



National Office

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INDUSTRY CIRCULAR

To : All Employers and Employees in the Metal and Engineering Industry, All Regional Council Managers, All Council Agents and Mr. Jacques Calomiti (MIBFA)

From : The Office of the Chief Executive Officer (Council Secretary)

Date : Thursday, 03 November 2022

Subject : Replacement of Circular No. 2022/03 [click here](#) dated 20 October 2022 - Wages and Conditions of Employment Applicable in Terms of the Consolidated Main Collective Agreement in the Metal and Engineering Industry

Circular No. : 2022/07

Dear Members

This serves to inform the Industry that the Minister of Employment and Labour (DoEL) has published a notice (No. R. 2569) in Government Gazette Number 47254 of 7 October 2022 extending the above-mentioned collective agreement to non-parties with effect from Monday, 17 October 2022.

All employers in the industry who fall within the scope of this collective agreement are accordingly legally obliged to observe the terms and conditions of employment thereof.

To view the Main Agreement's terms and conditions of employment [click here](#)

A table depicting the wage levels currently applicable for the period 1 July 2022 to 30 June 2023 (for signatory parties) and with effect from 17 October 2022 to 30 June 2023 (for non-parties) is set-out hereunder.

The wage tables, inclusive of the industry increases, for the period ending 30 June 2024 have been posted on the MEIBC website: www.meibc.co.za

WAGE RATES APPLICABLE FOR THE PERIOD 1 JULY 2022 TO 30 JUNE 2023 (FOR SIGNATORY PARTIES) AND WITH EFFECT FROM 17 OCTOBER 2022 TO 30 JUNE 2023 (NON-SIGNATORIES)

GENERAL INCREASES

Rate	Current Minimum Wage Rate as at 30 June 2022	Percentage Increase on Scheduled Rates	Guaranteed R/c Increase per hour	New Minimum Hourly Wage Rates as at 1 July 2022
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)

Rate	Current Minimum Wage Rate as at 30 June 2022	Percentage Increase on Scheduled Rates	Guaranteed R/c Increase per hour	New Minimum Hourly Wage Rates as at 1 July 2022
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 as at 30 June 2022	Percentage Increase on Scheduled Rates	Guaranteed R/c Increase per hour	New Minimum Hourly Wage Rates as at 1 July 2022
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 as at 30 June 2022	Percentage Increase on Scheduled Rates	Guaranteed R/c Increase per hour	New Minimum Weekly Wage Rates as at 1 July 2022
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 as at 30 June 2022	Percentage Increase on Scheduled Rates	Guaranteed R/c Increase per hour	New Minimum Hourly Wage Rates as at 1 July 2022
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 as at 30 June 2022	Percentage Increase on Scheduled Rates	Guaranteed R/c Increase per hour	New Minimum Hourly Wage Rates as at 1 July 2022
Forklift drivers	F	57,35	6,00%	3,44	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 & FENCE MANUFACTURING (Division D/7)				
Rate	Current Minimum Wage Rate as at 30 June 2022	Percentage Increase on Scheduled Rates	Guaranteed R/c Increase per hour	New Minimum Hourly Wage Rates as at 1 July 2022
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 Construction Sites covered by a Project Labour Agreement (PLA)				
Rate	Current Minimum Wage Rate as at 30 June 2022	Percentage Increase on Scheduled Rates	Guaranteed R/c Increase per hour	New Minimum Hourly Wage Rates as at 1 July 2022
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	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)				

Employers who, for whatever reason cannot meet the Main Agreement's terms and conditions of employment, including the current wage levels, are invited to make application for a licence of exemption, after they have consulted with workers and shop stewards (if applicable), on the nature of the exemption they are seeking. To download the Guideline on Applying for Exemption and the requisite Questionnaire [click here](#)

An employer may apply for:

- condonation to continue to observe the current rates being paid;
- Exemption seeking to pay X% below the current minimum rates; or
- Exemption to observe the special phase-in exemption dispensation.

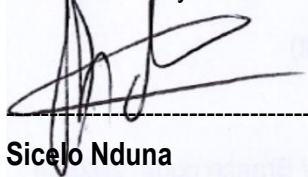
All exemptions, for the period ending 30 June 2023, may only be granted until the end of the second year of the agreement i.e., 30 June 2023. If an employer is in need of further relief, employers may reapply for the period 1 July 2023 to 30 June 2024. The industry increases will become applicable from 1 July 2023, and employers will have until 31 July 2023 to make applications.

In Respect of the Special Phase-in Dispensation, the following applies:

- Employers paying below 60% of the 2020/21 rates may apply for an exemption indicating how they propose getting to 60% of the 2020/21 rate by 30 June 2024. Should an employer qualify for this exemption, leave pay (LP) and leave enhancement pay (LEP) must be calculated on the 2020/21 rates;
- Employers paying above 60% of the 2020/2021 rates but below 100% of the 2020/2021 rates may apply for an exemption to condone what they are currently paying or an exemption indicating what may be affordable under the circumstances. Should an employer qualify for this exemption LP and LEP must be paid on what employees are actually earning per hour;
- Employers paying above 100% of the 2020/21 rates but below the current minimum rates may apply for an exemption, to condone what is currently being paid or what may be affordable under the circumstances. In this instance a separate exemption application will need to be made in respect of LEP.

The special phase in dispensation is set out in Annexures J and K on pages 276 and 281 of the Main Agreement.

Yours Sincerely



Sicelo Nduna
Chief Executive Officer (Council Secretary)