



# Annual Wage Increases

## Details of the industry wage increases effective from 1 July 2022

**June 2022**

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## **METAL INDUSTRY WAGE INCREASES**

The wage negotiation of 2021, saw the metal industry reaching a three-year agreement. In accordance with the agreement, the industry will be implementing its annual increase effective from 1 July 2022. As was the case last year, increases will be awarded on a rands and cents amount depending on the job grade of each employee.

The wage increases detailed in Appendix A must be implemented by all companies from 1 July 2022

### **No other changes to current employment conditions**

SEIFSA is pleased to report that there are no further changes to employment conditions for this second year of the three-year agreement and that all other terms and conditions of employment remain unchanged.

### **Wage exemptions**

The industry's current wage exemption procedure continues to apply. A company that is unable to implement the agreed wage increase may submit an application to its local Regional Council for exemption to implement a lesser wage increase than that detailed in Appendix A.

### **The wage exemption procedure is outlined in Appendix B**

Management is reminded that all wage increase exemption applications **must be lodged with the bargaining council by 31 July, 2022**. This means that companies wishing to apply for exemption must do so without delay and at least by 31 July.

<p><b>Members experiencing any difficulty in implementing the new wage increases should contact the staff of SEIFSA's Industrial Relations Division for advice and assistance on (011) 298-9400.</b></p>
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## APPENDIX A

<b>General Wage Increases</b>				
<b>Rate</b>	<b>Current Minimum Wage Rate 2021</b>	<b>Percentage Increase on Scheduled Wage Rates</b>	<b>Guaranteed Personal Increase on</b>	<b>New Minimum Wage Rates 2022</b>
	<b>R c</b>	<b>%</b>	<b>R c</b>	<b>R c</b>
A	88,99	5,00%	4,45	93,44
AA(6)	84,87	5,00%	4,24	89,12
AA(start)	81,04	5,00%	4,05	85,09
AB	77,42	5,00%	3,87	81,29
B	74,41	5,50%	4,09	78,50
C	71,70	5,50%	3,94	75,64
D	70,24	5,50%	3,86	74,11
DD	65,16	5,50%	3,58	68,74
DDD	62,38	5,55%	3,46	65,84
E	59,73	5,77%	3,45	63,17
F	57,35	6,00%	3,44	60,79
G	54,75	6,00%	3,28	58,03
H	52,52	6,00%	3,15	55,67

### Electric cables (Schedule F)

<b>Rate</b>	<b>Current Minimum Wage Rates 2021</b>	<b>Percentage increase on Scheduled Wage Rates</b>	<b>Guaranteed personal increase</b>	<b>New Minimum Wage Rates 2022</b>
	<b>R c</b>	<b>%</b>	<b>R c</b>	<b>R c</b>
Rate Z	88,99	5,00%	4,45	93,44
Rate Y	70,32	5,06%	3,56	73,87
Group IX	67,16	5,28%	3,54	70,70
VIII	65,75	5,36%	3,53	69,28
VII	64,08	5,47%	3,51	67,58
VI	62,47	5,59%	3,49	65,96
V	60,81	5,71%	3,47	64,29
IV	59,15	5,84%	3,46	62,60
III	58,18	5,91%	3,44	61,62
II	56,59	5,79%	3,28	59,86
I	55,52	5,65%	3,14	58,66

### Structural Engineering

Rate	Current Minimum Wage Rate 2021	Percentage increase on Scheduled Wage Rates	Guaranteed personal increase	New Minimum Wage Rates 2022
	R c	%	R c	R c
5	88,99	5,00%	4,45	93,44
4	82,78	5,00%	4,14	86,92
3	72,95	5,50%	4,01	76,97
2	61,33	6,00%	3,68	65,01
1	51,82	6,00%	3,11	54,93
1(a)	43,31	6,00%	2,60	45,91

### Apprentices

Rate	Current Minimum Wage Rate per Week 2021	Percentage increase on Scheduled Wage Rates	Guaranteed personal increase	New Minimum Weekly Wage Rates 2022
	R c	%	R c	R c
First Year	1774,68	6,00%	106,48	1881,16
Second Year	1958,87	6,00%	117,53	2076,40
Third Year	2328,18	5,77%	134,34	2462,51
Fourth Year	3423,66	5,00%	171,18	3594,84

### Five Grade Schedule

Rate	Current Minimum Wage Rate per Week 2021	Percentage increase on Scheduled Wage Rates	Guaranteed personal increase	New Minimum Weekly Wage Rates 2022
	R c	%	R c	R c
5	88,99	5,00%	4,45	93,44
4	76,61	5,00%	3,83	80,44
3	65,98	5,00%	3,30	69,28
2	56,81	5,00%	2,84	59,65
1	48,96	5,00%	2,45	51,41

### Vehicle drivers

Rate	Main Agreement Symbol	Current Minimum Wage Rate 2021	Percentage increase on Scheduled Wage Rates	Guaranteed personal increase Rates	New Minimum Wage Rates 2022
Forklift drivers	F	R c 57,35	% 6,00%	R c 3,44	R c 60,79
Code 08	E	59,73	5,77%	3,45	63,17
Codes 10 & 11	DD	65,16	5,50%	3,58	68,74
Codes 13 & 14	C	71,70	5,50%	3,94	75,64

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

Rate	Current Minimum Wage Rate 2021	Percentage increase on Scheduled Wage Rates	Guaranteed personal increase	New Minimum Wage Rates 2022
	R c	%	R c	R c
B	47,94	5,20%	2,49	50,43
C	46,75	5,20%	2,43	49,18
D	46,57	5,20%	2,42	48,99
DDD	46,13	5,20%	2,40	48,53
E	45,75	5,20%	2,38	48,13
F	45,52	5,20%	2,37	47,89
G	43,61	5,41%	2,36	45,97
H	39,43	6,00%	2,37	41,80

### ANNEXURE H: Special provisions related to Sites covered by a Project Labour Agreement (PLA)

Rate	Current Minimum Wage Rate 2021	Percentage increase on Scheduled Wage Rates	Guaranteed personal increase	New Minimum Wage Rates 2022
	R c	%	R c	R c
5	88,99	5,00%	4,45	93,44
4	82,33	5,00%	4,12	86,45
3	72,11	5,50%	3,97	76,08
2	60,16	5,77%	3,47	63,63
2 (a)	50,54	6,00%	3,03	53,57
1 1 (a)	Rate 1 and 1(a) to be aligned with the wage rate applicable to the general worker rate in the bargaining council for the civil engineering industry			

### WAGE EXEMPTION PROCEDURE

**Important note for management:**

It is important to note that wage increase exemption applications must be lodged with the bargaining council on or before 31 July 2022

The industry's current wage exemption procedure continues to apply. Any company that is unable to implement the full wage increase may make application to its local Regional Council to implement wage increases of a lesser amount than those agreed. If the application is rejected then an appeal may be immediately lodged with the bargaining council's Exemption and Arbitration Board which is an independent body established in terms of the Labour Relations Act.

The wage exemption procedure is detailed hereunder:

- Individual companies seeking exemption to pay a lesser wage increase must complete the wage exemption application form available on request from the local Regional Councils. It is vital that companies utilise the standard application form to expedite the exemption process.
- Companies seeking exemption must consult their employees on the intention to apply for exemption and the application should contain details and proof of this consultation process. It is important to note that the employees' view on the application is not decisive but merely one of the factors that the Council and Board will take into account when considering the application.
- The exemption application must be accompanied by relevant financial information supporting the motivation for the proposed exemption.
- The application must be lodged with the local Regional Council as soon as possible (but by no later than 31 July 2022).
- The proposed exempted wage increase should be implemented by the company until the exemption process has been concluded, after which any adjustments must be applied retrospectively from date of application of the agreement (i.e. if the

exemption is refused, then the full agreed wage increase will apply from 1 July 2022).

- The Regional Council will make a decision on the exemption application. Where the exemption is rejected then an appeal may be lodged with the Independent Exemption Appeal Board.