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## INDUSTRY CIRCULAR

**To** : All SAEFA Affiliated Employers, All Solidarity Representatives, All Regional Council Managers, All Council Agents and Mr. Jacques Calomiti (MIBFA)  
**From** : The Office of the Chief Executive Officer (Council Secretary)  
**Date** : Friday, 12 November 2021  
**Subject** : Wage Settlement Between SAEFA Affiliated Employers and Solidarity for the Period 01 September 2021 to 30 June 2024  
**Circular No.** : 2021/02

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

- South African Engineers and Founders Association (SAEFA)

as well as SOLIDARITY at the offices of the Metal and Engineering Industries Bargaining Council on 1 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](http://www.meibc.co.za)

Note: The annual increase is not an increase of the base rate, but the increase passed to each employee on their actual rate of pay.

### A. GENERAL WAGE RATES

CLASS OF WORK	Base Rate of Pay	2021 Increase (hourly)	2022 Increase (hourly)	2023 Increase (hourly)
Rate A & A1	R 74,75	R 4,49	R 4,49	R 4,49
Rate AA	R 70,83	R 4,25	R 4,25	R 4,25
Rate AA (start)	R 67,18	R 4,03	R 4,03	R 4,03

Wage rate applicable to employees in the Category AA who are in their first six months of continuous employment with the same employer, unless otherwise specified elsewhere in this agreement.				
Rate AB	R 63,73	R 3,82	R 3,82	R 3,82
Rate B	R 60,53	R 3,63	R 3,63	R 3,63
Rate C	R 57,96	R 3,48	R 3,48	R 3,48
Rate D	R 51,59	R 3,10	R 3,10	R 3,10
Rate DD	R 47,12	R 2,83	R 2,83	R 2,83
Rate DDD	R 42,65	R 2,56	R 2,56	R 2,56
Rate E	R 38,19	R 2,29	R 2,29	R 2,29
Rate F	R 33,72	R 2,02	R 2,02	R 2,02
Rate G	R 29,25	R 1,75	R 1,75	R 1,75
Rate H	R 24,78	R 1,49	R 1,49	R 1,49
Rate I	R 21,69	R 1,30	R 1,30	R 1,30

**B. WAGE RATES APPLICABLE TO VEHICLE DRIVING, EXTERNAL TRANSPORT INCLUDING FORKLIFT DRIVING**

<b>CLASS OF WORK:</b> <b>Schedule G(a)(iv)</b>	<b>Base Rate of Pay</b>	<b>2021 Increase (hourly)</b>	<b>2022 Increase (hourly)</b>	<b>2023 Increase (hourly)</b>
1) Forklift driving of power operated forklift controlled from on board by the operator (Job Grade F)	R 33,72	R 2,02	R 2,02	R 2,02
2) Driving of a load – carrying or hauling vehicle which requires a code 08 light motor vehicle license to be held by the driver (Job Grade E)	R 38,19	R 2,29	R 2,29	R 2,29
3) Driving of a load carrying or hauling vehicle which requires a code 10 heavy motor vehicle license or a code 11 extra heavy motor vehicle license to be held by the driver (Job Grade DD)	R 47,12	R 2,83	R 2,83	R 2,83
4) Driving of a load carrying or hauling vehicle which requires a code 13 or 14 heavy articulated motor vehicle license to be held by the driver (Job Grade C)	R 57,96	R 3,10	R 3,10	R 3,10

**Note: Old driving codes and their new K53 Driving Codes Counterparts.**

The new credit card format driver's license has the new codes with their descriptions on the back. The following list represents the old Driving Codes with the new K53 Driving Codes:

- Code 2 : New code A and A1
- Code 8 : New code B and EB
- Code 10 : New code C and C1
- Code 14 : New code EC and EC1

**C. WAGE RATES WITH SPECIFIC APPLICATION TO THE OPERATIONS LISTED HEREIN**

<b>CLASS OF WORK:</b>	<b>Base Rate of Pay</b>	<b>2021 Increase (hourly)</b>	<b>2022 Increase (hourly)</b>	<b>2023 Increase (hourly)</b>
<b>Schedule G</b>				
<b>(1) Learners</b>				
Rate D Operation 1:				
First three months of experience (Rate D, less 10%)	R46,43	R2,79	R2,79	R2,79
Second three months of experience (Rate D, less 5%)	R49,01	R2,94	R2,94	R2,94
Thereafter Rate D	R51,59	R3,10	R3,10	R3,10
Provided that:  a) No employee may be engaged upon incentive bonus work during the learnership period;  b) An employer who wished to train an employee for any of the classes of work for which no learnership or probationary period is provided may do so only with the prior approval of the council, which shall prescribe the conditions under which permission for such employment is granted.				
<b>Vitreous Enamelling</b>				
Operation 1(a)				
First Duster (Rate B)	R60,53	R3,63	R3,63	R3,63
Operation 1(b)				
Second duster (Rate D)	R51,59	R3,10	R3,10	R3,10

<b>Section (D)</b>				
Structural Engineering Wage Categories:				
Category 5	R74,75	R4,49	R4,49	R4,49
Category 4	R64,14	R3,85	R3,85	R3,85
Category 3	R53,53	R3,21	R3,21	R3,21
Category 2	R42,91	R2,57	R2,57	R2,57
Category 1	R32,30	R1,94	R1,94	R1,94
Category 1(a)	R21,69	R1,30	R1,30	R1,30
Note: Special Provisions Limited to Construction Sites covered by Project Labour Agreements. The special provisions and wage rates set out in the wage schedule: <b>“Special provisions Limited to construction sites”</b> shall apply.				
<b>(2) Division D/4</b>				
<b>Rate B Operation 1</b>				
First six months of experience (Rate F)	R33,72	R2,02	R2,02	R2,02
Second six months of experience (Rate DDD)	R42,65	R2,56	R2,56	R2,56
Third six months of experience (Rate D)	R51,59	R3,10	R3,10	R3,10
Fourth six months of experience (Rate C)	R57,96	R3,48	R3,48	R3,48
Thereafter Rate B	R60,53	R3,63	R3,63	R3,63
<b>(3) Division D/12</b>				
Learnership periods and rates of pay therefore:				
<b>Rate B – Newcomers:</b>				
First two months of experience (Rate DD)	R47,12	R2,83	R2,83	R2,83
Second two months of experience (Rate D)	R51,59	R3,10	R3,10	R3,10
Third two months of experience (Rate C)	R57,96	R3,48	R3,48	R3,48
Thereafter (Rate B)	R60,53	R3,63	R3,63	R3,63

<b>Rate C – Newcomers:</b>				
First two months of experience (Rate DD)	R47,12	R2,83	R2,83	R2,83
Second two months of experience (Rate D)	R51,59	R3,10	R3,10	R3,10
Thereafter (Rate C) will apply	R57,96	R3,48	R3,48	R3,48
<b>Rate D - Newcomers</b>				
First two months of experience (Rate DD)	R47,12	R2,83	R2,83	R2,83
Thereafter (Rate D)	R51,59	R3,10	R3,10	R3,10
<b>(4) Division D/19</b>				
<b>Section (F)</b>				
Rate A operation 1:				
First year of experience (Rate AA – start)	R67,18	R4,03	R4,03	R4,03
Second year of experience (Rate AA)	R70,83	R4,25	R4,25	R4,25
Thereafter Rate A1	R74,75	R4,49	R4,49	R4,49
<b>(5) Division D/22</b>				
<b>Section (B)</b>				
Operation 1 (Rate D)	R51,59	R3,10	R3,10	R3,10
<b>Section (C)</b>				
Operations 1 to 5 (Rate D)	R51,59	R3,10	R3,10	R3,10
Operations 6 to 8 (Rate DDD)	R42,65	R2,56	R2,56	R2,56
Operations 9 to 21 (Rate G)	R29,25	R1,76	R1,76	R1,76
Operations 22 to 33 (Rate H)	R24,78	R1,49	R1,49	R1,49
<b>(6) Division D/23</b>				
<b>Training Periods</b>				
Newcomers to Rate DDD:				
First four months of experience (Rate F)	R33,72	R2,02	R2,02	R2,02

Thereafter Rate DDD	R42,65	R2,56	R2,56	R2,56
Newcomers to Rate E:				
First four months of experience (Rate H)	R24,78	R1,49	R1,49	R1,49
Thereafter Rate E	R38,19	R2,29	R2,29	R2,29
<b>(7) Division D/24</b>				
<b>Rate Operation 1</b>				
First three months of experience (Rate D, less 5%)	R49,01	R2,94	R2,94	R2,94
Thereafter Rate D	R51,59	R3,10	R3,10	R3,10
<b>(8) Division E/2</b>				
<b>Section (B)</b>				
First twelve months of experience:				
Rate AA – Start	R67,18	R4,03	R4,03	R4,03
Second twelve months of experience (Rate AA)	R70,83	R4,25	R4,25	R4,25
Thereafter Rate A1	R74,75	R4,49	R4,49	R4,49

**D. WAGE RATES APPLICABLE TO OPERATIONS IN SCHEDULE F ONLY**

<b>CLASS OF WORK</b>	<b>Base Rate of Pay</b>	<b>2021 Increase (hourly)</b>	<b>2022 Increase (hourly)</b>	<b>2023 Increase (hourly)</b>
Group Z	R74,75	R4,49	R4,49	R4,49
Group Y	R70,46	R4,23	R4,23	R4,23
Group IX	R66,16	R3,97	R3,97	R3,97
Group VIII	R61,87	R3,71	R3,71	R3,71
Group VII	R57,58	R3,45	R3,45	R3,45
Group VI	R53,29	R3,20	R3,20	R3,20
Group V	R48,99	R2,94	R2,94	R2,94
Group IV	R44,70	R2,68	R2,68	R2,68
Group III	R40,41	R2,42	R2,42	R2,42
Group II	R36,11	R2,17	R2,17	R2,17
Group I	R31,82	R1,91	R1,91	R1,91

**E. WAGE RATES APPLICABLE TO APPRENTICES ONLY**

<b>CLASS OF WORK</b>	<b>Base Rate of Pay</b>	<b>2021 Increase (hourly)</b>	<b>2022 Increase (hourly)</b>	<b>2023 Increase (hourly)</b>
First year	R 21,69	R1,30	R1,30	R1,30
Second year	R 24,78	R1,49	R1,49	R1,49
Third year	R 38,19	R2,29	R2,29	R2,29
Fourth year	R 70,83	R4,25	R4,25	R4,25



**F. WAGE RATES APPLICABLE TO OPERATIONS IN DIVISION D/7 ONLY**

<b>CLASS OF WORK</b>	<b>Base Rate of Pay</b>	<b>2021 Increase (hourly)</b>	<b>2022 Increase (hourly)</b>	<b>2023 Increase (hourly)</b>
B	R 27,81	R1,67	R1,67	R1,67
C	R 26,93	R1,62	R1,62	R1,62
D	R 26,05	R1,56	R1,56	R1,56
DDD	R 25,17	R1,51	R1,51	R1,51
E	R 24,29	R1,46	R1,46	R1,46
F	R 23,41	R1,40	R1,40	R1,40
G	R 22,53	R1,35	R1,35	R1,35
H	R 21,69	R1,30	R1,30	R1,30

**G. WAGE RATES APPLICABLE TO CONSTRUCTION SITES COVERED BY A PROJECT LABOUR AGREEMENT ONLY**

<b>Grade</b>	<b>Base Rate of Pay</b>	<b>2021 Increase (hourly)</b>	<b>2022 Increase (hourly)</b>	<b>2023 Increase (hourly)</b>
5	R 74,75	R4,49	R4,49	R4,49
4	R 65,91	R3,95	R3,95	R3,95
3	R 57,06	R3,42	R3,42	R3,42
2	R 48,22	R2,89	R2,89	R2,89
2(a)	R 39,38	R2,36	R2,36	R2,36
1	R 30,53	R1,83	R1,83	R1,83
1(a)	R 21,69	R1,30	R1,30	R1,30

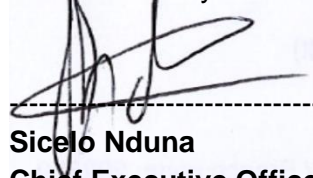
## H. WAGE RATES APPLICABLE TO FIVE GRADE JOB STRUCTURE ONLY

Refer to ANNEXURE A and ANNEXURE B (Part 3 of the TCOE Agreement).

Grade	Base Rate of Pay	2021 Increase (hourly)	2022 Increase (hourly)	2023 Increase (hourly)
5	R 74,75	R4,49	R4,49	R4,49
4	R 62,26	R3,74	R3,74	R3,74
3	R 49,77	R2,99	R2,99	R2,99
2	R 37,27	R2,24	R2,24	R2,24
1	R 24,78	R1,49	R1,49	R1,49

The provisions of this circular are only applicable to the above-mentioned organisations that are party to the Agreement and not applicable to Consolidated Employers Organisation (CEO), National Employers Association of South Africa (NEASA), All SEIFSA Affiliated Employer Associations and Plastic Convertors Association of South Africa (PCASA) as well as the trade unions MEWUSA, NUMSA, SAEWA AND UASA-The Union.

Yours Sincerely



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**Sicelo Nduna**  
**Chief Executive Officer (Council Secretary)**