

INDUSTRY CIRCULAR

To : All SEIFSA Affiliated Employer Representatives, All Trade Union Representatives, All Regional Council Managers, All Council Agents and Mr. Jacques Calomiti (MIBFA)
From : The Office of the Chief Executive Officer (Council Secretary)
Date : Monday, 15 November 2021
Subject : Industry Support and Recovery - Metals and Engineering Industries Settlement Agreement Between SEIFSA Affiliated Employer Associations, MEWUSA, NUMSA, SAEWA, Solidarity and UASA-The Union for the Period 01 July 2021 to 30 June 2024
Circular No. : 2021/03

A three-year Settlement Agreement for the period of 01 July 2021 to 30 June 2024 was signed by the following Employer Associations:

- Association of Electrical Cable Manufacturers of South Africa
- Cape Engineers' and Founders Association
- Constructional Engineering Association (South Africa)
- Electrical Engineering and Allied Industries' Association
- Electrical Manufacturers' Association of South Africa (EMASA)
- Gate and Fence Association
- Hand Tool Manufacturers' Association (HATMA)
- Iron and Steel Producers' Association South Africa
- KwaZulu- Natal Engineering Industries' Association
- Lift Engineering Association of South Africa
- Light Engineering Industries' Association of South Africa
- Non-ferrous Metal Industries Association of South Africa
- Eastern Cape Engineering and Allied Industries Association
- Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association
- S.A. Electro- Plating Industries' Association
- S.A. Refrigeration and Air Conditioning Contractors' Association (SARACCA)
- S.A. Pump Manufacturers' Association
- S.A. Valve and Actuator Manufacturers' Association (SAVAMA),

Cape Town Office 1401 14 th Floor Golden Acre Adderly Street	Dispute Resolution P.O. Box 9381 Johannesburg 2000	East London / Boarder P.O. Box 13162 Vincent, 5217	Gauteng Regional Office P.O. Box 9381 Johannesburg, 2000	George 2 nd Floor Eagles View Building 5 Progress Street	KwaZulu Natal P.O. Box 5900 Durban, 4000	Port Elizabeth/ Midlands P.O. Box 12848 Centrahill, 6006	Richards Bay P.O. Box 1563 Richards Bay, 3900	Tshwane P.O. Box 570 Pretoria, 0001	Welkom P.O. Box 30095 Moreskof, 9462	Witbank P.O. Box 3787 Witbank, 1035
L: 021 421 6140 F: 086 636 8696	L: 011 834 4660 F: 086 636 8699	L: 043 743 7790 F: 086 636 8691	L: 011 639 8000 F: 086 636 8689	L: 044 873 3200 F: 044 873 3212	L: 031 305 4761 F: 086 636 8693	L: 041 586 1542 F: 086 636 8694	L: 035 789 2084 F: 086 636 8698	L: 012 407 3700 F: 086 648 3582	L: 057 352 4142 F: 057 352 5093 /086 636 8697	L: 013 658 9400 F: 086 636 8695

as well as MEWUSA, NUMSA, SAEWA, SOLIDARITY and UASA-The Union at the offices of the Metal and Engineering Industries Bargaining Council on 21 October 2021.

A table depicting the wage increases for the whole period is attached hereunder and will be posted on the MEIBC website: www.meibc.co.za

**NEW ENTRY LEVEL WAGE RATES AND GUARANTEED PERSONAL INCREASES: 1 JULY 2021
- 30 JUNE 2022**

Rate	Current Minimum Wage Rate 2020 R c	Increase on Actuals and Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates 2021 R c
A	84,75	5,00%	4,24	88,99
AA(6)	80,83	5,00%	4,04	84,87
AA(start)	77,18	5,00%	3,86	81,04
AB	73,73	5,00%	3,69	77,42
B	70,53	5,50%	3,88	74,41
C	67,96	5,50%	3,74	71,70
D	66,58	5,50%	3,66	70,24
DD	61,76	5,50%	3,40	65,16
DDD	59,10	5,55%	3,28	62,38
E	56,47	5,77%	3,26	59,73
F	54,10	6,00%	3,25	57,35
G	51,65	6,00%	3,10	54,75
H	49,55	6,00%	2,97	52,52
ELECTRIC CABLES (Schedule F)				
Rate	New Minimum Wage Rates 2020 R c	Increase on Actuals and Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates 2021 R c
Rate Z	84,75	5,00%	4,24	88,99
Rate Y	66,93	5,06%	3,39	70,32
Group IX	63,79	5,28%	3,37	67,16
VIII	62,40	5,36%	3,35	65,75
VII	60,75	5,47%	3,33	64,08
VI	59,16	5,59%	3,31	62,47
V	57,53	5,71%	3,29	60,81
IV	55,88	5,84%	3,27	59,15
III	54,94	5,91%	3,25	58,18
II	53,49	5,79%	3,10	56,59
I	52,55	5,65%	2,97	55,52

STRUCTURAL ENGINEERING

Rate	Current Minimum Wage Rate 2020 R c	Increase on Actuals and Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates 2021 R c
5	84,75	5,00%	4,24	88,99
4	78,84	5,00%	3,94	82,78
3	69,15	5,50%	3,80	72,95
2	57,86	6,00%	3,47	61,33
1	48,89	6,00%	2,93	51,82
1(a)	40,86	6,00%	2,45	43,31

APPRENTICES

Rate	Current Minimum Wage Rate per Week 2020 R c	Increase on Actuals and Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Weekly Wage Rates 2021 R c
First Year	1674,23	6,00%	100,45	1774,68
Second Year	1847,99	6,00%	110,88	1958,87
Third Year	2201,17	5,77%	127,01	2328,18
Fourth Year	3260,63	5,00%	163,03	3423,66

FIVE GRADE SCHEDULE

Rate	New Minimum Wage Rates 2020 R c	Increase on Actuals and Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates 2021 R c
5	84,75	5,00%	4,24	88,99
4	72,96	5,00%	3,65	76,61
3	62,84	5,00%	3,14	65,98
2	54,10	5,00%	2,71	56,81
1	46,63	5,00%	2,33	48,96

VEHICLE DRIVERS

Rate	Main Agreement Symbol	Current Minimum Wage Rate 2020 R c	Increase on Actuals and Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates 2021 R c
Forklift drivers	F	54,10	6,00%	3,25	57,35
Code 08	E	56,47	5,77%	3,26	59,73
Codes 10 & 11	DD	61,76	5,50%	3,40	65,16
Codes 13 & 14	C	67,96	5,50%	3,74	71,70

GATE & FENCE MANUFACTURING (Division D/7)

Rate	Current Minimum Wage Rate 2020	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rates	New Minimum Wage Rates 2021
	R c	%	R c	R c
B	45,57	5,20%	2,37	47,94
C	44,44	5,20%	2,31	46,75
D	44,27	5,20%	2,30	46,57
DDD	43,85	5,20%	2,28	46,13
E	43,49	5,20%	2,26	45,75
F	43,27	5,20%	2,25	45,52
G	41,37	5,41%	2,24	43,61
H	37,20	6,00%	2,23	39,43

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

Rate	Current Minimum Wage Rate 2020	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rates	New Minimum Wage Rates 2021
	R c	%	R c	R c
5	84,75	5,00%	4,24	88,99
4	78,41	5,00%	3,92	82,33
3	68,35	5,50%	3,76	72,11
2	56,88	5,77%	3,28	60,16
2 (a)	47,68	6,00%	2,86	50,54
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)				

**NEW ENTRY LEVEL WAGE RATES AND GUARANTEED PERSONAL INCREASES: 1 JULY 2022
- 30 JUNE 2023**

GENERAL INCREASES

Rate	Current Minimum Wage Rate 2021	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rates	New Minimum Wage Rates 2022
	R c	%	R c	R c
A	88,99	5,00%	4,45	93,44
AA(6)	84,87	5,00%	4,24	89,12
AA(start)	81,04	5,00%	4,05	85,09
AB	77,42	5,00%	3,87	81,29
B	74,41	5,50%	4,09	78,50
C	71,70	5,50%	3,94	75,64
D	70,24	5,50%	3,86	74,11
DD	65,16	5,50%	3,58	68,74
DDD	62,38	5,55%	3,46	65,84
E	59,73	5,77%	3,45	63,17
F	57,35	6,00%	3,44	60,79
G	54,75	6,00%	3,28	58,03
H	52,52	6,00%	3,15	55,67

ELECTRIC CABLES (Schedule F)

Rate	New Minimum Wage Rates 2021	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rates	New Minimum Wage Rates 2022
	R c	%	R c	R c
Rate Z	88,99	5,00%	4,45	93,44
Rate Y	70,32	5,06%	3,56	73,87
Group IX	67,16	5,28%	3,54	70,70
VIII	65,75	5,36%	3,53	69,28
VII	64,08	5,47%	3,51	67,58
VI	62,47	5,59%	3,49	65,96
V	60,81	5,71%	3,47	64,29
IV	59,15	5,84%	3,46	62,60
III	58,18	5,91%	3,44	61,62
II	56,59	5,79%	3,28	59,86
I	55,52	5,65%	3,14	58,66

STRUCTURAL ENGINEERING					
Rate	Current Minimum Wage Rate 2021 R c	Increase on Actuals and Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates 2022 R c	
5	88,99	5,00%	4,45	93,44	
4	82,78	5,00%	4,14	86,92	
3	72,95	5,50%	4,01	76,97	
2	61,33	6,00%	3,68	65,01	
1	51,82	6,00%	3,11	54,93	
1(a)	43,31	6,00%	2,60	45,91	
APPRENTICES					
Rate	Current Minimum Wage Rate per Week 2021 R c	Increase on Actuals and Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Weekly Wage Rates 2022 R c	
First Year	1774,68	6,00%	106,48	1881,16	
Second Year	1958,87	6,00%	117,53	2076,40	
Third Year	2328,18	5,77%	134,34	2462,51	
Fourth Year	3423,66	5,00%	171,18	3594,84	
FIVE GRADE SCHEDULE					
Rate	New Minimum Wage Rates 2021 R c	Increase on Actuals and Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates 2022 R c	
5	88,99	5,00%	4,45	93,44	
4	76,61	5,00%	3,83	80,44	
3	65,98	5,00%	3,30	69,28	
2	56,81	5,00%	2,84	59,65	
1	48,96	5,00%	2,45	51,41	
VEHICLE DRIVERS					
Rate	Main Agreement Symbol	Current Minimum Wage Rate 2021 R c	Increase on Actuals and Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates 2022 R c
Forklift drivers	F	57,35	6,00%	3,44	60,79
Code 08	E	59,73	5,77%	3,45	63,17
Codes 10 & 11	DD	65,16	5,50%	3,58	68,74
Codes 13 & 14	C	71,70	5,50%	3,94	75,64

GATE & FENCE MANUFACTURING (Division D/7)

Rate	Current Minimum Wage Rate 2021 R c	Increase on Actuals and Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates 2022 R c
B	47,94	5,20%	2,49	50,43
C	46,75	5,20%	2,43	49,18
D	46,57	5,20%	2,42	48,99
DDD	46,13	5,20%	2,40	48,53
E	45,75	5,20%	2,38	48,13
F	45,52	5,20%	2,37	47,89
G	43,61	5,41%	2,36	45,97
H	39,43	6,00%	2,37	41,80

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

Rate	Current Minimum Wage Rate 2021 R c	Increase on Actuals and Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates 2022 R c
5	88,99	5,00%	4,45	93,44
4	82,33	5,00%	4,12	86,45
3	72,11	5,50%	3,97	76,08
2	60,16	5,77%	3,47	63,63
2 (a)	50,54	6,00%	3,03	53,57
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)				

**NEW ENTRY LEVEL WAGE RATES AND GUARANTEED PERSONAL INCREASES: 1 JULY 2023
- 30 JUNE 2024**

GENERAL INCREASES

Rate	Current Minimum Wage Rate 2022	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rates	New Minimum Wage Rates 2023
	R c		R c	R c
A	93,44	5,00%	4,67	98,11
AA(6)	89,12	5,00%	4,46	93,57
AA(start)	85,09	5,00%	4,25	89,35
AB	81,29	5,00%	4,06	85,35
B	78,50	5,50%	4,32	82,82
C	75,64	5,50%	4,16	79,80
D	74,11	5,50%	4,08	78,18
DD	68,74	5,50%	3,78	72,52
DDD	65,84	5,55%	3,65	69,50
E	63,17	5,77%	3,65	66,82
F	60,79	6,00%	3,65	64,43
G	58,03	6,00%	3,48	61,52
H	55,67	6,00%	3,34	59,01

ELECTRIC CABLES (Schedule F)

Rate	New Minimum Wage Rates 2022	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rates	New Minimum Wage Rates 2023
	R c		R c	R c
Rate Z	93,44	5,00%	4,67	98,11
Rate Y	73,87	5,06%	3,74	77,61
Group IX	70,70	5,28%	3,73	74,43
VIII	69,28	5,36%	3,71	72,99
VII	67,58	5,47%	3,70	71,28
VI	65,96	5,59%	3,69	69,64
V	64,29	5,71%	3,67	67,96
IV	62,60	5,84%	3,66	66,26
III	61,62	5,91%	3,64	65,26
II	59,86	5,79%	3,47	63,33
I	58,66	5,65%	3,31	61,97

STRUCTURAL ENGINEERING

Rate	Current Minimum Wage Rate 2022 R c	Increase on Actuals and Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates 2023 R c
5	93,44	5,00%	4,67	98,11
4	86,92	5,00%	4,35	91,27
3	76,97	5,50%	4,23	81,20
2	65,01	6,00%	3,90	68,91
1	54,93	6,00%	3,30	58,23
1(a)	45,91	6,00%	2,75	48,67

APPRENTICES

Rate	Current Minimum Wage Rate per Week 2022 R c	Increase on Actuals and Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Weekly Wage Rates 2023 R c
First Year	1881,16	6,00%	112,87	1994,03
Second Year	2076,40	6,00%	124,58	2200,99
Third Year	2462,51	5,77%	142,09	2604,60
Fourth Year	3594,84	5,00%	179,74	3774,59

FIVE GRADE SCHEDULE

Rate	New Minimum Wage Rates 2022 R c	Increase on Actuals and Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates 2023 R c
5	93,44	5,00%	4,67	98,11
4	80,44	5,00%	4,02	84,46
3	69,28	5,00%	3,46	72,75
2	59,65	5,00%	2,98	62,63
1	51,41	5,00%	2,57	53,98

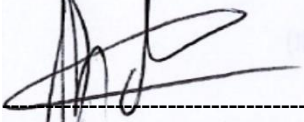
VEHICLE DRIVERS					
Rate	Main Agreement Symbol	Current Minimum Wage Rate 2022	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rates	New Minimum Wage Rates 2023
		R c	%	R c	R c
Forklift drivers	F	60,79	6,00%	3,65	64,43
Code 08	E	63,17	5,77%	3,65	66,82
Codes 10 & 11	DD	68,74	5,50%	3,78	72,52
Codes 13 & 14	C	75,64	5,50%	4,16	79,80

GATE & FENCE MANUFACTURING (Division D/7)				
Rate	Current Minimum Wage Rate 2022	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rates	New Minimum Wage Rates 2023
	R c	%	R c	R c
B	50,43	5,20%	2,62	53,05
C	49,18	5,20%	2,56	51,74
D	48,99	5,20%	2,55	51,54
DDD	48,53	5,20%	2,52	51,05
E	48,13	5,20%	2,50	50,63
F	47,89	5,20%	2,49	50,38
G	45,97	5,41%	2,49	48,45
H	41,80	6,00%	2,51	44,31

ANNEXURE H: Special Provisions Related to Construction Sites covered by a Project Labour Agreement (PLA)				
Rate	Current Minimum Wage Rate 2022	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rates	New Minimum Wage Rates 2023
	R c	%	R c	R c
5	93,44	5,00%	4,67	98,11
4	86,45	5,00%	4,32	90,77
3	76,08	5,50%	4,18	80,26
2	63,63	5,77%	3,67	67,30
2 (a)	53,57	6,00%	3,21	56,79
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)				

The provisions of this circular are only applicable to the above-mentioned organisations that are party to the Agreement and not applicable to non-parties thereof including Consolidated Employers Organisation (CEO), National Employers Association of South Africa (NEASA), South African Engineers and Founders Association (SAEFA) and Plastic Convertors Association of South Africa (PCASA).

Yours Sincerely

A handwritten signature in black ink, appearing to be 'Sicelo Nduna', written over a light blue rectangular background. The signature is stylized and cursive.

Sicelo Nduna

Chief Executive Officer (Council Secretary)