hourly)
Rate A & A1	R 74,75	R 4,49	R 4,49	R 4,49
Rate AA	R 70,83	R 4,25	R 4,25	R 4,25
Rate AA (start)	R 67,18	R 4,03	R 4,03	R 4,03
Rate AB	R 63,73	R 3,82	R 3,82	R 3,82
Rate B	R 60,53	R 3,63	R 3,63	R 3,63
Rate C	R 57,96	R 3,48	R 3,48	R 3,48
Rate D	R 51,59	R 3,10	R 3,10	R 3,10
Rate DD	R 47,12	R 2,83	R 2,83	R 2,83
Rate DDD	R 42,65	R 2,56	R 2,56	R 2,56
Rate E	R 38,19	R 2,29	R 2,29	R 2,29
Rate F	R 33,72	R 2,02	R 2,02	R 2,02
Rate G	R 29,25	R 1,75	R 1,75	R 1,75
Rate H	R 24,78	R 1,49	R 1,49	R 1,49
Rate I	R 21,69	R 1,30	R 1,30	R 1,30



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

<b>CLASS OF WORK: Schedule G(a)(iv)</b>	<b>Standard Rate of Pay</b>	<b>2021 Increase (hourly)</b>	<b>2022 Increase (hourly)</b>	<b>2023 Increase (hourly)</b>
(1) Forklift driving of power operated forklift controlled from on board by the operator (Job Grade F)	R 33,72	R 2,02	R 2,02	R 2,02
(2) Driving of a load – carrying or hauling vehicle which requires a code 08 light motor vehicle license to be held by the driver (Job Grade E)	R 38,19	R 2,29	R 2,29	R 2,29
(3) Driving of a load carrying or hauling vehicle which requires a code 10 heave motor vehicle license or a code 11 extra heavy motor vehicle license to be held by the driver (Job Grade DD)	R 47,12	R 2,83	R 2,83	R 2,83
(4) Driving of a load carrying or hauling vehicle which requires a code 13 or 14 heavy articulated motor vehicle license to be held by the driver (Job Grade C)	R 57,96	R 3,10	R 3,10	R 3,10

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

The new credit card format driver's license 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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**(c) Wage rates with specific application to the operations listed herein**

<b>CLASS OF WORK: Schedule G</b>	<b>Base Rate of Pay</b>	<b>2021 Increase (hourly)</b>	<b>2022 Increase (hourly)</b>	<b>2023 Increase (hourly)</b>
<b>(1) Learners</b>  Rate D Operation 1:  First three months of experience (Rate D, less 10%)  Second three months of experience (Rate D, less 5%)  Thereafter Rate D  Provided that:  (i) No employee may be engaged upon incentive bonus work during the learnership period;  (ii) An employer who wished to train an employee for any of the classes of work for which no learnership or probationary period is provided may do so only with the prior approval of the council, which shall prescribe the conditions under which permission for such employment is granted.	R 46,43  R 49,01  R 51,59	R2,79  R2,94  R3,10	R2,79  R2,94  R3,10	R2,79  R2,94  R3,10



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<b>Vitreous Enamelling</b>				
Operation 1(a)		R3,63	R3,63	R3,63
First Duster (Rate B)	R 60,53			
Operation 1(b)		R3,10	R3,10	R3,10
Second duster (Rate D)	R 51,59			
<b>Section (d)</b>				
Structural Engineering Wage Categories:		R4,49	R4,49	R4,49
Category 5	R 74,75	R3,85	R3,85	R3,85
Category 4	R 64,14	R3,21	R3,21	R3,21
Category 3	R 53,53	R2,57	R2,57	R2,57
Category 2	R 42,91	R1,94	R1,94	R1,94
Category 1	R 32,30	R1,30	R1,30	R1,30
Category 1(a)	R 21,69			
<p>Note: Special Provisions Limited to Construction Sites covered by Project Labour Agreements. The special provisions and wage rates set out in the wage schedule: <b>“Special provisions Limited to construction sites”</b> shall apply.</p>				



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<b>(2) Division D/4</b>				
<b>Rate B Operation 1</b>		R2,02	R2,02	R2,02
First six months of experience (Rate F)	R 33,72	R2,56	R2,56	R2,56
Second six months of experience (Rate DDD)	R 42,65	R3,10	R3,10	R3,10
Third six months of experience (Rate D)	R 51,59	R3,48	R3,48	R3,48
Fourth six months of experience (Rate C)	R 57,96	R3,63	R3,63	R3,63
Thereafter Rate B	R 60,53			
<b>(3) Division D/12</b>				
Learnership periods and rates of pay therefore:				
<b>Rate B – Newcomers:</b>		R2,83	R2,83	R2,83
First two months of experience (Rate DD)	R 47,12	R3,10	R3,10	R3,10
Second two months of experience (Rate D)	R 51,59			



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		R3,48	R3,48	R3,48
Third two months of experience (Rate C)	R 57,96			
		R3,63	R3,63	R3,63
Thereafter (Rate B)	R 60,53			
<b>Rate C – Newcomers:</b>				
First two months of experience (Rate DD)	R 47,12	R2,83	R2,83	R2,83
		R3,10	R3,10	R3,10
Second two months of experience (Rate D)	R 51,59	R3,48	R3,48	R3,48
Thereafter (Rate C) will apply	R 57,96			
<b>Rate D - Newcomers</b>		R2,83	R2,83	R2,83
First two months of experience (Rate DD)	R 47,12			
		R3,10	R3,10	R3,10
Thereafter (Rate D)	R 51,59			
<b>(4) Division D/19</b>				
<b>Section (f)</b>				
Rate A operation 1:		R4,03	R4,03	R4,03
First year of experience (Rate AA – start)	R 67,18			





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		R4,25	R4,25	R4,25
Second year of experience (Rate AA)	R 70,83	R4,49	R4,49	R4,49
Thereafter Rate A1	R 74,75			
<b>(5) Division D/22</b>				
<b>Section (b)</b>		R3,10	R3,10	R3,10
Operation 1 (Rate D)	R 51,59	R3,10	R3,10	R3,10
<b>Section (c)</b>				
Operations 1 to 5 (Rate D)	R 51,59	R2,56	R2,56	R2,56
Operations 6 to 8 (Rate DDD)	R 42,65	R1,76	R1,76	R1,76
Operations 9 to 21 (Rate G)	R 29,25	R1,49	R1,49	R1,49
Operations 22 to 33 (Rate H)	R 24,78			
<b>(6) Division D/23</b>				
<b>Training Periods</b>				
Newcomers to Rate DDD:		R2,02	R2,02	R2,02
First four months of experience (Rate F)	R 33,72	R2,56	R2,56	R2,56
Thereafter Rate DDD	R 42,65			
Newcomers to Rate E:		R1,49	R1,49	R1,49
		R2,29	R2,29	R2,29



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First four months of experience (Rate H)	R 24,78			
Thereafter Rate E	R 38,19			
<b>(7) Division D/24</b>				
<b>Rate Operation 1</b>		R2,94	R2,94	R2,94
First three months of Experience (Rate D, less 5%)	R 49,01	R3,10	R3,10	R3,10
Thereafter Rate D	R 51,59			
<b>(8) Division E/2</b>				
<b>Section (b)</b>				
First twelve months of experience:		R4,03	R4,03	R4,03
Rate AA – Start	R67,18	R4,25	R4,25	R4,25
Second twelve months of experience (Rate AA)	R 70,83	R4,49	R4,49	R4,49
Thereafter Rate A1	R 74,75			



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**(d) Wage Rates applicable to operations in Schedule F only.**

CLASS OF WORK	Base Rate of Pay	2021 Increase (hourly)	2022 Increase (hourly)	2023 Increase (hourly)
Group Z	R74,75	R4,49	R4,49	R4,49
Group Y	R70,46	R4,23	R4,23	R4,23
Group IX	R66,16	R3,97	R3,97	R3,97
Group VIII	R61,87	R3,71	R3,71	R3,71
Group VII	R57,58	R3,45	R3,45	R3,45
Group VI	R53,29	R3,20	R3,20	R3,20
Group V	R48,99	R2,94	R2,94	R2,94
Group IV	R44,70	R2,68	R2,68	R2,68
Group III	R40,41	R2,42	R2,42	R2,42
Group II	R36,11	R2,17	R2,17	R2,17
Group I	R31,82	R1,91	R1,91	R1,91



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**(e) Wage Rates applicable to apprentices only.**

<b>CLASS OF WORK</b>	<b>Base Rate of Pay</b>	<b>2021 Increase (hourly)</b>	<b>2022 Increase (hourly)</b>	<b>2023 Increase (hourly)</b>
First year	R 21,69	R1,30	R1,30	R1,30
Second year	R 24,78	R1,49	R1,49	R1,49
Third year	R 38,19	R2,29	R2,29	R2,29
Fourth year	R 70,83	R4,25	R4,25	R4,25

**(f) Wage Rates applicable to operations in Division D/7 only.**

<b>CLASS OF WORK</b>	<b>Base Rate of Pay</b>	<b>2021 Increase (hourly)</b>	<b>2022 Increase (hourly)</b>	<b>2023 Increase (hourly)</b>
B	R 27,81	R1,67	R1,67	R1,67
C	R 26,93	R1,62	R1,62	R1,62
D	R 26,05	R1,56	R1,56	R1,56
DDD	R 25,17	R1,51	R1,51	R1,51
E	R 24,29	R1,46	R1,46	R1,46
F	R 23,41	R1,40	R1,40	R1,40
G	R 22,53	R1,35	R1,35	R1,35
H	R 21,69	R1,30	R1,30	R1,30



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

Grade	Base Rate of Pay	2021 Increase (hourly)	2022 Increase (hourly)	2023 Increase (hourly)
5	R 74,75	R4,49	R4,49	R4,49
4	R 65,91	R3,95	R3,95	R3,95
3	R 57,06	R3,42	R3,42	R3,42
2	R 48,22	R2,89	R2,89	R2,89
2(a)	R 39,38	R2,36	R2,36	R2,36
1	R 30,53	R1,83	R1,83	R1,83
1(a)	R 21,69	R1,30	R1,30	R1,30

**(h) Wage Rates applicable to FIVE GRADE JOB STRUCTURE only.**

Refer to ANNEXURE A and ANNEXURE B (part 3 of the TCOE Agreement).

Grade	Base Rate of Pay	2021 Increase (hourly)	2022 Increase (hourly)	2023 Increase (hourly)
5	R 74,75	R4,49	R4,49	R4,49
4	R 62,26	R3,74	R3,74	R3,74
3	R 49,77	R2,99	R2,99	R2,99
2	R 37,27	R2,24	R2,24	R2,24
1	R 24,78	R1,49	R1,49	R1,49