



CIRCULAR

Date issued: 3 June 2013

Kindly place on your staff notice board for the attention of your employees

NEW INDUSTRY WAGE RATES FOR THE PERIOD 1 JULY 2013 TO 30 JUNE 2014

In accordance with the wage model as per the Industry Settlement Agreement (published per Government Notice R268 in Government Gazette 36338 dated 12 April 2013) as corrected by Government Notice R314 in Government Gazette 36393 dated 26 April 2013, industry wage rates will **increase as per tables below with effect from 1 July 2013**. Please refer to the attached schedules for the new minimum general and subsidiary wage rates.

NEW INDUSTRY WAGE RATES
7% to 8% for rates A to H

Please note that the Gazette publication provides for the percentage wage spread between the respective grade will be the same as previously applied, i.e. equal percentage increases between the higher and lower levels.

The increases may be set off against any interim increases granted on or after 1 July 2013.

Any employee earning more than the specified minimum wage must receive the percentage increase mentioned above on the actual amount earned for a particular grade.

It should be noted that the **deadline for wage exemption applications** is **31 July 2013**.

The new wage rates are also available on the Council's website at www.meibc.co.za.

The Jutas publication of the Consolidated Main Agreement is available from any of the Council's Regional Offices @ R95.00 per copy. (This publication will only incorporate the new wage schedules later in the year . a notice will be published on our website)

For further information, kindly contact the MEIBC regional office in your area, or visit the council's website at www.meibc.co.za.

Yours sincerely

Thulani Mthiyane
General Secretary

APPENDIX A

SCHEDULE OF WAGE INCREASES EFFECTIVE FROM 1 JULY 2013

1. General Wage Increases

Rate	Current Minimum Wage Rate R c	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
A	52.41	7.00%	3.67	56.08
AA(6)	49.74	7.08%	3.52	53.26
AA(start)	47.27	7.17%	3.39	50.66
AB	44.87	7.25%	3.25	48.12
B	42.64	7.33%	3.13	45.77
C	40.82	7.42%	3.03	43.85
D	39.75	7.50%	2.98	42.73
DD	36.63	7.58%	2.78	39.41
DDD	34.82	7.67%	2.67	37.49
E	33.06	7.75%	2.56	35.62
F	31.48	7.83%	2.46	33.94
G	29.83	7.92%	2.36	32.19
H	28.34	8.00%	2.27	30.61
Whichever is the greater personal increase				

2. Electric Cable (Schedule F)

Rate	Current Minimum Wage Rate R c	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
Rate Z	52.41	7.00%	3.67	56.08
Rate Y	41.08	7.10%	2.92	44.00
Group IX	38.86	7.20%	2.80	41.66
VIII	37.72	7.30%	2.75	40.47
VII	36.43	7.40%	2.70	39.13
VI	35.22	7.50%	2.64	37.86
V	33.99	7.60%	2.58	36.57
IV	32.76	7.70%	2.52	35.28
III	31.97	7.80%	2.49	34.46
II	30.90	7.90%	2.44	33.34
I	30.06	8.00%	2.40	32.46
Whichever is the greater personal increase				

3. Structural engineering

Rate	Current Minimum Wage Rate R c	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
5	52.41	7.00%	3.67	56.08
4	47.80	7.20%	3.44	51.24
3	41.11	7.40%	3.04	44.15
2	33.73	7.60%	2.56	36.29
1	28.22	8.00%	2.26	30.48
1(a)	23.37	8.00%	1.87	25.24
Whichever is the greater personal increase				

4. Apprentices

Year	Current Minimum Wage Rate per Week	Increase on Actual Rates	Weekly Increase on Minimum Rates	New Minimum Weekly Wage Rates
First Year	1035.42	7.00%	72.48	1107.90
Second Year	1142.89	7.00%	80.00	1222.89
Third Year	1361.30	7.00%	95.29	1456.59
Fourth Year	2016.52	7.00%	141.16	2157.68
Whichever is the greater personal increase				

5. Five Grade Schedule

Grade	Current Minimum Wage Rate R c	Increase on Actual and Scheduled Wage Rates	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
5	52.41	7.00%	3.67	56.08
4	45.13	7.00%	3.16	48.29
3	38.86	7.00%	2.72	41.58
2	33.47	7.00%	2.34	35.81
1	28.83	7.00%	2.02	30.85
Whichever is the greater personal increase				

6. Vehicle Drivers

Rate	Main Agreement Symbol	Current Wage Rate R c	Increase on Actual and Scheduled Rates	Increase on Scheduled rates R c	New Minimum Wage Rates R c
Forklift drivers	F	31.48	7.83%	2.46	33.94
Code 08	E	33.06	7.75%	2.56	35.62
Codes 10 & 11	DD	36.63	7.58%	2.78	39.41
Codes 13 & 14	C	40.82	7.42%	3.03	43.85
Whichever is the greater personal increase					

7. Gate and Fence Manufacturing (Division D/7)

Rate	Current Minimum Wage Rate R c	Increase on Actual and Scheduled Wage Rates	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
B	27.71	7.33%	2.03	29.74
C	26.75	7.42%	1.98	28.73
D	26.30	7.51%	1.98	28.28
DDD	26.29	7.67%	1.98	28.27
E	26.27	7.75%	1.99	28.26
F	25.17	7.83%	1.97	27.14
G	23.89	7.92%	1.89	25.78
H	21.27	8.00%	1.70	22.97
Whichever is the greater personal increase				

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

Grade	Current Minimum Wage Rate R c	Increase on Actual and Scheduled Wage Rates	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
5	52.41	7.00%	3.67	56.08
4	47.77	7.17%	3.43	51.20
3	41.03	7.33%	3.01	44.04
2	33.64	7.50%	2.52	36.16
2(a)	27.78	7.67%	2.13	29.91
1	17.28	8.00%	1.38	18.66
1(a)	15.68	8.00%	1.25	16.93
Whichever is the greater personal increase				