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**11 April 2011**

**NOTICE TO:**

**ALL EMPLOYERS AND EMPLOYEES IN THE ELECTRICAL CONTRACTING INDUSTRY**

**WAGE INCREASES AND CHANGES TO CONDITIONS OF EMPLOYMENT**

In our quest to keep all parties to the NBCEI, employers and employees within the Electrical Contracting Industry informed on all matters of importance within the industry, we wish to advise as follows.

**NBCEI MAIN AGREEMENT**

Because the representative position of the Trade Union party to the Council does not meet with the requirements of the Labour Relations Act, 1995, the Minister of Labour has declined to publish the new wages and conditions of employment negotiated between the parties at the end of last year. However, by Notice in the Government Gazette he has extended the existing Agreement until 31 December 2011. This means that those wages and terms and conditions that applied last year will remain unchanged for the time being, with the exception of the General Worker.

**UPGRADING OF "CODE 68" AND ABOLISHMENT OF THE "GENERAL WORKER" CATEGORY**

The General Worker category has been abolished from 1 February 2011, which means that such employees must be upgraded to Electrical Assistant from such date, and their wages and conditions of employment must be amended accordingly.

**WAGE INCREASES FOR 2011**

Because many employers wish to grant their employees the wage increases agreed to during the negotiations, and there is such an expectation from employees, any wage increases granted from 1 January 2011 may be set off against any further increases should the Agreement be published during the course of the year. There is, therefore, no risk of having to grant two increases.

The percentage wage increases agreed to were as follows –

- 8% on the prescribed minimum wage rates for 2011; or
- 7% for those employees who were earning more than the prescribed minimum wage rates.

Please feel free to contact either the Council's office in your region, or the National Office, should you require any clarity or further information to the above regard.

NBCEI Greetings

**TIM J P KRUGER**  
**General Secretary**  
**NBCEI of SA**