

1. WAGES AND/OR EARNINGS

A new five-grade job and wage structure has been determined for use in the Industry. Individual employers together with employees, their representatives and/or registered trade unions at establishment level will accordingly mutually agree on whether or not to implement the new five-grade job and wage structure on a voluntary basis or continue to observe the existing 13 grades (Rates A to H) and related arrangements.

Details of the five-grade job and wage structure are set out in Annexure B. Details of definitions of the grades are set out in Annexure C. Details of the current 13 grade structures are set out in Part II of this Agreement.

The Tables of Wage Rates as set out in (a) to (h) hereunder have general and/or specific application to operations listed in this Agreement. For ease of reference the wage rate categories are as follows:

- (a) Except as provided for in Wage Tables (b) to (f) hereunder, the wage rates prescribed in Wage Table (a) are applicable to all operations listed as Rates A, A1, AA, AB, B, C, D, DD, DDD, E, F, G and H, including watchman's work in—
- Schedule G
 - Schedule M
 - Division D/O to D/33
 - Schedule E/1 and E/3
 - Division E/2.
- (b) Wage rates prescribed in Wage Table (b) are applicable to employees employed as vehicle drivers and have general application throughout the Technical Schedules in this Agreement.
- I* Wage rates prescribed in Wage Table *I* have specific application to the operations listed therein.
- (d) Wage rates prescribed in Wage Table (d) apply only to the operations listed in Schedule F.
- (e) Wage rates prescribed in Wage Table (e) apply to apprentices only.
- (f) Wage Rates prescribed in wage table (f) apply only to the operations listed in Division D/7.
- (g) Wage rates prescribed in Annexure B, "Five Grade Job and Wage Structure" only apply to the operations listed therein and in Annexure C, "The Skills Definitions accompanying the new five grade structure".
- (h) Wage rates prescribed in Annexure H, "Construction Sites covered by a Project Labour Agreement" only apply to the operations listed therein.
- (1) (a) Any employee who at the date of coming into operation of this Agreement was in receipt of a higher rate than that prescribed in the Agreement for the class of work upon which he is employed shall continue to receive not less than such higher rate while he is employed by the same employer on the same work or any other work for which a lower rate is prescribed.
- (b) Every employee who on the date of coming into operation of this Agreement is employed by an employer on work classified in the Agreement shall, whilst 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 specified for his class of work in this Agreement, be paid not less than the actual rate he was receiving immediately prior to the said date plus, as a guaranteed personal increase, an additional amount for his class of work, as set out in the Wage Tables hereunder: Provided that—
- (i) the additional amount payable in terms of this subclause to an employee for his class of work may be reduced by the amount of any increase or increases granted to such employee on or subsequent **to 1 July 2010**: Provided that any employee to whom no increase or only a part of the prescribed increase was granted on or after **1 July 2010** shall be remunerated by the payment of an amount within 16 weeks after the date of the coming into operation of this Agreement on the basis stated below:
- | | | |
|--|---------------|--|
| Amount per hour for the
employee's class of work
prescribed above. | Less (if any) | Amount per hour of any granted to the
employee on or after 1 July 2010 |
|--|---------------|--|

Multiplied by the number of hours which the employee concerned was entitled to payment of his wage for the period from the start of his first shift on or after **1 July 2010** to the first shift for which the amount per hour for the employee's class of work as prescribed above is paid on the date of

coming into operation of this Agreement, whichever is the later: Provided further that if the number of said hours includes hours other than ordinary hours worked then the above calculation must be performed separately in respect of the ordinary hours worked and each category of overtime hours in order to include the prescribed overtime premium provided for in this Agreement in each case;

8. any employee who was engaged after **1 July 2010** at a rate of pay not less than the rate of pay prescribed for his class of work as at the date of coming into operation of this Agreement shall not be entitled to be paid the additional amount specified in this subclause for his class of work;
 - (iii) no employer shall reduce the rate of pay of any employee to whom an increase in excess of the additional amount specified in this subclause for his class of work has been awarded on or subsequent to **1 July 2010**, and no employee shall be paid wages at a rate less than the rate for his class of work specified in this Agreement;
 - (iv) for the purposes of this Agreement the rate applicable in terms of this subclause shall *mutatis mutandis* apply to employees employed in incentive bonus work in terms of clause 10 of Part I of the Agreement;
 9. an employer who intends to grant general increases to all employees, or all employees in a particular category of employees, in excess of the guaranteed personal minimum increases provided for in this Agreement, shall consult the employees concerned: Provided that, in respect of employees who are members of a union, if the employer is a member of any of the employers' herebefore ons which are parties to the Agreement, the employer shall consult the trade unions concerned;
 - (vi) where an employer, following such consultation, grants such increases over and above that provided for in this Agreement, the Bargaining Council shall be notified of the increases granted.
- (2) No employee shall be required as part of his contract of service to accept board or lodging or both from his employer, nor to purchase any goods or hire any property from his employer. Where an employee agrees to accept board or lodging or both from his employer the employer may deduct from such employee's wages or earnings such amount as agreed upon for the payment of board or lodging or both: Provided that the Council is notified in writing prior to the said deductions being made and the amounts thereof.
 - (3) No employee shall be employed on more than one occupation scheduled in this Agreement at different rates of pay in any one week, including any overtime worked at a higher-paid occupation, unless payment is made as if such employee had been employed for the whole of that week on the highest-paid occupation: Provided that where a lower-paid employee is temporarily substituted for a higher-paid employee who is absent from his work and not employed elsewhere in the establishment, such substituted employee shall be paid at the higher rate only for the period he actually worked at the higher-paid occupation. Any period of substitution of less than one-half shift in the aggregate in any one week shall not count for payment at the higher rate.
 - (4) Subject to the provisions of subclauses (1) to (3), inclusive, no employer shall pay to the employees engaged on any of the classes of work hereinafter specified in the following Wage Schedules wages and/or earnings lower than those stated against such classes and no employee shall accept wages and/or earnings lower than those stated against such classes.

2. ALLOWANCES

Allowances payable subject to the provisions of Part I, Clause 17 of this Agreement:

i. Subsistence allowance under Groups A and B

Grade and Category *Subsistence Allowance per day*

Rates A to H and Categories 5 to 1(a) of R65,00

Section G(d) "Structural Engineering"

(2) Abnormally dirty work allowance (employees other than employees expressly engaged as cleaners):

The allowance payable is 60 cents per shift or part thereof plus a further 60 cents where working overtime on abnormally dirty work for four hours or more.

(3) Height allowance: Eight per cent of the employee's normal hourly rate when working aloft on ships and/or floating vessels.

3. WAGE TABLES

A. For the period 2 August 2010 to 30 June 2011.

(a) WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED AT RATES A TO H, INCLUDING WATCHMAN'S WORK, THROUGHOUT THIS AGREEMENT

Class of work	GUARANTEED PERSONAL INCREASE (To be the greater of the amounts calculated in terms of Column A or reflected in Column B)		
	A	B	New
	Percentage Increase on actual hourly rate of pay, excluding allowances, of which the employee was in receipt on 30 June 2010	Amount per hour	Minimum hourly wage rates
	%	Rc	R
Rate A & A1	7,10	3.01	45.35
Rate AA	7,18	2.88	42.95
Rate AA(start)	7,27	2.76	40.73
Rate AB	7,35	2.64	38.58
Rate B	7,43	2.53	36.58
Rate C	7,52	2.44	34.93
Rate D	7,60	2.40	33.94
Rate DD	7,68	2.23	31.21
Rae DDD	7,77	2.13	29.59
Rae E	7,85	2.04	28.03
Rate F	7,93	1.96	26.62
Rate G	8,02	1.87	25.17
Rate H	8,10	1.79	23.85

- 'Rate AA – start' is the 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 the Agreement.

(b)WAGE RATES APPLICABLE TO VEHICLE DRIVING – EXTERNAL TRANSPORT INCLUDING FORKLIFT DRIVING

	GUARANTEED PERSONAL INCREASE (To be the greater of the amounts calculated in terms of Column A or reflected in Column B)		
	A	B	New
	Percentage Increase on actual hourly rate of pay, excluding allowances, of which the employee was in receipt on 30 June 2010	Amount per hour	Minimum hourly wage rates
Class of Work	%	Rc	R
(Schedule G(a)(iv))			
(1) Forklift driving of power-operated forklift controlled from on board by the operator (job grade F)	7,93	1.96	26.62
(2) Driving of a load-carrying or hauling vehicle which requires a code 08 light motor vehicle licence to be held by the driver (job grade E)	7,85	2.04	28.03
(3) Driving of load-carrying or hauling vehicle which requires a code 10 heavy motor vehicle licence or a code 11 extra heavy motor vehicle licence to be held by the driver (job grade DD).	7,68	2.23	31.21
(4) Driving of a load-carrying or hauling vehicle which requires a code 13 or 14 heavy articulated motor vehicle licence to be held by the driver (job grade C)	7,52	2.44	34.93

(c) WAGE RATES WITH SPECIFIC APPLICATION TO THE OPERATIONS LISTED HEREIN

Class of Work	GUARANTEED PERSONAL INCREASE (To be the greater of the amounts calculated in terms of Column A or reflected in Column B)		
	A	B	New
	Percentage Increase on actual hourly rate of pay, excluding allowances, of which the employee was in receipt on 30 June 2010	Amount per hour	Minimum hourly wage rates
Class of Work	%	Rc	R
Schedule G			
13. Learners			
Rate D Operation 1			
First three months of experience (Rate D, less 10%)	7,60	2.16	30.55
Second three months of experience (Rate D, less 5%)	7,60	2.26	32.23
Thereafter Rate D	7.60	2.40	33.94
Provided that –			
14. No employee may be engaged upon incentive bonus work during the learnership period;			
15. 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.			
Vitreous Enamelling			
Operation 1(a)			
First duster (Rate B)	7,43	2.53	36.58
Operation 1(b)			
Second duster (Rate D)	7,60	2.40	33.94
<i>Section (d)</i>			
Structural Engineering Wage Categories			
Category 5	7,10	3.01	45.35
Category 4	7,35	2.82	41.15
Category 3	7,60	2.49	35.20
Category 2	7,85	2.09	28.72
Category 1	8,10	1.79	23.85
Category 1(a)	8,10	1.47	19.67
Note:			
Special Provisions Limited to Construction Sites covered by Project Labour Agreements.			
The special provisions and wage rates as set out in Annexure H shall apply.			

	GUARANTEED PERSONAL INCREASE (To be the greater of the amounts calculated in terms of Column A or reflected in Column B)		
	A	B	New
	Percentage Increase on actual hourly rate of pay, excluding allowances, of which the employee was in receipt on 30 June 2010	Amount per hour	Minimum hourly wage rates
Class of Work	%	Rc	R
16. DIVISION D/4			
<i>Rate B Operation 1</i>			
First six months of experience (Rate F)	7,93	1.96	26.62
Second six months of experience (Rate DDD)	7,77	2.13	29.59
Third six months of experience (Rate D)	7,60	2.40	33.94
Fourth six months of experience (Rate C)	7,52	2.44	34.93
Thereafter Rate B	7,43	2.53	36.58
17. DIVISION D/12			
Learnership periods and rates of pay herefore:			
<i>Rate B – Newcomers</i>			
First two months of experience (Rate DD)	7,68	2.23	31.21
Second two months of experience (Rate D)	7,60	2.40	33.94
Third two months of experience (Rate C)	7,52	2.44	34.93
Thereafter Rate B	7,43	2.53	36.58
<i>Rate C – Newcomers</i>			
First two months of experience (Rate DD)	7,68	2.23	31.21
Second two months of experience (Rate D)	7,60	2.40	33.94
Thereafter Rate C	7,52	2.44	34.93
<i>Rate D – Newcomers</i>			
First two months of experience (Rate DD)	7,68	2.23	31.21
Thereafter Rate D	7,60	2.40	33.94
18. DIVISION D/19			
<i>Section (f)</i>			
<i>Rate A Operation No.1</i>			
First year of experience (Rate AA – start)	7,27	2.76	40.73
Second year of experience (Rate AA)	7,18	2.88	42.95
Thereafter Rate A1	7,10	3.01	45.35

	GUARANTEED PERSONAL INCREASE (To be the greater of the amounts calculated in terms of Column A or reflected in Column B)		
	A	B	New
	Percentage Increase on actual hourly rate of pay, excluding allowances, of which the employee was in receipt on 30 June 2010	Amount per hour	Minimum hourly wage rates
Class of Work	%	Rc	R
19. DIVISION D/22			
<i>Section B</i>			
Operation No.1(Rate D)	7,60	2.40	33.94
<i>Section (c)</i>			
Operations No.1 to No.5 (Rate D)	7,60	2.40	33.94
Operations No.6 to No.8 (Rate DDD)	7,77	2.13	29.59
Operations No.9 to No.21 (Rate G)	8,02	1.87	25.17
Operations No.22 to No.33 (Rate H)	8,10	1.79	23.85
20. DIVISION D/23			
Training periods:			
Newcomers to Rate DDD			
First four months of experience (Rate F)	7,93	1.96	26.62
Thereafter Rate DDD	7,77	2.13	29.59
Newcomers to Rate E:			
First four months of experience (Rate H)	8,10	1.79	23.85
Thereafter Rate E	7,85	2.04	28.03
21. DIVISION D/24			
<i>Rate Operation No.1</i>			
First three months of experience (Rate D, less 5%)	7,60	2.26	32.23
Thereafter Rate D	7,60	2.40	33.94
22. DIVISION E/2			
<i>Section (b)</i>			
First twelve months of experience			
Rate AA – start	7,27	2.76	40.73
Second twelve months of experience (Rate AA)	7,18	2.88	42.95
Thereafter Rate A1	7,10	3.01	45.35

(d) WAGE RATES APPLICABLE TO OPERATIONS IN SCHEDULE F ONLY

	GUARANTEED PERSONAL INCREASE (To be the greater of the amounts calculated in terms of Column A or reflected in Column B)		
	A	B	New
	Percentage Increase on actual hourly rate of pay, excluding allowances, of which the employee was in receipt on 30 June 2010	Amount per hour	Minimum weekly wage rates
Class of Work	%	Rc	R
Group Z	7,10	3.01	45.35
Group Y	7,20	2.38	35.46
Group IX	7,30	2.28	33.45
Group VIII	7,40	2.23	32.38
Group VII	7,50	2.18	31.19
Group VI	7,60	2.12	30.07
Group V	7,70	2.07	28.94
Group IV	7,80	2.01	27.82
Group III	7,90	1.98	27.07
Group II	8,00	1.93	26.09
Group I	8,10	1.90	25.30

(e) WAGE RATES APPLICABLE TO APPRENTICES ONLY

	GUARANTEED PERSONAL INCREASE (To be the greater of the amounts calculated in terms of Column A or reflected in Column B)		
	A	B	New
	Percentage Increase on actual weekly rate of pay, excluding allowances, of which the employee was in receipt on 30 June 2010	Amount per week	Minimum weekly wage rates
Class of Work	%	R	R
First Year	7,10	59.00	896.00
Second Year	7,10	66.00	989.00
Third Year	7,10	78.00	1178.00
Fourth Year	7,10	116.00	1745.00
The hourly rate of all apprentices for the purposes of calculating overtime shall be the weekly wage paid, divided by 40.			

(f) WAGE RATES APPLICABLE TO OPERATIONS IN DIVISION D/7 ONLY

	GUARANTEED PERSONAL INCREASE (To be the greater of the amounts calculated in terms of Column A or reflected in Column B)		
	A	B	New
	Percentage Increase on actual hourly rate of pay, excluding allowances, of which the employee was in receipt on 30 June 2010	Amount per hour	Minimum hourly wage rates
Class of Work	%	Rc	R
B	7,43	1.64	23.77
C	7,59	1.61	22.89
D	7,72	1.61	22.45
DDD	7,77	1.61	22.31
E	7,74	1.60	22.27
F	7,93	1.56	21.29
G	8,02	1.50	20.16
H	8,10	1.34	17.90

(clauses 1, 2 & 3 substituted by G.N R.628 of 23 July 2010)