SEIFSA
Voice of Industry

CONTINUATION OF METAL INDUSTRIES PENSION AND PROVIDENT FUND LEVY PAYMENTS AT CURRENT RATES

The Metal Industries Pension and Provident Fund Collective Agreements lapse on 30 April 2026. This notwithstanding, an application in terms of the Labour Relations Act seeking the extension of these two agreements for a further twelve (12) months has been submitted to the Department of Employment and Labour and is being attended to.

We have received feedback from the DEOL that the extension request will be gazetted shortly but in the interim, companies who are members of an Employers Association affiliated to SEIFSA, <u>must continue to make these deductions and payments at the current levels as set-out below</u>.

The employer shall each week deduct from the pensionable remuneration of each of his employees as follows:

Pension Fund

Employee Contribution	Employer Contribution	*"Pensionable Remuneration"* means the actual wages payable to an employee by the employer each week iro the ordinary hours worked by such employee in the shifts of the establishment concerned during such week, but excluding amounts paid iro overtime, shift and other allowances and holiday leave bonus, but including amounts paid iro overtime hours worked to make up lost ordinary hours.
7,50%	**8,30%**	

Provident Fund

Employee Contribution	Employer Contribution	*Definition of "Pensionable Remuneration" as above.*
7,50%	**8,30%**	

Companies having any queries regarding the above are invited to contact the Staff of the Industrial Relations Department, L Trentini or Ms Khumo Kodisang on (011) 298-9400.

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