



**SAEFA**

SA ENGINEERS AND  
FOUNDERS ASSOCIATION

**10 June 2022**

Dear SAEFA Members,

**POSITION WITH REGARDS TO THE AGREEMENT AND WAGE INCREASES DUE 1 JULY 2022**

Due to the unprecedented nature of last year's wage and terms and conditions of employment negotiations, many members are being approached by employees who are uncertain of the current situation as it pertains to terms and conditions of employment and wage increases. This letter serves to inform all of what transpired in terms of the wage negotiations and the position with regards to which agreement binds whom, etc.

It's important to note that in the 2017 round of Main Agreement negotiations, the trade unions elected to enter into bilateral negotiations with the employer organisations affiliated to SEIFSA. They reached an agreement but continued to refuse to engage the other employer organisations (SAEFA, NEASA and the CEO), since they had committed to extend their agreement with SEIFSA on the rest of the industry. This was not possible, as the parties to the Main Agreement do not represent enough employees in the industry to ensure a legal extension to non-parties.

As a result of the above, SAEFA has continuously tried to get NUMSA, Solidarity, UASA, MEWUSA and SAEWA back to the negotiating table ever since 2017. In 2020, Solidarity agreed to continue negotiations with us under the auspices of the MEIBC. In 2021, when NUMSA and the other trade unions placed demands on SAEFA, we invited them to engage with us in our negotiation process. They, together with MEWUSA, UASA and SAEWA, chose to attend those negotiations as observers. Agreement was eventually reached with Solidarity on 1 October 2021. This agreement is known as the Terms and Conditions of Employment Agreement (TCOE Agreement). However, the other trade unions refused to accept this agreement, choosing, once again, to pursue bilateral negotiations with SEIFSA.

An agreement was reached with SEIFSA on, or around the 21st of October 2021. Unfortunately, all trade unions have committed in their agreement with SEIFSA to seek an extension to non-parties of their agreement with SEIFSA, instead of continuing to engage with SAEFA to reach an amicable agreement with our members.

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This has created uncertainty amongst many employees. However, the circumstances as they apply are explained overleaf.

Companies that are members of SAEFA must implement the wage increases as they appear in the Agreement of Settlement signed by Solidarity and SAEFA.

All other employees, including members of NUMSA, UASA, SAEWA, MEWUSA and any other trade union may be offered the increase. However, since it is unlawful for an employer to unilaterally change the terms and conditions of employment of staff (i.e., without their agreement), this may only be done with the employees' consent and agreement.

Any employees who are a member of a trade union that is not a party to the Metal and Engineering Industries Bargaining Council (MEIBC). That is, any trade union other than Solidarity, NUMSA, UASA, SAEWA or MEWUSA, must be advised that **no shop floor bargaining is permissible**. These trade union members have the same choice as stipulated above, which is to accept the TCOE Agreement, and its wage increases or wait until such time as the agreement between the unions and SEIFSA is legally gazette and extended to non-parties. This, is, however, unlikely to happen.

The wage increases stipulated in the TCOE Agreement can be found from the following page. Please note that the wage increases agreed upon in the TCOE Agreement are not expressed in percentages, but are applied on a Rands and cents basis, meaning that every employee is entitled to a minimum of the Rands and cents value expressed in the right hand column of the tables that appear below.

Any member that wishes to seek exemption from the wage increases as stipulated below, is invited to contact SAEFA for assistance.



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## WAGES TABLES AND WAGE INCREASES DUE ON 1 JULY 2022

(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:**

<b>CLASS OF WORK: Schedule G(a)(iv)</b>	<b>NEW HOURLY WAGE RATES</b>	<b>1 July 2022 Increase</b>
(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):**

<b>CLASS OF WORK</b>	<b>NEW HOURLY WAGE RATES</b>	<b>1 July 2022 Increase</b>
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:**

<b>CLASS OF WORK</b>	<b>NEW HOURLY WAGE RATES</b>	<b>1 July 2022 Increase</b>
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:**

<b>CLASS OF WORK</b>	<b>NEW HOURLY WAGE RATES</b>	<b>1 July 2022 Increase</b>
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:**

<b>CLASS OF WORK</b>	<b>NEW HOURLY WAGE RATES</b>	<b>1 July 2022 Increase</b>
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:**

<b>GRADE</b>	<b>NEW HOURLY WAGE RATES</b>	<b>1 July 2022 Increase</b>
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):

<b>GRADE</b>	<b>NEW HOURLY WAGE RATE</b>	<b>1 July 2022 Increase</b>
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