

SCHEDULE OF WAGE INCREASES EFFECTIVE FROM 1/07/16 to 30/06/17

WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED AT RATES A TO H, INCLUDING WATCHMAN'S WORK, THROUGHOUT THIS AGREEMENT

	GUARANTEED PERSONAL INCREASE (To be the greater of the amounts calculated in terms of Column A or reflected in Column B)		
	A	B	New
	Percentage Increase on actual hourly rate of pay, excluding allowances, of which the employee was in receipt on 30 June 2016	Amount per hour	Minimum hourly wage rates
Class of work	%	Rc	R
Rate A & A1	7.00	4.56	69.67
Rate AA	7.18	4.45	66.45
Rate AA(start)	7.36	4.35	63.45
Rate AB	7.54	4.25	60.61
Rate B	7.72	4.16	57.98
Rate C	7.90	4.09	55.87
Rate D	8.08	4.09	54.75
Rate DD	8.26	3.87	50.79
Rae DDD	8.44	3.78	48.58
Rae E	8.62	3.68	46.41
Rate F	8.80	3.60	44.48
Rate G	9.00	3.51	42.46
Rate H	10.00	3.70	40.74

WAGE RATES APPLICABLE TO VEHICLE DRIVING – EXTERNAL TRANSPORT INCLUDING FORKLIFT DRIVING

	GUARANTEED PERSONAL INCREASE (To be the greater of the amounts calculated in terms of Column A or reflected in Column B)		
	A	B	New
	Percentage Increase on actual hourly rate of pay, excluding allowances, of which the employee was in receipt on 30 June 2016	Amount per hour	Minimum hourly wage rates
Class of Work	%	Rc	R
(Schedule G(a)(iv))			
(1) Forklift driving of power-operated forklift controlled from on board by the operator (job grade F)	8.80	3.60	44.48
(2) Driving of a load-carrying or hauling vehicle which requires a code 08 light motor vehicle licence to be held by the driver (job grade E)	8.62	3.68	46.42
(3) Driving of load-carrying or hauling vehicle which requires a code 10 heavy motor vehicle licence or a code 11 extra heavy motor vehicle licence to be held by the driver (job grade DD).	8.26	3.87	50.77
(4) Driving of a load-carrying or hauling vehicle which requires a code 13 or 14 heavy articulated motor vehicle licence to be held by the driver (job grade C)	7.90	4.09	55.87

STRUCTUARAL ENGINEERING

	GUARANTEED PERSONAL INCREASE (To be the greater of the amounts calculated in terms of Column A or reflected in Column B)		
	A	B	New
	Percentage Increase on actual hourly rate of pay, excluding allowances, of which the employee was in receipt on 30 June 2016	Amount per hour	Minimum hourly wage rates
Class of Work	%	Rc	R
<i>Section (d)</i>			
Structural Engineering Wage Categories			
Category 5	7.00	4.56	69.67
Category 4	7.60	4.58	64.81
Category 3	8.20	4.31	56.84
Category 2	8.80	3.85	47.56
Category 1	9.00	3.32	40.20
Category 1(a)	10.00	3.05	33.59
<p>Note: Special Provisions Limited to Construction Sites covered by Project Labour Agreements. The special provisions and wage rates as set out in Annexure H shall apply.</p>			

(d) WAGE RATES APPLICABLE TO OPERATIONS IN SCHEDULE F ONLY

(Electric Cable)

Class of Work	GUARANTEED PERSONAL INCREASE (To be the greater of the amounts calculated in terms of Column A or reflected in Column B)		
	A	B	New
	Percentage Increase on actual hourly rate of pay, excluding allowances, of which the employee was in receipt on 30 June 2016	Amount per hour	Minimum weekly wage rates
Class of Work	%	Rc	R
Group Z	7.00	4.56	69.67
Group Y	7.23	3.71	55.03
Group IX	7.45	3.64	52.44
Group VIII	7.68	3.66	51.30
Group VII	7.90	3.66	49.94
Group VI	8.13	3.66	48.64
Group V	8.35	3.64	47.29
Group IV	8.58	3.63	45.93
Group III	8.80	3.65	45.16
Group II	9.00	3.63	43.97
Group I	10.00	3.63	43.21

WAGE RATES APPLICABLE TO APPRENTICES ONLY

Class of Work	GUARANTEED PERSONAL INCREASE (To be the greater of the amounts calculated in terms of Column A or reflected in Column B)		
	A	B	New
	Percentage Increase on actual weekly rate of pay, excluding allowances, of which the employee was in receipt on 30 June 2016	Amount per week	Minimum weekly wage rates
Class of Work	%	R	R
First Year	7.00	90.04	1376.31
Second Year	7.00	99.38	1519.15
Third Year	7.00	118.38	1809.48
Fourth Year	7.00	175.35	2680.41
The hourly rate of all apprentices for the purposes of calculating overtime shall be the weekly wage paid, divided by 40.			

WAGE RATES APPLICABLE TO OPERATIONS IN DIVISION D/7 ONLY

	GUARANTEED PERSONAL INCREASE (To be the greater of the amounts calculated in terms of Column A or reflected in Column B)		
	A	B	New
	Percentage Increase on actual hourly rate of pay, excluding allowances, of which the employee was in receipt on 30 June 2016	Amount per hour	Minimum hourly wage rates
Class of Work	%	Rc	R
B	7.46	2.60	37.46
C	7.90	2.67	36.53
D	8.40	2.82	36.39
DDD	8.40	2.79	36.06
E	8.40	2.77	35.75
F	8.80	2.88	35.57
G	9.00	2.81	34.01
H	10.00	2.78	30.58

FIVE GRADE SCHEDULE

Grade	Current Minimum Wage Rate	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rate	New Minimum Wage Rates
5	65.11	7.00	4.56	69.67
4	56.06	7.00	3.92	59.98
3	48.28	7.00	3.38	51.66
2	41.57	7.00	2.91	44.48
1	35.82	7.00	2.51	38.33
		Whichever is the greater	personal increase	

ANNETURE H: SPECIAL PROVISIONS RELATED TO CONSTRUCTION SITES COVERED BY A PROJECT LABOUR AGEEMNET (PLA)

Grade	Current minimum wage rate	Increase on actual and scheduled wage rate	Increase on scheduled wage rate	Minimum wage rate R C
5	65.11	7.00	4.56	69.67
4	59.99	7.45	4.47	64.46
3	52.08	7.90	4.11	56.19
2	43.16	8.35	3.60	46.76
2(a)	36.03	8.80	3.17	39.20
1	22.58	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)	20.48			
		Whichever is the greater personal increase		