



SAEFA

SA ENGINEERS AND
FOUNDERS ASSOCIATION

25 June 2024

Dear Members,

Explanatory Circular on the 2024 Wage Increases

Action to be taken by members

Since the extension of the Main Agreement to non-parties may not occur for several months to come, it is not binding on members of SAEFA for the time being. The most important implications of this are two-fold:

1. Wage Increases

The wage increases stipulated in the 2024 Settlement Agreement are not legally binding on SAEFA members on 1 July 2024. Members are, therefore, legally permitted to increase their employees' wages by whatever reasonable amount you can afford. However, since we believe that the wage increases contained in the Settlement Agreement are not unreasonable, it is recommended that these increases, which are based on ***scheduled wage rates and not on actual wage rates***, be implemented with effect from 1 July 2024, wherever possible. The wage tables are available overleaf.

2. Exemptions

Members are not required to submit an exemption application at this stage, as the agreement is not yet binding on non-parties. However, members are advised to start preparing their exemption applications, so that they may be submitted within 30 days in the event of the Main Agreement being gazetted and extended to non-parties.

Sincerely,

Gordon Angus
SAEFA Executive Director



SAEFA

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In terms of the 2024 settlement agreement, the wage increases **due from 1 July 2024** 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 2024
A	R98,11	R5,89	R104,00
AA(6)	R93,57	R5,69	R99,26
AA(START)	R89,35	R5,51	R94,86
AB	R85,35	R5,33	R90,68
B	R82,82	R5,25	R88,07
C	R79,80	R5,12	R84,92
D	R78,18	R5,08	R83,26
DD	R72,52	R4,77	R77,29
DDD	R69,60	R4,64	R74,24
E	R66,87	R4,51	R71,38
F	R64,43	R4,40	R68,83
G	R61,52	R4,25	R65,77
H	R59,01	R4,13	R63,14

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 2024
RATE Z	R98,11	R5,89	R104,00
RATE Y	R77,61	R4,73	R82,34
GROUP IX	R74,43	R4,61	R79,04
VIII	R72,99	R4,60	R77,59
VII	R71,28	R4,56	R75,84
VI	R69,64	R4,53	R74,17
V	R67,96	R4,49	R72,45
IV	R66,26	R4,44	R70,70
III	R65,26	R4,44	R69,70
II	R63,33	R4,37	R67,70
I	R61,97	R4,34	R66,31



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STRUCTURAL ENGINEERING

Rate	Current Main Agreement Minimum Wage Rates	Increase on Scheduled Wage Rates	New Main Agreement Minimum Wage Rates from 1 July 2024
5	R98,11	R5,89	R104,00
4	R91,27	R5,66	R96,93
3	R81,20	R5,20	R86,40
2	R68,91	R4,55	R73,46
1	R58,23	R3,96	R62,19
1(a)	R48,67	R3,41	R52,08

APPRENTICES

Rate	Current Main Agreement Minimum Wage Rates (WEEKLY)	Increase on Scheduled Wage Rates (WEEKLY)	New Main Agreement Minimum Wage Rates from 1 July 2024 (WEEKLY)
FIRST YEAR	R1994,03	R139,58	R2133,61
SECOND YEAR	R2200,99	R146,81	R2347,80
THIRD YEAR	R2604,60	R164,87	R2769,47
FOURTH YEAR	R3774,59	R226,48	R4001,07

FIVE GRADE SCHEDULE

Rate	Current Main Agreement Minimum Wage Rates	Increase on Scheduled Wage Rates	New Main Agreement Minimum Wage Rates from 1 July 2024
5	R98,11	R5,89	R104,00
4	R84,46	R5,07	R89,53
3	R72,75	R4,37	R77,12
2	R62,63	R3,76	R66,39
1	R53,98	R3,24	R57,22

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 2024
FORKLIFT DRIVERS	F	R64,43	R4,51	R68,94
CODE 08	E	R66,87	R4,46	R71,33
CODES 10 & 11	DD	R72,52	R4,59	R77,11
CODES 13 & 14	C	R79,80	R4,79	R84,59

**SAEFA**SA ENGINEERS AND
FOUNDERS ASSOCIATION**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 2024
B	R53,05	R3,18	R56,23
C	R51,74	R3,18	R54,92
D	R51,54	R3,24	R54,78
DDD	R51,05	R3,28	R54,33
E	R50,63	R3,33	R53,96
F	R50,38	R3,38	R53,76
G	R48,45	R3,32	R51,77
H	R44,31	R3,10	R47,41

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 2024
5	R98,11	R5,89	R104,00
4	R90,77	R5,67	R96,44
3	R80,26	R5,22	R85,48
2	R67,30	R4,54	R71,84
2(a)	R56,79	R3,98	R60,77
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 2024.