



National Office  
Union Corporation Building • 1st Floor  
77 Marshall Street • Johannesburg 2001  
PO Box 9381 • Johannesburg 2000  
Telephone: (011) 639 8000 • Facsimile: 086 636 8690  
[www.meibc.co.za](http://www.meibc.co.za)  
VAT No.: 4470117989

## CIRCULAR

**Kindly place on your staff notice board for the attention of your employees**

2 June 2009

**Attn: General Manager**

### NEW INDUSTRY WAGE RATES FOR THE PERIOD 1 JULY 2009 TO 30 JUNE 2010

The wage rates in the metal and engineering industries will adjust by 8.8% (April 2009 CPIX equivalent) across the board with effect from 1 July 2009, in accordance with the industry wage model agreed by the parties in the 2008/2011 Industry Settlement Agreement (as published per Government Notice R.1041 in Government Gazette No.31462 dated 3 October 2008).

The general and subsidiary wage rates are contained in the schedule on the next page.

The increases may be set-off against any interim increases granted on or after 1 July 2009.

Any employee earning more than the specified minimum wage must receive the above percentage increase on the actual amount earned for a particular grade.

Kindly forward a copy of this circular to your wage department, and place a copy on your notice board for the information of your employees.

It should be noted that the **deadline for wage exemption applications is 31 July 2009**.

For further information, kindly contact the MEIBC regional office in your area, or visit the council's website at [www.meibc.co.za](http://www.meibc.co.za).

Yours sincerely

Alistair Smith  
Chief Executive Officer

Cape Region  
PO Box 6096  
Roggebaai 8012

Border Region  
PO Box 13162  
Vincent 5217

KwaZulu-Natal Region  
PO Box 5900  
Durban 4000

Midland Region  
PO Box 12848  
Centrahill 6006

Gauteng Region  
PO Box 3998  
Johannesburg 2000

Free State &  
Northern Cape Region  
PO Box 30095  
Moreskof 9462

Centre for Dispute  
Resolution  
PO Box 9381  
Johannesburg 2000

Tel: 021 421 6140  
Fax: 086 636 8696

Tel: 043 743 7790  
Fax: 086 636 8691

Tel: 031 305 4761  
Fax: 086 636 8693

Tel: 041 586 1542  
Fax: 086 636 8694

Tel: 011 639 8000  
Fax: 086 636 8689

Tel: 057 352 4142  
Fax: 086 636 8697

Tel: 011 834 4660  
Fax: 086 636 8699

APPENDIX A

SCHEDULE OF WAGE INCREASES EFFECTIVE FROM 1 JULY 2009

1. General Wage Increases

| Rate      | Current Minimum Wage Rate | Increase on Actuals and Scheduled Wage Rates | Increase on Scheduled Wage Rates | New Minimum Wage Rates |
|-----------|---------------------------|----------------------------------------------|----------------------------------|------------------------|
|           | R c                       |                                              | R c                              | R c                    |
| A         | 38.92                     | 8.8%                                         | 3.42                             | 42.34                  |
| AA(6)     | 36.83                     | 8.8%                                         | 3.24                             | 40.07                  |
| AA(start) | 34.90                     | 8.8%                                         | 3.07                             | 37.97                  |
| AB        | 33.03                     | 8.8%                                         | 2.91                             | 35.94                  |
| B         | 31.30                     | 8.8%                                         | 2.75                             | 34.05                  |
| C         | 29.86                     | 8.8%                                         | 2.63                             | 32.49                  |
| D         | 28.99                     | 8.8%                                         | 2.55                             | 31.54                  |
| DD        | 26.64                     | 8.8%                                         | 2.34                             | 28.98                  |
| DDD       | 25.24                     | 8.8%                                         | 2.22                             | 27.46                  |
| E         | 23.89                     | 8.8%                                         | 2.10                             | 25.99                  |
| F         | 22.67                     | 8.8%                                         | 1.99                             | 24.66                  |
| G         | 21.42                     | 8.8%                                         | 1.88                             | 23.30                  |
| H         | 20.28                     | 8.8%                                         | 1.78                             | 22.06                  |

Whichever is the greater personal increase

2. Electric Cable (Schedule F)

| Rate     | Current Minimum Wage Rate | Increase on Actuals and Scheduled Wage Rates | Increase on Scheduled Wage Rates | New Minimum Wage Rates |
|----------|---------------------------|----------------------------------------------|----------------------------------|------------------------|
|          | R c                       |                                              | R c                              | R c                    |
| Rate Z   | 38.92                     | 8.8%                                         | 3.42                             | 42.34                  |
| Rate Y   | 30.40                     | 8.8%                                         | 2.68                             | 33.08                  |
| Group IX | 28.65                     | 8.8%                                         | 2.52                             | 31.17                  |
| VIII     | 27.71                     | 8.8%                                         | 2.44                             | 30.15                  |
| VII      | 26.66                     | 8.8%                                         | 2.35                             | 29.01                  |
| VI       | 25.69                     | 8.8%                                         | 2.26                             | 27.95                  |
| V        | 24.70                     | 8.8%                                         | 2.17                             | 26.87                  |
| IV       | 23.72                     | 8.8%                                         | 2.09                             | 25.81                  |
| III      | 23.06                     | 8.8%                                         | 2.03                             | 25.09                  |
| II       | 22.21                     | 8.8%                                         | 1.95                             | 24.16                  |
| I        | 21.51                     | 8.8%                                         | 1.89                             | 23.40                  |

Whichever is the greater personal increase

**3. Structural engineering**

| Rate                                       | Current Minimum Wage Rate<br>R c | Increase on Actuals and Scheduled Wage Rates | Increase on Scheduled Wage Rates<br>R c | New Minimum Wage Rates<br>R c |
|--------------------------------------------|----------------------------------|----------------------------------------------|-----------------------------------------|-------------------------------|
| 5                                          | 38.92                            | 8.8%                                         | 3.42                                    | 42.34                         |
| 4                                          | 35.23                            | 8.8%                                         | 3.10                                    | 38.33                         |
| 3                                          | 30.06                            | 8.8%                                         | 2.65                                    | 32.71                         |
| 2                                          | 24.48                            | 8.8%                                         | 2.15                                    | 26.63                         |
| 1                                          | 20.28                            | 8.8%                                         | 1.78                                    | 22.06                         |
| 1(a)                                       | 16.73                            | 8.8%                                         | 1.47                                    | 18.20                         |
| Whichever is the greater personal increase |                                  |                                              |                                         |                               |

**4. Apprentices**

| Year                                       | Current Minimum Wage Rate per Week | Increase on Actual Rates | Weekly Increase on Minimum Rates | New Minimum Weekly Wage Rates |
|--------------------------------------------|------------------------------------|--------------------------|----------------------------------|-------------------------------|
| First Year                                 | R 769                              | 8.8%                     | R 68                             | R 837                         |
| Second Year                                | R 848                              | 8.8%                     | R 75                             | R 923                         |
| Third Year                                 | R 1011                             | 8.8%                     | R 89                             | R 1100                        |
| Fourth Year                                | R 1497                             | 8.8%                     | R 132                            | R 1629                        |
| Whichever is the greater personal increase |                                    |                          |                                  |                               |

**5. Five Grade Schedule**

| Grade                                      | Current Minimum Wage Rate<br>R c | Increase on Actual and Scheduled Wage Rates | Increase on Scheduled Wage Rates<br>R c | New Minimum Wage Rates<br>R c |
|--------------------------------------------|----------------------------------|---------------------------------------------|-----------------------------------------|-------------------------------|
| 5                                          | 38.92                            | 8.8%                                        | 3.42                                    | 42.34                         |
| 4                                          | 33.52                            | 8.8%                                        | 2.95                                    | 36.47                         |
| 3                                          | 28.86                            | 8.8%                                        | 2.54                                    | 31.40                         |
| 2                                          | 24.85                            | 8.8%                                        | 2.19                                    | 27.04                         |
| 1                                          | 21.41                            | 8.8%                                        | 1.88                                    | 23.29                         |
| Whichever is the greater personal increase |                                  |                                             |                                         |                               |

**6. Vehicle Drivers**

| Rate                                       | Main Agreement Symbol | Current Wage Rate R c | Increase on Actuals and Scheduled Rates | Increase on Scheduled rates R c | New Minimum Wage Rates R c |
|--------------------------------------------|-----------------------|-----------------------|-----------------------------------------|---------------------------------|----------------------------|
| Forklift drivers                           | F                     | 22.67                 | 8.8%                                    | 1.99                            | 24.66                      |
| Code 08                                    | E                     | 23.89                 | 8.8%                                    | 2.10                            | 25.99                      |
| Codes 10 & 11                              | DD                    | 26.64                 | 8.8%                                    | 2.34                            | 28.98                      |
| Codes 13 & 14                              | C                     | 29.86                 | 8.8%                                    | 2.63                            | 32.49                      |
| Whichever is the greater personal increase |                       |                       |                                         |                                 |                            |

**7. Gate and Fence Manufacturing (Division D/7)**

| Rate                                       | Current Minimum Wage Rate R c | Increase on Actual and Scheduled Wage Rates | Increase on Scheduled Wage Rates R c | New Minimum Wage Rates R c |
|--------------------------------------------|-------------------------------|---------------------------------------------|--------------------------------------|----------------------------|
| <b>B</b>                                   | 20.34                         | 8.8%                                        | 1.79                                 | 22.13                      |
| <b>C</b>                                   | 19.56                         | 8.8%                                        | 1.72                                 | 21.28                      |
| <b>D</b>                                   | 19.15                         | 8.8%                                        | 1.69                                 | 20.84                      |
| <b>DDD</b>                                 | 19.03                         | 8.8%                                        | 1.67                                 | 20.70                      |
| <b>E</b>                                   | 19.00                         | 8.8%                                        | 1.67                                 | 20.67                      |
| <b>F</b>                                   | 18.13                         | 8.8%                                        | 1.60                                 | 19.73                      |
| <b>G</b>                                   | 17.15                         | 8.8%                                        | 1.51                                 | 18.66                      |
| <b>H</b>                                   | 15.22                         | 8.8%                                        | 1.34                                 | 16.56                      |
| Whichever is the greater personal increase |                               |                                             |                                      |                            |

**8. Annexure H: Construction Sites covered by a Project Labour Agreement**

| Grade                                      | Current Minimum Wage Rate R c | Increase on Actual and Scheduled Wage Rates | Increase on Scheduled Wage Rates R c | New Minimum Wage Rates R c |
|--------------------------------------------|-------------------------------|---------------------------------------------|--------------------------------------|----------------------------|
| <b>5</b>                                   | 38.92                         | 8.8%                                        | 3.42                                 | 42.34                      |
| <b>4</b>                                   | 35.23                         | 8.8%                                        | 3.10                                 | 38.33                      |
| <b>3</b>                                   | 30.06                         | 8.8%                                        | 2.65                                 | 32.71                      |
| <b>2</b>                                   | 24.48                         | 8.8%                                        | 2.15                                 | 26.63                      |
| <b>2(a)</b>                                | 20.11                         | 8.8%                                        | 1.77                                 | 21.88                      |
| <b>1</b>                                   | 12.41                         | 8.8%                                        | 1.09                                 | 13.50                      |
| <b>1(a)</b>                                | 11.22                         | 8.8%                                        | 0.99                                 | 12.21                      |
| Whichever is the greater personal increase |                               |                                             |                                      |                            |