

## WAGES AND DEDUCTIONS

LABOUR &amp; LEVIES RETURN - PER WEEK

DEDUCTIONS 01 FEBRUARY 2010

AREA L

CATEGORIES OF EMPLOYEES KATEGORIE VAN WEKNEMERS	Code Kode	Wages Lone Per Hour	PEN / PROV FUND R p/week	SAEWA Per week	LPLNon EcaCom P/Week	ECA Per week	SBF P week	Council Levy Per week
Master Installation Electrician Meester Installasie Elektriesien	40	R51.80	(165.11) 330.22	(12.69)	2.00	8.40	(0.30) 0.70	(7.71) 15.42
* Master Installation Electrician * Meester Installasie Elektriesien	80	R51.80	85.71	(12.69)	2.00	8.40	(0.30) 0.70	(7.71) 15.42
Installation Electrician Installasie Elektriesien	41	R47.62	(151.79) 303.58	(12.69)	2.00	8.40	(0.30) 0.70	(7.08) 14.16
* Installation Electrician * Installasie Elektriesien	81	R47.62	79.16	(12.69)	2.00	8.40	(0.30) 0.70	(7.08) 14.16
Electrical Tester for Single Phase Elektriese Toetsers vir enkelfase	39	R43.51	(138.69) 277.38	(12.69)	2.00	8.40	(0.30) 0.70	(6.47) 12.94
* Electrical Tester for Single Phase * Elektriese Toetsers vir enkelfase	82	R43.51	72.71	(12.69)	2.00	8.40	(0.30) 0.70	(6.47) 12.94
Electrician, Artisan & DAM Elektriese Ambagsman & DAM	42	R41.40	(131.96) 263.92	(12.69)	2.00	8.40	(0.30) 0.70	(6.16) 12.32
* Electrician, Artisan & DAM * Elektriese Ambagsman & DAM	83	R41.40	69.41	(12.69)	2.00	8.40	(0.30) 0.70	(6.16) 12.32
Driver up to 3 500kg Drywer tot 3 500 kg	45	R20.08	(64.01) 128.02	(12.69)	2.00	8.40	(0.30) 0.70	(2.99) 5.98
* Driver up to 3 500kg * Drywer tot 3 500 kg	85	R 20.08	36.00	(12.69)	2.00	8.40	(0.30) 0.70	(2.99) 5.98
Driver 3 501kg to 9 000kg Drywer tot 3 500 kg tot 9 000kg	46	R22.47	(71.62) 143.24	(12.69)	2.00	8.40	(0.30) 0.70	(3.34) 6.68
* Driver 3 501kg to 9 000kg * Drywer tot 3 500 kg tot 9 000kg	86	R22.47	39.75	(12.69)	2.00	8.40	(0.30) 0.70	(3.34) 6.68
Driver 9 001kg and over Drywer 9 000kg en meer	47	R29.13	(92.85) 185.70	(12.69)	2.00	8.40	(0.30) 0.70	(4.33) 8.66
* Driver 9 001kg and over * Drywer 9 001kg en meer	87	R29.13	50.19	(12.69)	2.00	8.40	(0.30) 0.70	(4.33) 8.66
Elkonop 3 Elkonop 3	43	R30.10	(95.94) 191.88	(12.69)	2.00	8.40	(0.30) 0.70	(4.48) 8.96
* Elkonop 3 * Elkonop 3	88	R30.10	51.71	(12.69)	2.00	8.40	(0.30) 0.70	(4.48) 8.96
Elkonop 2 Elkonop 2	44	R25.77	(82.14) 164.28	(12.69)	2.00	8.40	(0.30) 0.70	(3.83) 7.66
* Elkonop 2 * Elkonop 2	89	R25.77	44.93	(12.69)	2.00	8.40	(0.30) 0.70	(3.83) 7.66
Elkonop 1 Elkonop 1	48	R16.39	(52.24) 104.48	(12.69)	2.00	8.40	(0.30) 0.70	(2.44) 4.88
* Elkonop 1 * Elkonop 1	90	R16.39	30.23	(12.69)	2.00	8.40	(0.30) 0.70	(2.44) 4.88
Electrical Assistant Elektriese Assistent	49	R14.00	(44.63) 89.26	(12.69)	2.00	8.40	(0.30) 0.70	(2.08) 4.16
* Electrical Assistant * Elektriese Assistent	91	R14.00	26.48	(12.69)	2.00	8.40	(0.30) 0.70	(2.08) 4.16
General Worker Algemene Werker	68	R12.60	(40.16) 80.32	(12.69)	2.00	8.40	(0.30) 0.70	(1.87) 3.74
* General Worker * Algemene Werker	92	R12.60	22.10	(12.69)	2.00	8.40	(0.30) 0.70	(1.87) 3.74
Storeman Stoorman	93	R16.39	(52.24) 104.48	(12.69)	2.00	8.40	(0.30) 0.70	(2.44) 4.88
* Storeman * Stoorman	94	R16.39	30.23	(12.69)	2.00	8.40	(0.30) 0.70	(2.44) 4.88
Apprentice Stage 4 Vakleerling Stadium 4	54	R28.98	(92.37) 184.75	(12.69)	2.00	8.40	(0.30) 0.70	(4.31) 8.62
Apprentice Stage 3 Vakleerling Stadium 3	53	R20.71	(66.01) 132.02	(12.69)	2.00	8.40	(0.30) 0.70	(3.08) 6.16
Apprentice Stage 2 Vakleerling Stadium 2	52	R18.63	(59.38) 118.76	(12.69)	2.00	8.40	(0.30) 0.70	(2.77) 5.54
Apprentice Stage 1 Vakleerling Stadium 1	51	R15.73	(50.14) 100.28	(12.69)	2.00	8.40	(0.30) 0.70	(2.34) 4.68
Working ECA Employer Werkende EAV Werkgewer	63					8.40		15.42
Non-ECA working Employer Nie-EAV werkende Werkgewer	64					-		15.42
ECA & Non ECA employer with pension EAV & Nie EAV werkgewer met pensioen	66		330.22			8.40		15.42
ECA employer with pension & MAF EAV werkgewer met pensioen	67		330.22			8.40		15.42

## AREA 'L'

### 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 'L' - MAGISTERIAL DISTRICT OF EAST LONDON.

### 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 - 1<sup>st</sup> and 2<sup>nd</sup> day – Company to pay wages. 3<sup>rd</sup> and 4<sup>th</sup> 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	R303.00
41+81	R279.00
39+82	R255.00
42+83	R242.00
43+88	R176.00
44+89	R151.00
45+85	R117.00
46+86	R131.00
47+87	R170.00
48+90	R96.00
49+91	R82.00
68+92	R74.00
93+94	R96.00
54	R170.00
53	R121.00
52	R109.00
51	R92.00

### 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.**