

CIRCULAR

Date issued: 18 July 2011

Kindly place on your staff notice board for the attention of your employees

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Border Region
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KwaZulu Natal Region
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Midland Region
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Fax: 086 636 8694

Gauteng Region
Tel: 011 639 8000
Fax: 086 636 8689

Free State &
Northern Cape Region
Tel: 057 352 4142
Fax: 086 636 8697

Tshwane Office
Tel: 012 320 2566
Fax: 086 648 3582

Centre for Dispute
Resolution
Tel: 011 834 4660
Fax: 086 636 8699

NEW INDUSTRY WAGE RATES FOR THE PERIOD 1 JULY 2011 TO 30 JUNE 2012

The employer and trade unions parties to the MEIBC have concluded a three-year wage agreement, whereby **wage rates will increase by 8% for artisans to 10% in the lowest wage categories, with effect from 1 July 2011.**

Effective Date	1 July 2011	1 July 2012	1 July 2013
Increases	Rate A: 8% Rate H: 10%	Rate A: 7% Rate H: 8%	Rate A: 7% Rate H: 8%

These adjustments will be implemented on the proviso that in years two and three of this agreement, if the CPI (April figure published in May) is above 8%, then the actual wage adjustment will be CPI plus 2% for 2012 and 2013.

Please refer to the attached schedules for the new minimum general and subsidiary wage rates.

The increases may be set-off against any interim increases granted on or after 1 July 2011.

Any employee earning more than the specified minimum wage must receive the percentage increase mentioned above on the actual amount earned for a particular grade.

It should be noted that the **deadline for wage exemption applications is 31 August 2011.**

For further information, kindly contact the MEIBC regional office in your area, or visit the council's website at www.meibc.co.za.

Yours sincerely



Alistair Smith
Chief Executive Officer

SCHEDULE OF WAGE INCREASES EFFECTIVE FROM 1 JULY 2011

1. General Wage Increases

Rate	Current Minimum Wage Rate R c	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
A	45.35	8.00%	3.63	48.98
AA(6)	42.95	8.15%	3.50	46.45
AA(start)	40.73	8.30%	3.38	44.11
AB	38.58	8.46%	3.26	41.84
B	36.58	8.62%	3.15	39.73
C	34.93	8.78%	3.07	38.00
D	33.94	8.95%	3.04	36.98
DD	31.21	9.11%	2.84	34.05
DDD	29.59	9.29%	2.75	32.34
E	28.03	9.46%	2.65	30.68
F	26.62	9.64%	2.57	29.19
G	25.17	9.82%	2.47	27.64
H	23.85	10.00%	2.39	26.24
Whichever is the greater personal increase				

2. Electric Cable (Schedule F)

Rate	Current Minimum Wage Rate R c	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
Rate Z	45.35	8.00%	3.63	48.98
Rate Y	35.46	8.18%	2.90	38.36
Group IX	33.45	8.36%	2.80	36.25
VIII	32.38	8.55%	2.77	35.15
VII	31.19	8.75%	2.73	33.92
VI	30.07	8.94%	2.69	32.76
V	28.94	9.15%	2.65	31.59
IV	27.82	9.35%	2.60	30.42
III	27.07	9.56%	2.59	29.66
II	26.09	9.78%	2.55	28.64
I	25.30	10.00%	2.53	27.83
Whichever is the greater personal increase				

3. Structural engineering

Rate	Current Minimum Wage Rate R c	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
5	45.35	8.00%	3.63	48.98
4	41.15	8.36%	3.44	44.59
3	35.20	8.75%	3.08	38.28
2	28.72	9.15%	2.63	31.35
1	23.85	9.56%	2.28	26.13
1(a)	19.67	10.00%	1.97	21.64
Whichever is the greater personal increase				

4. Apprentices

Year	Current Minimum Wage Rate per Week	Increase on Actual Rates	Weekly Increase on Minimum Rates	New Minimum Weekly Wage Rates
First Year	896.00	8.00%	71.68	967.68
Second Year	989.00	8.00%	79.12	1068.12
Third Year	1178.00	8.00%	94.24	1272.24
Fourth Year	1745.00	8.00%	139.60	1884.60
Whichever is the greater personal increase				

5. Five Grade Schedule

Grade	Current Minimum Wage Rate R c	Increase on Actual and Scheduled Wage Rates	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
5	45.35	8.00%	3.63	48.98
4	39.06	8.00%	3.12	42.18
3	33.63	8.00%	2.69	36.32
2	28.96	8.00%	2.32	31.28
1	24.94	8.00%	2.00	26.94
Whichever is the greater personal increase				

6. Vehicle Drivers

Rate	Main Agreement Symbol	Current Wage Rate R c	Increase on Actual and Scheduled Rates	Increase on Scheduled rates R c	New Minimum Wage Rates R c
Forklift drivers	F	26.62	9.64%	2.57	29.19
Code 08	E	28.03	9.46%	2.65	30.68
Codes 10 & 11	DD	31.21	9.11%	2.84	34.05
Codes 13 & 14	C	34.93	8.78%	3.07	38.00
Whichever is the greater personal increase					

7. Gate and Fence Manufacturing (Division D/7)

Rate	Current Minimum Wage Rate R c	Increase on Actual and Scheduled Wage Rates	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
B	23.77	8.62%	2.05	25.82
C	22.89	8.78%	2.01	24.90
D	22.45	8.95%	2.01	24.46
DDD	22.31	9.45%	2.11	24.42
E	22.27	9.46%	2.11	24.38
F	21.29	9.64%	2.05	23.34
G	20.16	9.82%	1.98	22.14
H	17.90	10.00%	1.79	19.69
Whichever is the greater personal increase				

8. Annexure H: Special Provisions Related to Construction Sites covered by a Project Labour Agreement (PLA)

Grade	Current Minimum Wage Rate R c	Increase on Actual and Scheduled Wage Rates	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
5	45.35	8.00%	3.63	48.98
4	41.15	8.30%	3.42	44.57
3	35.20	8.62%	3.03	38.23
2	28.72	8.94%	2.57	31.29
2(a)	23.61	9.28%	2.19	25.80
1	14.59	9.64%	1.41	16.00
1(a)	13.20	10.00%	1.32	14.52
Whichever is the greater personal increase				