



SAEFA

SA ENGINEERS AND
FOUNDERS ASSOCIATION

20 October 2021

Wage Negotiation Advisory No. 46

Dear Members,

UPDATE ON WAGE NEGOTIATIONS

Members of the SAEFA Negotiating Team met with representatives from SEIFSA yesterday to explore areas of common interest in the current wage negotiations. Unfortunately, however, the parties were not able to come to an agreement which caters for our respective positions and so the meeting ended with a commitment to apply our minds to the issues further. We will keep the channel open.

We were also informed that NEASA and SEIFSA had also met earlier in the day and that both employer parties had decided to implement their final offers at member companies and to encourage employees to return to work over the coming days. Neither party has any plans to meet with NUMSA. Consequently, all employer parties have now withdrawn from the CCMA-facilitated s150 discussions, preferring instead to implement the final offers of their respective employer associations for workers.

We therefore recommend to members that they implement the wage increases in terms of our agreement with Solidarity, for all scheduled employees, excluding members of NUMSA, UASA, SAEWA and MEWUSA, upon their return to work. Please note that the principle of “no work, no pay” continues to apply to all employees participating in the current strike. Such increases are effective from 1 September 2021:

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

CLASS OF WORK	2021 Increase (hourly)	2022 Increase (hourly)	2023 Increase (hourly)
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



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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

On Friday, 15 October, SAEFA met with the SA Police Services Provincial Operations Command Centre Task Team to discuss the police's readiness and ability to intervene in violent strike action. Members of the Task Team expressed their concern that they are somewhat hampered by a lack of manpower in the industrial areas but remain committed to overcoming this obstacle and assisting businesses as best they can. They indicated that companies are encouraged to contract with private security firms in order to protect their premises and recommended that the private security firms that participate in the "Eyes and Ears Project" be contacted in this regard. The Eyes and Ears Projects is an official joint crime fighting initiative between the South African Police Service (SAPS), Business Against Crime South Africa (BACSA) and the Private Security Industry (PSI). A list of these firms is available on the E2 Project website:

<https://e2.bac.org.za/Companies/Participants>

Yours sincerely,

Gordon Angus
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