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INDUSTRY CIRCULAR

To : All SEIFSA Affiliated Employer Representatives; Representatives of the Trade Unions, NUMSA, MEWUSA, NUM, SAEWA and UASA-The Union; All Regional Council Managers; All Council Agents and Mr. Jacques Calomiti (MIBFA)

From : The Office of the Council Secretary

Date : Tuesday, 25 June 2024

Subject : Metals and Engineering Industries Settlement Agreement Between SEIFSA Affiliated Employer Associations, MEWUSA, NUMSA, SAEWA, NUM and UASA-The Union for the Period 01 July 2024 to 30 June 2027

Circular No. : 2024/03

Dear Members

A three-year Settlement Agreement for the period of 01 July 2024 to 30 June 2027 was signed by the following Employer Associations:

- Association of Electrical Cable Manufacturers of South Africa
- Cape Engineers' and Founders Association
- Constructional Engineering Association (South Africa)
- Electrical Engineering and Allied Industries' Association
- Electrical Manufacturers' Association of South Africa (EMASA)
- Gate and Fence Association
- Hand Tool Manufacturers' Association (HATMA)
- Iron and Steel Producers' Association South Africa
- KwaZulu- Natal Engineering Industries' Association
- Lift Engineering Association of South Africa
- Light Engineering Industries' Association of South Africa
- Non-ferrous Metal Industries Association of South Africa
- Eastern Cape Engineering and Allied Industries Association
- Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association
- S.A. Electro- Plating Industries' Association
- S.A. Refrigeration and Air Conditioning Contractors' Association (SARACCA)
- S.A. Pump Manufacturers' Association
- S.A. Valve and Actuator Manufacturers' Association (SAVAMA),

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L: 021 421 6140 F: 086 636 8696	L: 011 834 4660 F: 086 636 8699	L: 043 743 7790 F: 086 636 8691	L: 011 639 8000 F: 086 636 8689	L: 044 873 3200 F: 044 873 3212	L: 031 305 4761 F: 086 636 8693	L: 041 586 1542 F: 086 636 8694	L: 035 789 2084 F: 086 636 8698	L: 012 407 3700 F: 086 648 3582	L: 057 352 4142 F: 057 352 5093 /086 636 8697	L: 013 658 9400 F: 086 636 8695

as well as MEWUSA, NUMSA, SAEWA, NUM and UASA-The Union at the offices of the Metal and Engineering Industries Bargaining Council on 13 May 2024 and confirmed as an Industry Collective Agreement at the MANCO of 4 June 2024.

A table depicting the wage increases for the period 1 July 2024 to 30 June 2025 is attached hereunder and will be posted on the MEIBC website: www.meibc.co.za

NEW ENTRY LEVEL WAGE RATES AND GUARANTEED PERSONAL INCREASES: 1 JULY 2024 - 30 JUNE 2025				
GENERAL INCREASES				
Rate	Current Minimum Wage Rate 2024 R c	Increase on Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates 2025 R c
A	98,11	6,00%	5,89	104,00
AA(6)	93,57	6,08%	5,69	99,26
AA(start)	89,35	6,17%	5,51	94,86
AB	85,35	6,25%	5,33	90,68
B	82,82	6,33%	5,25	88,07
C	79,80	6,42%	5,12	84,92
D	78,18	6,50%	5,08	83,26
DD	72,52	6,58%	4,77	77,29
DDD	69,50	6,67%	4,63	74,13
E	66,82	6,75%	4,51	71,33
F	64,43	6,83%	4,40	68,83
G	61,52	6,92%	4,25	65,77
H	59,01	7,00%	4,13	63,14
ELECTRIC CABLES (Schedule F)				
Rate	New Minimum Wage Rates 2024 R c	Increase on Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates 2025 R c
Rate Z	98,11	6,00%	5,89	104,00
Rate Y	77,61	6,10%	4,73	82,34
Group IX	74,43	6,20%	4,61	79,04
VIII	72,99	6,30%	4,60	77,59
VII	71,28	6,40%	4,56	75,84
VI	69,64	6,50%	4,53	74,17
V	67,96	6,60%	4,49	72,45
IV	66,26	6,70%	4,44	70,70
III	65,26	6,80%	4,44	69,70
II	63,33	6,90%	4,37	67,70
I	61,97	7,00%	4,34	66,31
STRUCTURAL ENGINEERING				
Rate	Current Minimum Wage Rate 2024 R c	Increase on Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates 2025 R c
5	98,11	6,00%	5,89	104,00
4	91,27	6,20%	5,66	96,93
3	81,20	6,40%	5,20	86,40
2	68,91	6,60%	4,55	73,46
1	58,23	6,80%	3,96	62,19
1(a)	48,67	7,00%	3,41	52,08

APPRENTICES				
Rate	Current Minimum Wage Rate per Week 2024 R c	Increase on Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Weekly Wage Rates 2025 R c
First Year	1994,03	7,00%	139,58	2133,61
Second Year	2200,99	6,67%	146,73	2347,72
Third Year	2604,60	6,33%	164,96	2769,56
Fourth Year	3774,59	6,00%	226,48	4001,07

FIVE GRADE SCHEDULE				
Rate	New Minimum Wage Rates 2024 R c	Increase on Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates 2025 R c
5	98,11	6,00%	5,89	104,00
4	84,46	6,00%	5,07	89,53
3	72,75	6,00%	4,36	77,11
2	62,63	6,00%	3,76	66,39
1	53,98	6,00%	3,24	57,22

VEHICLE DRIVERS					
Rate	Main Agreement Symbol	Current Minimum Wage Rate 2024 R c	Increase on Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates 2025 R c
Forklift drivers	F	64,43	7,00%	4,51	68,94
Code 08	E	66,82	6,67%	4,46	71,28
Codes 10 & 11	DD	72,52	6,33%	4,59	77,11
Codes 13 & 14	C	79,80	6,00%	4,79	84,59

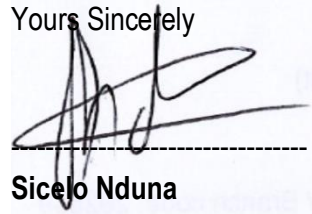
GATE & FENCE MANUFACTURING (Division D/7)				
Rate	Current Minimum Wage Rate 2024 R c	Increase on Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates 2025 R c
B	53,05	6,00%	3,18	56,23
C	51,74	6,14%	3,18	54,92
D	51,54	6,29%	3,24	54,78
DDD	51,05	6,43%	3,28	54,33
E	50,63	6,57%	3,33	53,96
F	50,38	6,71%	3,38	53,76
G	48,45	6,86%	3,32	51,77
H	44,31	7,00%	3,10	47,41

ANNEXURE H: Special Provisions Related to Sites covered by a Project Labour Agreement (PLA)				
Rate	Current Minimum Wage Rate 2024 R c	Increase on Scheduled Wage Rates %	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates 2025 R c
5	98,11	6,00%	5,89	104,00
4	90,77	6,25%	5,67	96,44
3	80,26	6,50%	5,22	85,48
2	67,30	6,75%	4,54	71,84
2 (a)	56,79	7,00%	3,98	60,77
1	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			
1 (a)				

The wage exemption procedures are outlined in **Appendix A** hereof and party employers are reminded that all wage increase exemption applications **must be lodged with the Bargaining Council by 31 July, 2024**. This means that companies wishing to apply for exemption must do so without delay and by no later than 31 July.

The provisions of this circular are only applicable to employers that are members of the above-mentioned organisations that are party to the Agreement and not applicable to non-party employers including Consolidated Employers Organisation (CEO), National Employers Association of South Africa (NEASA), South African Engineers and Founders Association (SAEFA), Federated Employers Organisation of South Africa (FEOSA) and South African United Employers Organisation (SA)UEO.

Yours Sincerely

A handwritten signature in black ink, appearing to read 'Sicejo Nduna', is written over a horizontal dashed line. The signature is stylized and somewhat cursive.

Sicejo Nduna
Council Secretary