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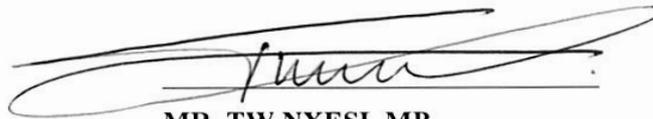
DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 389

30 April 2021

LABOUR RELATIONS ACT, 1995**NATIONAL BARGAINING COUNCIL FOR THE ELECTRICAL INDUSTRY OF SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE MAIN AMENDING COLLECTIVE AGREEMENT**

I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council for the Electrical Industry of South Africa**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry with effect from the second Monday after the date of publication of this notice and for the period ending 31 January 2022.

**MR. TW NXESI, MP****MINISTER OF EMPLOYMENT AND LABOUR**

DATE:

24/03/2022

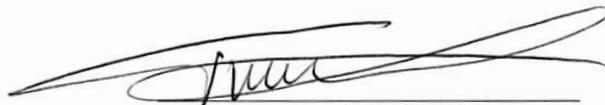
UMNYANGO WEZEMISEBENZI NEZABASEBENZI

R.

USUKU:

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA - 1995**UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI****KWABAQASHI NABASEBENZI EMBONINI KAGESI ENINGIZIMU AFRIKA:****UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI****NESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXENYE****YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, uNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba 32(2) soMthetho Wobudlelwano KwezabaSebenzi ka 1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **uMkhandlu Kazwelonke Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini kaGesi eNingizimu Afrika**, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kokushicilelwa kwalesiSaziso futhi kuze kube isikhathi esiphela mhlaka 31 kuMasingana 2022.


MNUMZANA TW NXESI, MP**UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI**USUKU: 24/03/2021

SCHEDULE**NATIONAL BARGAINING COUNCIL FOR THE ELECTRICAL INDUSTRY
OF SOUTH AFRICA****MAIN COLLECTIVE AMENDING AGREEMENT**

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

Electrical Contractors' Association (South Africa)

(hereinafter referred to as the "employers" or the "employers' organisation"),
of the one part, and the

South African Equity Workers' Association,

(hereinafter referred to as the "employees" or the "trade union"), of the other part,
being the parties to the National Bargaining Council for the Electrical Industry of
South Africa

to amend the agreement published under Government Notice R. 260 of 24 March
2017.

PART 1**1. SCOPE OF APPLICATION**

- (1) The terms of this Agreement shall be observed –
 - (a) by all employers and employees in the Electrical Industry who are members of the employers' organisation and trade union, respectively, who are engaged or employed in the Industry.
 - (b) throughout the whole of the Republic of South Africa, excluding the Magisterial District of Kimberley, within a radius of 20 kilometers from the General Post Office, Kimberley.
- (2) Notwithstanding the provisions of subclause 1(1), the terms of this Agreement shall apply to apprentices and learners only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981 or the Skills Development Act, 1998, or any conditions prescribed or any notices served in terms thereof.
- (3) For the purposes of this Agreement, the "rate of remuneration" of learners prescribed under the Skills Development Act, 1998, shall be taken to be the weekly wage of such employees, and the "hourly rate" shall be the weekly wage calculated as above, divided by the number of ordinary hours worked in the establishment concerned.
- (4) The following categories are also excluded:
 - (i) Working employers
 - (ii) Administrative staff – Non Electrical Workers
 - (iii) Managerial Employees

2. PERIOD OF OPERATION.

This Agreement shall come into operation on a date fixed by the Minister of Employment and Labour and shall remain in force up to and including **31 January 2022**.

3. CLAUSE 4 OF PART I – DEFINITIONS

(1) Substitute the following after “Area O”.

Note: The above Magisterial Districts are defined in terms of the 2001 demarcations. In the event of any Magisterial District being omitted from the above, the Council shall determine under which Area such district should be placed.

(2) Substitute the following for (b) (iii) under the definition of “**general assistant**”

(iii) all general assistants shall be included in the Council's monthly return forms and an employer shall be required to pay over to the Council all applicable employer and employee contributions and subscriptions in terms of the Council's collective agreements excluding pension/provident fund, sick benefit fund and risk benefits.

4. CLAUSE 16 OF PART I – ANNUAL LEAVE AND ANNUAL SHUTDOWN

(1) Substitute the following for subclause (2)(a):

“(a) He shall pay his employees, prior to the date of the annual shutdown, the full amount of leave pay due to such employees in terms of this Agreement.”

5. CLAUSE 29 OF PART 1 - BENEFIT FUNDS

(1) In subclause (c) Region C - substitute “44” hours with “42.50” hours and insert the following wording after the word “week”.
“in respect of Pension Fund contributions only. All other contributions are to be calculated on 44 hours per week.”

(2) In subclause (e) insert the words "death/Group Life Assurance (GLA)," between the words "namely" and "disability benefits".

(3) Insert the following new subclause (g)

(g) Total monthly contributions to the Pension/Provident Funds in respect of each Region are as follows:

Region A – 15% (50% paid by the employee and 50% paid by the employer)

Region B – 15% (50% paid by the employee and 50% paid by the employer)

Region C – 15% (40% paid by the employee and 60% paid by the employer)

Region D – 15% (50% paid by the employee and 50% paid by the employer)

6. CLAUSE 1 OF PART 11 – ALLOWANCES

(1) The following allowances shall apply for the categories listed in Clause 4 of Part II with effect from 01 May 2021 until 31 January 2022:

(2) In subclause (1) (b), substitute "R3.64" for "R3.00".

(3) In subclause (1) (e) (ii), substitute "R146.04" for "R120.28".

(4) In subclause (2), substitute "R95.75" for "R78.86".

7. CLAUSE 4 OF PART 11 – SCHEDULE OF WAGES AND / OR EARNINGS

No employer shall pay and no employee shall accept wages at rates lower than the following:

Provided that where an employer carries out work in an area for which higher wages are prescribed than those which apply for the area in which his business is situated, his employees shall be paid no less than the minimum wages prescribed for such higher rated area for the duration or period during which such an employee works in such higher-rated area:

(1) Current wage rates which were in force and effective from 01 February 2020, will remain in force and effective until the 30 April 2021.

(2) The following minimum wage rates shall apply for the categories listed below with effect from 01 May 2021 until 31 January 2022:

AREAS 'A', 'B', 'C', 'D', 'E'

Category	AREA A Rand Per hour	AREA B Rand Per hour	AREA C Rand Per hour	AREA D Rand Per hour	AREA E Rand Per hour
Master installation electrician	129.13	113.56	108.47	82.68	80.80
Installation electrician/foreman	118.93	104.59	97.43	76.12	74.31
Electrical tester for single phase	108.53	95.44	90.92	69.41	67.85
Electrician, artisan and DAM	103.28	90.80	84.61	66.17	64.71
Elconop 3	75.23	66.17	61.58	48.02	46.98
Elconop 2	64.70	57.05	52.72	41.24	40.67
Elconop 1	41.59	36.81	33.75	27.25	25.93
Storeman	41.59	36.81	33.75	27.25	25.93
Driver of a vehicle, the gross vehicle mass of which is -					
(a) Up to 3 500 kg	43.28	38.28	39.41	27.92	27.28
(b) Above 3 500 kg up to 16 000 kg	51.13	44.97	41.88	32.68	31.91
(c) Above 16 000 kg	56.83	49.92	46.52	36.34	35.47
Electrical assistant	35.54	31.24	28.79	22.59	22.10
General Assistant	26.64	23.43	21.84	21.84	21.84
Apprentice Stage 4	70.05	61.60	57.48	44.90	43.89
Apprentice Stage 3	50.05	44.00	41.03	32.09	31.34
Apprentice Stage 2	45.06	39.60	35.20	28.83	28.21
Apprentice Stage 1	38.02	33.45	31.19	24.36	23.80

AREAS 'F', 'G', 'H'

Category	AREA F Rand Per hour	AREA G Rand Per hour	AREA H Rand Per hour
Master installation electrician	93.60	81.51	77.57
Installation electrician/foreman	86.11	75.02	71.35
Electrical tester for single phase	76.58	68.47	65.09
Electrician, artisan and DAM	76.07	65.22	61.98
Elconop 3	55.29	48.11	48.11
Elconop 2	48.81	42.48	40.48
Elconop 1	32.27	27.80	26.37
Storeman	32.27	27.80	26.37

Driver of a vehicle, the gross vehicle mass of which is -			
(a) Up to 3 500 kg	30.96	27.00	25.71
(b) Above 3 500 kg up to 16 000 kg	36.07	31.43	29.85
(c) Above 16 000 kg	40.03	34.86	33.16
Electrical assistant	31.01	26.59	25.30
General Assistant	23.24	21.84	21.84
Apprentice Stage 4	53.28	45.65	43.41
Apprentice Stage 3	38.04	32.62	31.01
Apprentice Stage 2	34.25	29.34	27.89
Apprentice Stage 1	28.91	24.76	23.56

AREAS 'I, 'J, 'K, 'L

Category	AREA I Rand Per hour	AREA J Rand Per hour	AREA K Rand Per hour	AREA L Rand Per hour
Master installation electrician	122.10	129.15	113.55	99.87
Installation electrician/foreman	118.36	118.94	104.61	91.80
Electrical tester for single phase	102.60	108.56	95.49	83.89
Electrician, artisan and DAM	97.74	103.29	90.81	79.83
Elconop 3	72.83	75.25	66.17	58.04
Elconop 2	68.65	64.69	57.05	49.67
Elconop 1	47.49	41.61	36.78	31.86
Storeman	47.49	41.61	36.78	31.86
Domestic appliance repairer		48.51	42.71	
Driver of a vehicle, the gross vehicle mass of which is -				
(a) Up to 3 500 kg	41.79	43.22	38.08	38.72
(b) Above 3 500 kg up to 16 000 kg	47.36	51.14	45.00	43.31
(c) Above 16 000 kg	52.85	56.83	49.94	56.16
Electrical assistant	38.83	35.56	31.27	26.97
General Assistant	29.11	26.66	23.43	21.84
Apprentice Stage 4	68.42	72.33	63.58	55.86
Apprentice Stage 3	48.85	51.66	45.41	39.90
Apprentice Stage 2	43.97	46.47	40.89	35.93
Apprentice Stage 1	37.14	39.27	34.51	30.32

AREAS 'M', 'N', 'O'

Category	AREA M	AREA N	AREA O
	Rand	Rand	Rand
	Per hour	Per hour	Per hour
Master installation electrician	103.79	80.80	81.51
Installation electrician/foreman	100.62	74.31	75.02
Electrical tester for single phase	87.20	66.08	68.47
Electrician, artisan and DAM	83.08	64.71	65.22
Elconop 3	61.93	46.98	48.11
Elconop 2	58.34	40.35	42.48
Elconop 1	40.35	25.94	27.80
Storeman	40.35	25.94	27.80
Driver of a vehicle, the gross vehicle mass of which is -			
(a) Up to 3 500 kg	35.54	27.07	27.00
(b) Above 3 500 kg up to 16 000 kg	40.26	31.91	31.43
(c) Above 16 000 kg	44.92	35.50	34.86
Electrical assistant	33.02	22.10	26.59
General Assistant	24.74	21.84	21.84
Apprentice Stage 4	58.16	45.29	45.65
Apprentice Stage 3	41.57	32.35	32.60
Apprentice Stage 2	37.37	29.13	29.34
Apprentice Stage 1	31.59	24.57	24.77

8. CLAUSE 5 - GUARANTEED MINIMUM INCREASES AND OFF-SET

- (1) "The wage increases from 01 May 2021 to the 31 January 2022 shall be increased as follows:
- All General Assistants, all Electrical Assistants, Drivers of vehicles up to a gross vehicle mass of 3500 kg in the following areas only (Area F, G, H, I, M, and O), Drivers of vehicles of a gross vehicle mass above 3500 kg up to 16000 kg in the following areas only (Area I, and M), all Storeman, and all Elconop 1's earning the **minimum wage rate** as prescribed in Clause 4 Part II of this agreement shall receive a wage increase of not less than four percent (4%).
 - Every other employee for whom wages are prescribed in Clause 4 Part II this Agreement shall receive a wage increase of not less than three point two percent (3.2%).

Every employee for whom wages are prescribed in this Agreement and who, on the **01 May 2021**, is employed by an employer in the Industry, shall while in the employ of the same employer and whether or not his **actual rate** of pay immediately prior to the said date was in excess of the rate prescribed for him in this Agreement, receive a wage increase of not less than three point two percent (3.2%) of the actual wage rate he was receiving immediately prior to the said date.

(1)(a) Prescribed minimum wage rates and wage rates in excess of the prescribed minimum wages.

Should the publication of this Collective Agreement amendment be delayed for any reason, any employers who have not granted the increase before the coming into operation of this Agreement shall grant an additional increment of **one ninth** of the applicable increase for each month the increase was not granted: Provided the maximum number of months for the granting of such additional increment shall not exceed three months.

(2) The guaranteed minimum increases referred to in Clause 4 and Clause 5 (1) above shall be subject to the provision that any increase granted on or after 1 January 2021 may be off-set by the employer when calculating the guaranteed minimum increase and any increase granted on or after date of publication may be off-set by the employer when calculating the guaranteed minimum increase.

Provided also that in terms of this agreement any increases granted on or after January of each of the following years in respect of wage increases due on the 1st February of that year, may be off-set by the employer when calculating the guaranteed minimum increase.

9. CLAUSE 10 OF PART 111 –EXCLUSIONS

(1) In subclause 10(1)c substitute the words "Clause 21 read with Clause 22" for the words "Clause 24".

10. CLAUSE 14. - OFFICES OF THE NATIONAL BARGAINING COUNCIL FOR THE ELECTRICAL INDUSTRY OF S.A.

1. NATIONAL OFFICE – JOHANNESBURG substitute with the following:

1. NATIONAL OFFICE – JOHANNESBURG

122 QUEEN STREET KENSINGTON, JOHANNESBURG 2094 P O BOX 31402 BRAAMFONTEIN 2017	TEL : 011/3392312
	FAX : 011/3392366 011/3397112

2. JOHANNESBURG – REGIONAL OFFICE substitute with the following:**2. JOHANNESBURG REGIONAL OFFICE**

122 QUEEN STREET KENSINGTON, JOHANNESBURG 2094 P O BOX 31402 BRAAMFONTEIN 2017	TEL : 011/3392312 FAX : 011/3392366 011/3397112
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11. CLAUSE 15 - EXTENSION OF AGREEMENT

Insert the following new clause 15 in Part 111.

"This Agreement will have no force and effect unless it is published by the Minister of Labour in the Government Gazette and extended to non-parties."

SIGNED AT **KESINGTON** AS AUTHORISED FOR AND ON BEHALF OF THE
PARTIES TO THE COUNCIL, THIS **6TH DAY OF JANUARY 2021**.



R MC ALPINE - GENERAL SECRETARY - SAEWA



S KHOLA - NATIONAL LABOUR DIRECTOR – ECA (SA)



D VAN DEVENTER AND M MFIKOE – ACTING NATIONAL GENERAL
SECRETARY
