

## CIRCULAR

Date issued: 9 June 2010

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

Cape Region  
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Border Region  
Tel: 043 743 7747  
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KwaZulu Natal Region  
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Midland Region  
Tel: 041 586 1542  
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 2010 TO 30 JUNE 2011

In accordance with the wage model as per the Industry Settlement Agreement (published per Government Notice R899 in Government Gazette 32555 dated 11 September 2009) industry wage rates will **increase by 7.1% to 8.1% with effect from 1 July 2010.**

<b>NEW INDUSTRY WAGE RATES</b>
<b>7.1 % to 8.1% for rates A to H</b>

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 2010.

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 July 2010.**

For further information, kindly contact the MEIBC regional office in your area, or visit the council's website at [www.meibc.co.za](http://www.meibc.co.za).

Yours sincerely



Alistair Smith  
Chief Executive Officer

**METAL AND ENGINEERING INDUSTRIES  
BARGAINING COUNCIL  
WAGE RATES FOR THE PERIOD 1 JULY 2010 TO 30 JUNE 2011**

**With effect from 1 July 2010**

**I. General Wage Increases**

<b>Rate</b>	<b>Current Minimum Wage Rate R c</b>	<b>Increase on Actuals and Scheduled Wage Rates</b>	<b>Increase on Scheduled Wage Rates R c</b>	<b>New Minimum Wage Rates R c</b>
<b>A</b>	42.34	7.10%	3.01	45.35
<b>AA(6)</b>	40.07	7.18%	2.88	42.95
<b>AA(start)</b>	37.97	7.27%	2.76	40.73
<b>AB</b>	35.94	7.35%	2.64	38.58
<b>B</b>	34.05	7.43%	2.53	36.58
<b>C</b>	32.49	7.52%	2.44	34.93
<b>D</b>	31.54	7.60%	2.40	33.94
<b>DD</b>	28.98	7.68%	2.23	31.21
<b>DDD</b>	27.46	7.77%	2.13	29.59
<b>E</b>	25.99	7.85%	2.04	28.03
<b>F</b>	24.66	7.93%	1.96	26.62
<b>G</b>	23.30	8.02%	1.87	25.17
<b>H</b>	22.06	8.10%	1.79	23.85
<b>Whichever is the greater personal increase</b>				

**2. Electric Cable (Schedule F)**

<b>Rate</b>	<b>Current Minimum Wage Rate R c</b>	<b>Increase on Actuals and Scheduled Wage Rates</b>	<b>Increase on Scheduled Wage Rates R c</b>	<b>New Minimum Wage Rates R c</b>
<b>Rate Z</b>	42.34	7.10%	3.01	45.35
<b>Rate Y</b>	33.08	7.20%	2.38	35.46
<b>Group IX</b>	31.17	7.30%	2.28	33.45
<b>VIII</b>	30.15	7.40%	2.23	32.38
<b>VII</b>	29.01	7.50%	2.18	31.19
<b>VI</b>	27.95	7.60%	2.12	30.07
<b>V</b>	26.87	7.70%	2.07	28.94
<b>IV</b>	25.81	7.80%	2.01	27.82
<b>III</b>	25.09	7.90%	1.98	27.07
<b>II</b>	24.16	8.00%	1.93	26.09
<b>I</b>	23.40	8.10%	1.90	25.30
<b>Whichever is the greater personal increase</b>				

### 3. Structural engineering

<b>Rate</b>	<b>Current Minimum Wage Rate R c</b>	<b>Increase on Actuals and Scheduled Wage Rates</b>	<b>Increase on Scheduled Wage Rates R c</b>	<b>New Minimum Wage Rates R c</b>
<b>5</b>	42.34	7.10%	3.01	45.35
<b>4</b>	38.33	7.35%	2.82	41.15
<b>3</b>	32.71	7.60%	2.49	35.20
<b>2</b>	26.63	7.85%	2.09	28.72
<b>1</b>	22.06	8.10%	1.79	23.85
<b>1(a)</b>	18.20	8.10%	1.47	19.67
<b>Whichever is the greater personal increase</b>				

### 4. Apprentices

<b>Year</b>	<b>Current Minimum Wage Rate per Week</b>	<b>Increase on Actual Rates</b>	<b>Weekly Increase on Minimum Rates</b>	<b>New Minimum Weekly Wage Rates</b>
<b>First Year</b>	R 837	7.10%	59.00	896.00
<b>Second Year</b>	R 923	7.10%	66.00	989.00
<b>Third Year</b>	R 1100	7.10%	78.00	1178.00
<b>Fourth Year</b>	R 1629	7.10%	116.00	1745.00
<b>Whichever is the greater personal increase</b>				

**5. Five Grade Schedule**

<b>Grade</b>	<b>Current Minimum Wage Rate R c</b>	<b>Increase on Actual and Scheduled Wage Rates</b>	<b>Increase on Scheduled Wage Rates R c</b>	<b>New Minimum Wage Rates R c</b>
<b>5</b>	42.34	7.10%	3.01	45.35
<b>4</b>	36.47	7.10%	2.59	39.06
<b>3</b>	31.40	7.10%	2.23	33.63
<b>2</b>	27.04	7.10%	1.92	28.96
<b>1</b>	23.29	7.10%	1.65	24.94
<b>Whichever is the greater personal increase</b>				

**6. Vehicle Drivers**

<b>Rate</b>	<b>Main Agreement Symbol</b>	<b>Current Wage Rate R c</b>	<b>Increase on Actual and Scheduled Rates</b>	<b>Increase on Scheduled rates R c</b>	<b>New Minimum Wage Rates R c</b>
Forklift drivers	F	24.66	7.93%	1.96	26.62
Code 08	E	25.99	7.85%	2.04	28.03
Codes 10 & 11	DD	28.98	7.68%	2.23	31.21
Codes 13 & 14	C	32.49	7.52%	2.44	34.93
<b>Whichever is the greater personal increase</b>					

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

<b>Rate</b>	<b>Current Minimum Wage Rate R c</b>	<b>Increase on Actual and Scheduled Wage Rates</b>	<b>Increase on Scheduled Wage Rates R c</b>	<b>New Minimum Wage Rates R c</b>
<b>B</b>	22.13	7.43%	1.64	23.77
<b>C</b>	21.28	7.59%	1.61	22.89
<b>D</b>	20.84	7.72%	1.61	22.45
<b>DDD</b>	20.70	7.77%	1.61	22.31
<b>E</b>	20.67	7.74%	1.60	22.27
<b>F</b>	19.73	7.93%	1.56	21.29
<b>G</b>	18.66	8.02%	1.50	20.16
<b>H</b>	16.56	8.10%	1.34	17.90
			<b>Whichever is the greater personal increase</b>	

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

<b>Grade</b>	<b>Current Minimum Wage Rate R c</b>	<b>Increase on Actual and Scheduled Wage Rates</b>	<b>Increase on Scheduled Wage Rates R c</b>	<b>New Minimum Wage Rates R c</b>
<b>5</b>	42.34	7.10%	3.01	45.35
<b>4</b>	38.33	7.35%	2.82	41.15
<b>3</b>	32.71	7.60%	2.49	35.20
<b>2</b>	26.63	7.85%	2.09	28.72
<b>2(a)</b>	21.88	7.90%	1.73	23.61
<b>I</b>	13.50	8.10%	1.09	14.59
<b>I(a)</b>	12.21	8.10%	0.99	13.20
			<b>Whichever is the greater personal increase</b>	

