

ELECTRICAL CONTRACTING INDUSTRY WEEKLY WAGE RATES AND CONTRIBUTIONS - FOR AREA I - REGION D (CAPE) - Effective from 01 February 2010
Please also refer to the notes below the table.

DESCRIPTION	DES CODE	PENS/PROV	SPF	LEVY	ECA LEVY	SAEWA	LPL	WAGES
		EMPLOYER AND EMPLOYEE CONTRIBUTE				EMPLOYER	EMPLOYEE	EMPLOYER
		PENSION OR PROVIDENT	SPF FOR ECA MEMBERS ONLY	COUNCIL LEVIES	ECA levies per week (EXCL VAT) compulsory for ECA members	Union fees(SAEWA) Per week	Leave pay levy(LPL)	
								RAND PER HOUR
MASTER INSTALLATION ELECTRICIAN	40	7.5% & 7.5%	0.6% & 0.6%	0.35% & 0.35%	R 8.40	R 12.69	R 2.00	R 63.34
INSTALLATION ELECTRICIAN	41	7.5% & 7.5%	0.6% & 0.6%	0.35% & 0.35%	R 8.40	R 12.69	R 2.00	R 61.40
ELECTRICAL TESTER FOR SINGLE PHASE	39	7.5% & 7.5%	0.6% & 0.6%	0.35% & 0.35%	R 8.40	R 12.69	R 2.00	R 53.23
ELECTRICIAN, ARTISAN & DAM	42	7.5% & 7.5%	0.6% & 0.6%	0.35% & 0.35%	R 8.40	R 12.69	R 2.00	R 50.71
EMERGING ELECTRICAL INSTALLER	69	7.5% & 7.5%	0.6% & 0.6%	0.35% & 0.35%	R 8.40	R 12.69	R 2.00	R 43.26
ELCONOP 3	43	7.5% & 7.5%	0.6% & 0.6%	0.35% & 0.35%	R 8.40	R 12.69	R 2.00	R 37.78
ELCONOP 2	44	7.5% & 7.5%	0.6% & 0.6%	0.35% & 0.35%	R 8.40	R 12.69	R 2.00	R 35.61
ELCONOP 1	48	7.5% & 7.5%	0.6% & 0.6%	0.35% & 0.35%	R 8.40	R 12.69	R 2.00	R 24.44
STOREMAN ELECTRICAL	50	7.5% & 7.5%	0.6% & 0.6%	0.35% & 0.35%	R 8.40	R 12.69	R 2.00	R 24.44
ASSISTANT GENERAL WORKER	49	7.5% & 7.5%	0.6% & 0.6%	0.35% & 0.35%	R 8.40	R 12.69	R 2.00	R 19.99
GENERAL WORKER	68	7.5% & 7.5%	0.6% & 0.6%	0.35% & 0.35%	R 8.40	R 12.69	R 2.00	R 17.99
DRIVER UP TO 3 500 KG	45	7.5% & 7.5%	0.6% & 0.6%	0.35% & 0.35%	R 8.40	R 12.69	R 2.00	R 21.51
DRIVER UP TO 9 000 KG	46	7.5% & 7.5%	0.6% & 0.6%	0.35% & 0.35%	R 8.40	R 12.69	R 2.00	R 24.38
DRIVER 9 001 KG AND OVER	47	7.5% & 7.5%	0.6% & 0.6%	0.35% & 0.35%	R 8.40	R 12.69	R 2.00	R 27.41
APPRENTICE 1: min of 38% of electrician rate		7.5% & 7.5%	0.6% & 0.6%	0.35% & 0.35%	R 8.40	R 12.69	R 2.00	R 19.27
APPRENTICE 2: modules 1 to 3 completed - 45%		7.5% & 7.5%	0.6% & 0.6%	0.35% & 0.35%	R 8.40	R 12.69	R 2.00	R 22.82
APPRENTICE 3: Passed test A - 50%		7.5% & 7.5%	0.6% & 0.6%	0.35% & 0.35%	R 8.40	R 12.69	R 2.00	R 25.34
APPRENTICE 4: Modules 4 to 6 completed - 70%		7.5% & 7.5%	0.6% & 0.6%	0.35% & 0.35%	R 8.40	R 12.69	R 2.00	R 35.50
ADMIN STAFF	61	(optional)	(optional)	0.35% & 0.35% (if contributions are made to Pen or Prov Fund)	N/A	N/A	N/A	N/A
WORKING EMPLOYER	62	(optional)	(optional)	0.35% & 0.35%	R 8.40	N/A	N/A	N/A
NON-WORKING EMPLOYER	64	(optional)	(optional)	0.35% & 0.35% (if contributions are made to Pen or Prov Fund)	N/A	N/A	N/A	N/A

NOTES:

- a) The minimum Council Levy is R55.00 per month per firm.
b) Council levies are retained by the Bargaining Council and are used towards administration costs.
- a) ECA levy is paid by the **employer only** and compulsory for all employers who are members of the Electrical Contractors Association. (ECA)
b) ECA levies are fixed at R8.40 per week, (excluding Vat) per employee, with effect from the 01 July 2009.
c) VAT is payable on ECA levies but not on the other funds.
- Pension/Provident Fund/Sick Pay Fund/Council levies - contributions must be calculated on employees **normal weekly wage** excluding overtime.
- Please ensure that the correct designation code is entered for each employee on the monthly contribution sheet.
- For monthly paid staff, divide by 4.33 to obtain the actual weekly rate
- Members of the South African Equity Workers Association(SAEWA) pay union fees of R55.00 per month or R12.69 per week with effect from 01 February 2010.
NB: (Paid by member only)
- Leave pay levies (LPL) are payable by **non** ECA members only. Leave pay levies are payable by the employer only, at R2.00 per employee **per week**.
- Sick Pay Fund (SPF) is payable by ECA employers and their employees only.
- NB:** New Wage Rates
a) The minimum wage rates for each category of employment have been increase by 7.7% (except for the General Worker category)
b) NB:The General Worker prescribed minimum wage rate has been increased to **90%** of an Electrical Assistant's rate.
c) Actual wages have increased by 7.7 % for employees earning above the prescribed minimum wage rates in each specific category of employment.