

## APPENDIX A

### General Wage Increases

Rate	Current Minimum Wage Rate	Percentage Increase on Scheduled Wage Rates	Guaranteed Personal Increase on	New Minimum Wage Rates 2025
	R c	%	R c	R c
A	104,00	5,00%	5,20	109,20
AA(6)	99,26	5,08%	5,05	104,31
AA(start)	94,86	5,17%	4,90	99,76
AB	90,68	5,25%	4,76	95,44
B	88,07	5,33%	4,70	92,77
C	84,92	5,42%	4,60	89,52
D	83,26	5,50%	4,58	87,84
DD	77,29	5,58%	4,32	81,61
DDD	74,13	5,67%	4,20	78,33
E	71,33	5,75%	4,10	75,43
F	68,83	5,83%	4,02	72,85
G	65,77	5,92%	3,89	69,66
H	63,14	6,00%	3,79	66,93

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## Electric cables (Schedule F)

Rate	New Minimum Wage Rates R c	Percentage increase on Scheduled Wage Rates %	Guaranteed personal increase R c	New Minimum Wage Rates 2025 R c
Rate Z	104,00	5,00%	5,20	109,20
Rate Y	82,34	5,10%	4,20	86,54
Group IX	79,04	5,20%	4,11	83,15
VIII	77,59	5,30%	4,11	81,70
VII	75,84	5,40%	4,10	79,94
VI	74,17	5,50%	4,08	78,25
V	72,45	5,60%	4,06	76,51
IV	70,70	5,70%	4,03	74,73
III	69,70	5,80%	4,04	73,74
II	67,70	5,90%	3,99	71,69
I	66,31	6,00%	3,98	70,29

## Structural Engineering

Rate	Current Minimum Wage Rate R c	Percentage increase on Scheduled Wage Rates %	Guaranteed personal increase R c	New Minimum Wage Rates 2025 R c
5	104,00	5,00	5,20	109,20
4	96,93	5,20	5,04	101,97
3	86,40	5,40	4,67	91,07
2	73,46	5,60	4,11	77,57
1	62,19	5,80	3,61	65,80
1(a)	52,08	6,00	3,12	55,20

## Apprentices

Rate	Current Minimum Wage Rate per Week R c	Percentage increase on Scheduled Weekly Wage Rates %	Guaranteed personal increase R c	New Minimum Weekly Wage Rates 2025 R c
First Year	2133,61	6,00	128,02	2261,63
Second Year	2347,72	5,67	133,04	2480,76
Third Year	2769,56	5,33	147,71	2917,27
Fourth Year	4001,07	5,00	200,05	4201,12

## Five Grade Schedule

Rate	Current Minimum Wage Rate per Week R c	Percentage increase on Scheduled Wage Rates %	Guaranteed personal increase R c	New Minimum Weekly Wage Rates 2025 R c
5	104,00	5,00%	5,20	109,20
4	89,53	5,00%	4,48	94,01
3	77,11	5,00%	3,86	80,97
2	66,39	5,00%	3,32	69,71
1	57,22	5,00%	2,86	60,08

## Vehicle drivers

Rate	Main Agreement Symbol	Current Minimum Wage Rate R c	Percentage increase on Scheduled Wage Rates %	Guaranteed personal increase Rates R c	New Minimum Wage Rates 2025 R c
Forklift drivers	F	68,94	6,00	4,14	73,08
Code 08	E	71,28	5,67	4,04	75,32
Codes 10 & 11	DD	77,11	5,33	4,11	81,22
Codes 13 & 14	C	84,59	5,00	4,23	88,82

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

Rate	Current Minimum Wage Rate R c	Percentage increase on Scheduled Wage Rates %	Guaranteed personal increase R c	New Minimum Wage Rates 2025 R c
B	56,23	5,00	2,81	59,04
C	54,92	5,14	2,82	57,74
D	54,78	5,29	2,90	57,68
DDD	54,33	5,43	2,95	57,28
E	53,96	5,57	3,01	56,97
F	53,76	5,71	3,07	56,83
G	51,77	5,86	3,03	54,80
H	47,41	6,00	2,84	50,25

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

<b>Rate</b>	<b>Current Minimum Wage Rate R c</b>	<b>Percentage increase on Scheduled Wage Rates %</b>	<b>Guaranteed personal increase R c</b>	<b>New Minimum Wage Rates 2025 R c</b>
5	104,00	5,00	5,20	109,20
4	96,44	5,25	5,06	101,50
3	85,48	5,50	4,70	90,18
2	71,84	5,75	4,13	75,97
2 (a)	60,77	6,00	3,65	64,42
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)				

## **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 2025

The 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 2025).
- 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 2025).
- 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.

Ends.