

WAGES AND DEDUCTIONS

LABOUR & LEVIES RETURN – PER WEEK

DEDUCTIONS 01 FEBRUARY 2010

AREA C

| CATEGORIES OF EMPLOYEES KATEGORIE VAN WEKNEMERS | Code Kode | Wages Lone Per Hour | PEN / PROV FUND R p/week | SAEWA Per week | LPL Non Eca Com Per Week | ECA Per week | SBF P week | Council Levy Per week |
|--|--------------|------------------------|-----------------------------|-------------------|--------------------------------|-----------------|----------------|--------------------------|
| Master Installation Electrician Meester Installasie Elektriesien | 40 | R56.27 | (179.36) 358.72 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (8.37) 16.74 |
| * Master Installation Electrician * Meester Installasie Elektriesien | 80 | R56.27 | 92.71 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (8.37) 16.74 |
| Installation Electrician Installasie Elektriesien | 41 | R50.54 | (161.10) 322.19 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (7.52) 15.04 |
| * Installation Electrician * Installasie Elektriesien | 81 | R50.54 | 83.73 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (7.52) 15.04 |
| Electrical Tester for Single Phase Elektriese Toetser vir enkelfase | 39 | R47.16 | (150.32) 300.65 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (7.02) 14.04 |
| * Electrical Tester for Single Phase * Elektriese Toetser vir enkelfase | 82 | R47.16 | 78.43 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (7.02) 14.04 |
| Electrician, Artisan & DAM Elektriese Ambagsman & DAM | 42 | R43.93 | (140.03) 280.06 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (6.53) 13.06 |
| * Electrician, Artisan & DAM * Elektriese Ambagsman & DAM | 83 | R43.93 | 73.37 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (6.53) 13.06 |
| Domestic Electrical Installer (DEI) Huishoudelike Elektriese Installeerder (HEI) | 69 | R36.73 | (117.08) 234.16 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (5.46) 10.92 |
| * Domestic Electrical Installer (DEI) * Huishoudelike Elektr. Installeerder (HEI) | 84 | R36.73 | 62.09 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (5.46) 10.92 |
| Driver up to 3 500kg Drywer tot 3 500 kg | 45 | R18.40 | (58.65) 117.30 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (2.74) 5.48 |
| * Driver up to 3 500kg * Drywer tot 3 500 kg | 85 | R18.40 | 33.37 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (2.74) 5.48 |
| Driver 3 501kg to 9 000kg Drywer tot 3 500 kg tot 9 000kg | 46 | R21.72 | (69.23) 138.46 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (3.23) 6.46 |
| * Driver 3 501kg to 9 000kg * Drywer tot 3 500 kg tot 9 000kg | 86 | R21.72 | 38.58 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (3.23) 6.46 |
| Driver 9 001kg and over Drywer 9 000kg en meer | 47 | R24.12 | (76.88) 153.76 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (3.59) 7.18 |
| * Driver 9 001kg and over * Drywer 9 001kg en meer | 87 | R24.12 | 42.34 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (3.59) 7.18 |
| Elconop 3 Elkonop 3 | 43 | R31.94 | (101.81) 203.62 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (4.75) 9.50 |
| * Elconop 3 * Elkonop 3 | 88 | R31.94 | 54.59 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (4.75) 9.50 |
| Elconop 2 Elkonop 2 | 44 | R27.35 | (87.18) 174.36 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (4.07) 8.14 |
| * Elconop 2 * Elkonop 2 | 89 | R27.35 | 47.39 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (4.07) 8.14 |
| Elconop 1 Elkonop 1 | 48 | R17.36 | (55.34) 110.68 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (2.58) 5.16 |
| * Elconop 1 * Elkonop 1 | 90 | R17.36 | 31.75 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (2.58) 5.16 |
| Electrical Assistant Elektriese Assistent | 49 | R14.81 | (47.21) 94.42 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (2.20) 4.40 |
| * Electrical Assistant * Elektriese Assistent | 91 | R14.81 | 27.75 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (2.20) 4.40 |
| Store man Stoorman | 93 | R17.36 | (55.34) 110.68 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (2.58) 5.16 |
| * Storeman * Stoorman | 94 | R17.36 | 31.75 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (2.58) 5.16 |
| General Worker Algemene Werker | 68 | R13.33 | (42.49) 84.98 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (1.98) 3.96 |
| * General Worker * Algemene Werker | 92 | R13.33 | 23.11 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (1.98) 3.96 |
| Apprentice Stage 4 Vakleerling Stadium 4 | 54 | R30.76 | (98.05) 196.10 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (4.58) 9.16 |
| Apprentice Stage 3 Vakleerling Stadium 3 | 53 | R21.97 | (70.03) 140.06 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (3.27) 6.54 |
| Apprentice Stage 2 Vakleerling Stadium 2 | 52 | R19.78 | (63.05) 126.10 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (2.94) 5.88 |
| Apprentice Stage 1 Vakleerling Stadium 1 | 51 | R16.69 | (53.20) 106.40 | (12.69) | 2.00 | 8.40 | (0.30) 0.70 | (2.48) 4.96 |
| Working ECA Employer Werkende EAV Werkgewer | 63 | | | | | 8.40 | | 16.74 |
| Non-ECA working Employer Nie-EAV werkende Werkgewer | 64 | | | | | | | 16.74 |
| ECA & Non ECA employer with pension EAV & Nie EAV werkgewer met pensioen | 66 | | 358.72 | | | 8.40 | | 16.74 |
| ECA employer with pension & MAF EAV werkgewer met pensioen | 67 | | 358.72 | | | 8.40 | | 16.74 |

AREA 'C'

1. * RISK BENEFIT ONLY

2. Amount shown in **brackets** may be deducted from employees' wages.
3. Employer pays ECA levies and **compulsory for employers** who are members of the ECA.
4. **Vat** is payable on ECA levies only.
5. Leave Pay Levies (LPL) are payable by **non-ECA members only**. Leave pay levies are payable by the **employer**.
6. Please ensure that the **correct designation code** is entered for each employee on the monthly contribution sheet.
7. The **minimum** council levy is R55.00 per month per firm.
8. Council levy are retained by the Bargaining Council and used towards administration cost.
9. Members of SAEWA Pay R 12.69 per week as from **01 February 2010**.

AREA 'C' MAGISTERIAL DISTRICTS / DIE LANDDROSDISTRIKTE VAN:

Barberton, Belfast, Bloemfontein, Bloemhof, Carolina, Christiana, Coligny, Delareyville, Eerstehoek, Ellisras, Groblerdal, Koster, Letaba, Lichtenburg, Lydenburg, Marico, Messina, Pilgrim's Rest 1 and 2, Phalaborwa, Potgietersrust (only district north of Melk River), Schweizer-Reneke, Soutpansberg, Swartruggens, Thabazimbi, Ventersdorp, Waterberg, Waterval Boven, Wolmaransstad & Municipal Area of Warmbaths.

SICK BENEFIT FUND (S.B.F.).

- a) Off sick for 1 or 2 days - Company to pay wages
- b) Off sick for 3 or 4 days - 1st and 2nd day – Company to pay wages. 3rd and 4th day SBF to pay employee.
- c) Off sick for 5 days or more – SBF to pay employee from day 1 up to 130 days per Fund year.
- d) SBF will pay at rates listed below if supplied with original **documents** and contributions are paid up to date.
- e) SBF is not liable for claims covered by **Workmen's Compensation, third party or self-inflicted injury**.
- f) Claims must be submitted to Council within a period of **90 days**.
- g) If an employee is off sick, the **Company must still pay the SBF contributions to Council**
- h) If an employee is off sick for more than a week the Fund will pay his Pension Fund contributions, but the Council **must** be notified in writing.

| CODE | AMOUNT |
|-------|---------|
| 40+80 | R329.00 |
| 41+81 | R296.00 |
| 39+82 | R276.00 |
| 42+83 | R257.00 |
| 69+84 | R215.00 |
| 43+88 | R187.00 |
| 44+89 | R160.00 |
| 45+85 | R108.00 |
| 46+86 | R127.00 |
| 47+87 | R141.00 |
| 48+90 | R102.00 |
| 49+91 | R87.00 |
| 68+92 | R78.00 |
| 93+94 | R102.00 |
| 54 | R180.00 |
| 53 | R129.00 |
| 52 | R116.00 |
| 51 | R98.00 |

LIMITED DURATION CONTRACTS.

"In cases where an employee is engaged on a limited duration contract, and such employee has not previously contributed to the Electrical Industry Pension/Provident Funds, the employer will cover such employee only for the purposes of risk benefits, that is death, disability, funeral and sick pay whilst employed on such limited duration contract: Provided this will not apply to an employee who was previously a member of the Pension/Provident Funds and has not withdrawn from such Fund: Provided that, should such employee be employed on a further limited duration contract with the same employer within 90 days of the termination of his original limited duration contract, the employer and employee shall contribute towards the employee's Pension/Provident Fund".

SEE DESIGNATION CODES: 80,81,82,83,84,85,86,87,88,89,91,92 AND 94.