

DEPARTMENT OF EMPLOYMENT AND LABOUR

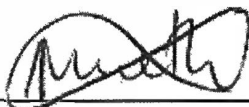
NO. R. 7322

30 March 2026

LABOUR RELATIONS ACT, 1995

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

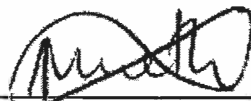
I, **NOMAKHOSAZANA METH**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council for the Electrical Industry** and is binding 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 **28 February 2027**.



MS N METH, MP**MINISTER OF EMPLOYMENT AND LABOUR****DATE:** 27 March 2026

UMNYANGO WEZEMISEBENZI NEZABASEBENZI**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA – 1995****UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI****KWABAQASHI NABASEBENZI EMBONINI KAGESI ENINGIZIMU AFRIKA:****UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI****NESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXYENYE****YESIVUMELWANO**

Mina, **NOMAKHOSAZANA METH**, uNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba-32(2) sifundwa kanye nesigaba 32(8) 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 **28 kuNhlolanja 2027**.



NKOSAZANA N METH, MP

UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI

USUKU: 27 March 2026

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 No: 48627 of 19 May
2023.

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 the date of publication, in terms of section 32 of the Labour Relations Act as amended, 1995, and shall remain in force up to and including **28 February 2027**.

3. CLAUSE 5 OF PART II - GUARANTEED MINIMUM INCREASES AND OFF-SET

Every employee covered by this Agreement will be entitled to the following minimum and actual wage increases for the duration of the Agreement as set out below:

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

“All employees earning the **prescribed minimum wages** shall receive a minimum increase of **5%**.”

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

“All employees earning actual wages **(in excess of the prescribed minimum wages)** shall receive a minimum increase of **4%**.”

(3) Substitute the following for subclause (4):

“The Parties to the Council have agreed that from the date of publication of the agreement, the employers shall be required to grant an additional increment of one twelfth (1/12th) of the applicable wage increase for each month that the publication is delayed, up to a maximum of four months.”

(4) Remove subclause (4)(i)

(5) Substitute the following for subclause (5):

“Any increase granted on or after 1 January 2026 may be off set when calculating the wage increases.”

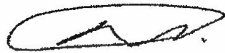
SIGNED AT **KENSINGTON** AS AUTHORISED FOR AND ON BEHALF OF THE PARTIES TO THE COUNCIL, THIS **11TH** DAY OF **FEBRUARY 2026**.



R. MC ALPINE: GENERAL SECRETARY - SAEWA



R VILJOEN: VICE - CHAIRMAN NBCEISA



D VAN DEVENTER AND M MFIKOE - NATIONAL GENERAL SECRETARIES