



**SAEFA**

SA ENGINEERS AND  
FOUNDERS ASSOCIATION

14 October 2021

Wage Negotiation Advisory No. 44

Dear Members,

### UPDATE ON WAGE NEGOTIATIONS

Please be advised that SAEFA is making every endeavour to find out the reason for the current impasse between all parties in this year's wage talks. This information to be available in the next few hours. We are also currently in discussion with the MEIBC and the CCMA to set up a s150 intervention to unlock the impasse.

SAEFA's offer to the trade unions is summarized in the wage table below.

CLASS OF WORK	Base 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)  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	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



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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

Yours sincerely,

Gordon Angus  
**SAEFA Executive Director**