



SAEFA

SA ENGINEERS AND
FOUNDERS ASSOCIATION

08 June 2023

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

RE: UPDATE ON WAGE INCREASES

The Minister of Employment and Labour has, with effect from Monday, 17 October 2022, extended the Consolidated Main Agreement 2021/2024 (the “Main Agreement”) to non-members.

Please take careful note that the wage increases agreed upon in the Main Agreement have been calculated based on minimum rates of pay, and not on actuals. This is why there is no reference to percentage increases, as the agreement requires the increases to be applied in Rands and cents.

In terms of the agreement, the wage increases **due from 1 July 2023** are as follows:

GENERAL WAGE INCREASES

Rate	Current Main Agreement Minimum Wage Rates	Increase on Scheduled Wage Rates	New Main Agreement Minimum Wage Rates from 1 July 2023
A	R93,44	R4,67	R98,11
AA(6)	R89,12	R4,46	R93,57
AA(START)	R85,09	R4,25	R89,35
AB	R81,29	R4,06	R85,35
B	R78,50	R4,32	R82,82
C	R75,64	R4,16	R79,80
D	R74,11	R4,08	R78,18
DD	R68,74	R3,78	R72,52
DDD	R65,84	R3,75	R69,60
E	R63,17	R3,70	R66,87
F	R60,79	R3,65	R64,43
G	R58,03	R3,48	R61,52
H	R55,67	R3,34	R59,01



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ELECTRIC CABLES (SCHEDULE F)

Rate	Current Main Agreement Minimum Wage Rates	Increase on Scheduled Wage Rates	New Main Agreement Minimum Wage Rates from 1 July 2023
RATE Z	R93,44	R4,67	R98,11
RATE Y	R73,87	R3,74	R77,61
GROUP IX	R70,70	R3,73	R74,43
VIII	R69,28	R3,71	R72,99
VII	R67,58	R3,70	R71,28
VI	R65,96	R3,69	R69,64
V	R64,29	R3,67	R67,96
IV	R62,60	R3,66	R66,26
III	R61,62	R3,64	R65,26
II	R59,86	R3,47	R63,33
I	R58,66	R3,31	R61,97

STRUCTURAL ENGINEERING

Rate	Current Main Agreement Minimum Wage Rates	Increase on Scheduled Wage Rates	New Main Agreement Minimum Wage Rates from 1 July 2023
5	R93,44	R4,67	R98,11
4	R86,92	R4,35	R91,27
3	R76,97	R4,23	R81,20
2	R65,01	R3,90	R68,91
1	R54,93	R3,30	R58,23
1(a)	R45,91	R2,75	R48,67



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APPRENTICES

Rate	Current Main Agreement Minimum Wage Rates (WEEKLY)	Increase on Scheduled Wage Rates (WEEKLY)	New Main Agreement Minimum Wage Rates from 1 July 2023 (WEEKLY)
FIRST YEAR	R1 881,16	R112,87	R1 994,03
SECOND YEAR	R2 076,40	R124,58	R2 200,99
THIRD YEAR	R2 462,51	R142,09	R2 604,60
FOURTH YEAR	R3 594,84	R179,74	R3 774,59

FIVE GRADE SCHEDULE

Rate	Current Main Agreement Minimum Wage Rates	Increase on Scheduled Wage Rates	New Main Agreement Minimum Wage Rates from 1 July 2023
5	R93,44	R4,67	R98,11
4	R80,44	R4,02	R84,46
3	R69,28	R3,46	R72,75
2	R59,65	R2,98	R62,63
1	R51,41	R2,57	R53,98

VEHICLE DRIVERS

Rate	Main Agreement Symbol	Current Main Agreement Minimum Wage Rates	Increase on Scheduled Wage Rates	New Main Agreement Minimum Wage Rates from 1 July 2023
FORKLIFT DRIVERS	F	R60,79	R3,65	R64,43
CODE 08	E	R63,17	R3,65	R66,82
CODES 10 & 11	DD	R68,74	R3,78	R72,52
CODES 13 & 14	C	R75,64	R4,16	R79,80



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GATE & FENCE MANUFACTURING (DIVISION D/7)

Rate	Current Main Agreement Minimum Wage Rates	Increase on Scheduled Wage Rates	New Main Agreement Minimum Wage Rates from 1 July 2023
B	R50,43	R2,62	R53,05
C	R49,18	R2,56	R51,74
D	R48,99	R2,55	R51,54
DDD	R48,53	R2,52	R51,05
E	R48,13	R2,50	R50,63
F	R47,89	R2,49	R50,38
G	R45,97	R2,49	R48,45
H	R41,80	R2,51	R44,31

ANNEXURE H: Special Provisions Related to Construction Sites Covered by a Project Labour Agreement (PLA)

Rate	Current Main Agreement Minimum Wage Rates	Increase on Scheduled Wage Rates	New Main Agreement Minimum Wage Rates from 1 July 2023
5	R93,44	R4,67	R98,11
4	R86,45	R4,32	R90,77
3	R76,08	R4,18	R80,26
2	R63,63	R3,67	R67,30
2(a)	R53,57	R3,21	R56,79
1	Rate 1 and 1(a) to be aligned with the wage rate applicable to the general worker rate in the bargaining council for the civil engineering industry		
1(a)			

Please take careful note that the wage increases for this year are based on minimum rates of pay and not on what your employees may actually be earning. This increase will be added to your employees' existing rate of pay as from 1 July 2023.