

CIRCULAR

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

01 July 2015

Wage increases for the period 1 July 2015 to 30 June 2016

Wage increases effective from 1 July 2015 have been finalised in accordance with the wage model agreed with the trade unions in 2014. The increases range from 7.5% at Rate A to 10% at Rate H. **There are no further changes to employment conditions.**

Wage increases finalised

The wage increases detailed in the attached schedule must be implemented by all companies from 1 July 2015.

No other changes to current employment conditions

There are no further changes to employment conditions for this second year of the three year agreement and all other terms and conditions of employment remain unchanged.

Gazettal of the wage rates

The wage rates effective from 1 July 2015, concluded in the Metal and Engineering Industries Bargaining Council in 2014, are legally binding on all employers and scheduled employees in the industry in terms of section 31 of the Labour Relations Act, 1995 (Government Gazette No 38366 of 24 December 2014, Government Notice No. R.1051).

Wage exemptions

The industry's current wage exemption procedure continues to apply. A company that is unable to implement the agreed wage increase may submit a motivated application to its local Regional Council for exemption to implement a lesser wage increase than that detailed in the schedule.

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

Wage exemption procedure

Please contact your local Regional Council office

Employers are reminded that all wage increase exemption applications **must be lodged with the bargaining council by 31 July, 2015**. This means that companies wishing to apply for exemption must do so without delay and at least by 31 July, failing which the Council will be unable to consider the application.

SCHEDULE

SCHEDULE OF WAGE INCREASES EFFECTIVE FROM 1 JULY 2015

1. General Wage Increases

Rate	Current Minimum Wage Rate R c	Increase on Actuals and Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
A	60.57	7.50	4.54	65.11
AA(6)	57.57	7.70	4.43	62.00
AA(start)	54.77	7.90	4.33	59.10
AB	52.14	8.10	4.22	56.36
B	49.70	8.30	4.12	53.82
C	47.72	8.50	4.06	51.78
D	46.60	8.70	4.05	50.65
DD	43.07	8.90	3.83	46.90
DDD	41.06	9.10	3.74	44.80
E	39.10	9.30	3.64	42.74
F	37.33	9.50	3.55	40.88
G	35.41	10.00	3.54	38.95
H	33.67	10.00	3.37	37.04
Whichever is the greater personal increase				

2. Electric Cable (Schedule F)

Rate	Current Minimum Wage Rate R c	Increase on Actuals and Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
Rate Z	60.57	7.50	4.54	65.11
Rate Y	47.63	7.75	3.69	51.32
Group IX	45.20	8.00	3.62	48.80
VIII	44.01	8.25	3.63	47.64
VII	42.65	8.50	3.63	46.28
VI	41.36	8.75	3.62	44.98
V	40.04	9.00	3.60	43.64
IV	38.75	9.25	3.58	42.30
III	37.91	9.50	3.60	41.51
II	36.67	10.00	3.67	40.34
I	35.71	10.00	3.57	39.28
Whichever is the greater personal increase				

1. Structural engineering

Rate	Current Minimum Wage Rate R c	Increase on Actuals and Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
5	60.57	7.50	4.54	65.11
4	55.68	8.17	4.55	60.23
3	48.27	8.83	4.26	52.53
2	39.92	9.50	3.79	43.71
1	33.53	10.00	3.35	36.88
1(a)	27.76	10.00	2.78	30.54
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	1196.53	7.50	89.74	1286.27
Second Year	1320.72	7.50	99.05	1419.77
Third Year	1573.12	7.50	117.98	1691.10
Fourth Year	2330.29	7.50	174.77	2505.06
			Whichever is the greater personal increase	

5. Five Grade Schedule

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
5	60.56	7.50	4.54	65.10
4	52.15	7.50	3.91	56.06
3	44.91	7.50	3.37	48.28
2	38.67	7.50	2.90	41.57
1	33.32	7.50	2.50	35.82
			Whichever is the greater personal increase	

6. Vehicle Drivers

Rate	Main Agreement Symbol	Current Wage Rate R c	Increase on Actual and Scheduled Rates %	Increase on Scheduled rates R c	New Minimum Wage Rates R c
Forklift drivers	F	37.33	9.50	3.55	40.88
Code 08	E	39.10	9.30	3.64	42.74
Codes 10 & 11	DD	43.07	8.90	3.83	46.90
Codes 13 & 14	C	47.72	8.50	4.06	51.78
			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	32.29	7.96	2.57	34.86
C	31.29	8.20	2.57	33.86
D	30.93	8.52	2.64	33.57
DDD	30.57	8.84	2.70	33.27
E	30.23	9.17	2.77	32.98
F	29.85	9.50	2.84	32.69
G	28.36	10.00	2.84	31.20
H	25.27	10.00	2.53	27.80
			Whichever is the greater personal increase	

8. Annexure H: Special Provisions Related to Construction Sites covered by a Project Labour Agreement (PLA)

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
5	60.57	7.50	4.54	65.10
4	55.55	8.00	4.44	59.99
3	48.00	8.50	4.08	52.08
2	39.60	9.00	3.56	43.16
2(a)	32.90	9.50	3.13	36.03
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)				
			Whichever is the greater personal increase	