

DEPARTMENT OF LABOUR


NO. R. 969

16 OCTOBER 2015

LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR CIVIL ENGINEERING INDUSTRY:
EXTENSION OF WAGE AND TASK GRADE COLLECTIVE AMENDING
AGREEMENT TO NON-PARTIES**

I, **NELISIWE MILDRED OLIPHANT**, Minister of Labour hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Wage Task Grade Collective Amending Agreement which appears in the Schedule hereto, which was concluded in the **Bargaining Council for Civil Engineering Industry** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Wage Task Grade Collective Amending Agreement, shall be binding on the other employers and employees in that Industry, with effect from the second Monday after date of publication of this notice and for the period ending 31 August 2018.


MINISTER OF LABOUR
01/10/2015

SCHEDULE

**BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY
WAGE AND TASK GRADE COLLECTIVE AGREEMENT**

In accordance with the provisions of the Labour Relations Act, 1995, made and entered into by and between the –

Employer Organisation

South African Forum of Civil Engineering Contractors (SAFCEC)

(Hereinafter referred to as the “employer” or the “employers’ organisation”) of the one part and the –

Trade Unions

National Union of Mine Workers (NUM)

Building, Construction and Allied Workers’ Union (BCAWU)

(Hereinafter referred to as the “employees” or the “trade unions”) of the other part, being the parties to the Bargaining Council for the Civil Engineering Industry)

1. Scope of the Civil Engineering Industry

1.1 The Civil Engineering Industry means the industry in which employers (other than local authorities) and employees that are associated for the purposes of carrying out work of a civil engineering character normally associated with the Civil Engineering industry and includes such work in connection with any one or more of the following activities:

- 1.1.1 The construction of aerodrome runways or aprons; aqueducts; bins or bunkers; bridges; cable ducts; caissons; rafts or other marine structures; canals; cooling, water or other towers; dams; docks; harbors; quays or wharves; earthworks; encasements; housing or supports for plant, machinery or equipment; factory or works chimneys; filter beds; land or sea defense works; mine headgear; pipelines; piers; railways; reservoirs; river works; roads or streets; sewerage works; sewers; shafts or tunnels; silos; sports fields or grounds; swimming baths; viaducts or water treatment plants’ and/or
- 1.1.2 Excavation and bulk earthworks; bush clearing and de-stumping; topsoil stripping; drilling and blasting; preparation of bench areas, drilling pre-split holes and blast holes, blasting and/or cast blasting ; secondary blasting; loading, hauling and dumping of mineralized and/or waste material to waste dumps or processing plant feed (ROM Pad) stockpiles; production dozing of top soil, inter burden or waste material; pumping and dewatering of storm and/or contaminated water, construction and maintenance of; access and haul roads; ramps; waste and processing plant feed (ROM Pad) areas; safety beams; high walls; benches; storm water systems, catch drains, bund walls, surge dams, trimming, scaling or chain dragging of batters, heap-leach pads, tailings dams; dust suppression of loading areas, haul roads and dumping areas; rehabilitation of earth work areas or waste dumps; topsoil spreading, hydro- seeding and watering; and/or
- 1.1.3 Excavation work or the construction of foundations, lift shafts, piling, retaining walls, stairwells, underground parking garages or other underground structures; and/or
- 1.1.4 The asphaltting, concreting, gravelling, leveling or paving of parking areas, pavements, roads, streets, aerodrome runways or aprons, premises or sites; and further includes –
 - (i) Any work of a similar nature or work incidental to or consequent on any of the aforesaid activities; and

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- (ii) The making, repairing, checking or overhauling of tools, vehicles, plant, machinery or equipment in workshops which are conducted by employers engaged in any of the activities referred to in sub clauses 2.1.1 to 2.1.4(i) and (ii) inclusive;

Excluding the following:

- a) Work in connection with any one or more of the activities specified in sub-clause 2.1.3 where such work, when undertaken in connection with the erection of structures having the general character of buildings and irrespective of whether or not such work involves problems of a civil engineering character, is carried out by the employers erecting such structures;
- b) Work in connection with any one or more of the activities specified in sub-clause 2.1.3 when undertaken as an incidental operation in connection with the erection of structures having the general character of buildings or when undertaken by the employers erecting such structures;
- c) Any work falling within the scope of any other industry, and
- d) The Mining Industry which is defined as the industry where employers and employees are associated for the purpose, directly or indirectly, for the winning, extracting, processing and refining of a mineral in, on or under the earth or water or from any residue stockpile or residue deposit.

2. Period of operation of agreement

- (i) This agreement becomes binding on the employers and employees - refer to sub-clause (1.1), once it is extended by the Honourable Minister of Labour, in terms of Section 32 of the act 66 of 1995, from a date determined by the Honourable Minister of Labour.
- (ii) This agreement shall remain in force until: 31 August 2018

3. Application of Agreement

Clause 3: Definitions and Expressions

- (1) The inclusion the following definition:

'CPI' means the average Consumer Price Index as published by StatsSA for the 3 (three) month period of May, June and July of that particular year

4. Chapter IV – Appendices to the Agreement

- (1) The inclusion of the following Across the Board Wage Increases as well as the inclusion of the following Job Titles with their respective Wage Rates into Appendix D – Civil Engineering Industry Task Grade Wage Rates Table:

Appendix D -**Civil Engineering Industry Task Grade Wage Rates****IMPORTANT NOTE:**

Wage increases in Appendix D will apply only from the date of coming into operation of the BCCEI Wage and Task Grade Collective Agreement. The dates on the Wage Rates Table within this Appendix indicate the minimum wage rate an employee has to be paid for their specific task grade.

1. ACROSS THE BOARD WAGE INCREASE - From the time of Agreement coming into operation to 31 August 2016

1.1 All employees must, at the date of coming into operation of this agreement, receive either the new Wage Rate applicable to his/her Task Grade or the following across the board increase on his/her current wage rate, whichever is the greater.

1.1.1 Task Grade 1 to Task Grade 9:

- On the date of promulgation of the BCCEI Wage and Task Grade Collective Agreement – 8%

1.2 No employer shall at the date of coming into operation of this agreement reduce the rate of pay of any employee who earns more than the minimum prescribed for his class of work;

1.3 No employer shall at the date of coming into operation of this agreement pay any employee engaged on any of the classes of work specified in this agreement wages and/or earning lower than those specified for his class of work;

2. ACROSS THE BOARD WAGE INCREASE - 1 September 2016 to 31 August 2017

2.1 All employees must, on 1 September 2016, receive either the new Wage Rate applicable to his/her TASK Grade or the following across the board increase on his/her current wage rate, whichever is the greater

2.1.1 Task Grade 1 to Task Grade 9:

- On 1 September 2016 – 8% (eight percent) or CPI plus 2%, whichever is the greater on 1 September 2016.

2.2 No employer shall at the date of coming into operation of this agreement reduce the rate of pay of any employee who earns more than the minimum prescribed for his class of work;

2.3 No employer shall at the date of coming into operation of this agreement pay any employee engaged on any of the classes of work specified in this agreement wages and/or earning lower than those specified for his class of work;

3. ACROSS THE BOARD WAGE INCREASE - 1 September 2017 to 31 August 2018

3.1 All employees must, on 1 September 2017, receive either the new Wage Rate applicable to his/her Task Grade or the following across the board increase on his/her current wage rate, whichever is the greater

3.1.1 Task Grade 1 to Task Grade 9:

- On 1 September 2017 – 9% or CPI plus 2%, whichever is greater on 1 September 2017.

3.2 No employer shall at the date of coming into operation of this agreement reduce the rate of pay of any employee who earns more than the minimum prescribed for his class of work;

3.3 No employer shall at the date of coming into operation of this agreement pay any employee engaged on any of the classes of work specified in this agreement wages and/or earning lower than those specified for his class of work;

4. Task Grade Wage Rates Table

*Special adjustments to these minimums rates have been implemented to increase the gap between Task Grade 1 & 2; Task Grade 2 & 3; Task Grade 3 & 4.

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Task Grade Wage Rates Table					
Task Grade	Occupational Group	Job Title	Hourly Rate as per promulgation date up to 31 August 2016	Hourly Rate from 1 September 2016 to 31 August 2017 adjusted by 8% or CPI plus 2%, whichever is the greater	Hourly Rate from 1 September 2017 to 31 August 2018 adjusted by 9% or CPI plus 2% whichever is the greater
1	General Worker	General Worker	27.19	29.37	32.01
2	Site Support	Artisan Aid	27.49	29.68	32.80*
	Construction Hand Grade IV	Structures Construction Hand			
		Premix Paving Checker			
		Steel Bending Machine Operator			
		Civil Construction Bricklayer Gr II			
	Operator Grade V	Crusher Assistant			
3	Operator Grade IV	Boom Scraper Operator	28.25	30.51	33.71*
		Pedestrian Roller Operator			
		Checker			
		Chainman			
	Construction Hand Grade III	Chainman			
4	Construction Hand Grade II	Shutterhand Gr III	29.20	31.54	34.97*
		Concrete hand Gr II			
		Track Rig Operator (general)			
		Bore Pile Operator			
	Operator Grade III	Drilling Supervisor			
5	Operator Grade II	Junior Clerk	33.61	36.30	39.57
		Welder Semi-Skilled			
		Shutterhand Gr II			
		Reinforcing Hand Gr II			
	Driver Grade II	Concrete Hand Gr I			
6	Construction Hand Grade I	Fence Erector			
		Guard Rail Erector			
		Concrete Mixer Operator			
		Continuous Flight Auger Operator			
	Operator Grade I	Batch Plant Operator			
7	Operator Grade II	Concrete Dumper Operator	38.16	41.21	44.92
		Concrete Pump Operator			
		Tower Crane Operator			
		General Premix Roller Operator			
	Driver Grade I	Milling Machine Operator			
8	Operator Grade I	Paver Operator	43.71	47.20	51.45
		Excavator Operator			
		Front End Loader Operator			
		TLB Operator			
	Site Support	Dozer Operator			
9	Construction Hand Grade I	Grader Operator (general)	49.00	52.92	57.68
		Gunite Nozzleman			
		Motorcycle Driver			
		Tractor Driver			
	Driver Grade II	Light Motor Vehicle Driver			
10	Operator Grade II	Driver Operator	55.38	59.81	65.20
		Heavy Duty Driver (rigid)			
		Extra Heavy Duty Driver (rigid)			
		Material Tester			
	Site Support	Shutterhand Gr I			
11	Construction Hand Grade I	Piling Auger Machine Operator	43.71	47.20	51.45
		Reinforcing Hand Gr I			
		Pipelayer Gr I			
		Kerblayer Gr I			
	Operator Grade I	Civil Construction Bricklayer Gr I			
12	Operator Grade II	Mobile Crane Operator	49.00	52.92	57.68
		Screed Operator			
		Scraper Operator			
		Heavy Duty Driver (articulated)			
	Driver Grade I	Extra Heavy Duty Driver (articulated)			
13	Operator Grade I	Assistant surveyor	55.38	59.81	65.20
		Grader Operator (final level)			
		Supervisor Gr II			
		Plant Serviceman			
	Site Support	Supervisor Gr I			
14	Operator Grade I	Diesel Mechanic, Fitter & Turner, Auto	55.38	59.81	65.20
	Site Support				

Signed at Bedfordview, for and on behalf of the parties, this 28th day of July 20 15.



Strike Mokuu
Chairman of the BCCEI



Muller Uys
Vice Chairman of the BCCEI



J.N. Pansen
General Secretary of the BCCEI