

Industry Circular

To: All Employers and Employees within the Civil Engineering Industry

We are pleased to announce that the parties to the BCCEI have finalised a settlement agreement on the 21 October 2021, relating to wages and conditions of employment. This is a three-year agreement which will be effective until the 31 August 2024.

The following are the breakdown on increases with the table below confirming the rates for Year 1.

1. Across the board increases (ATB)

- 1.1 In Year 1, from the date as determined by the Minister of Labour, up to 31 August 2022, employees who earn above the published rate will receive an ATB of 4.8% on their current rate.
- 1.2 In Year 2, from 01 September 2022 to 31 August 2023, employees who earn above the published rate will receive an ATB of CPI + 0.75% on their current rate.
- 1.3 In Year 3, from 01 September 2023 to 31 August 2024, employees who earn above the published rate will receive an ATB of CPI + 0.75% on their current rate.

TASK GRADE AND WAGE RATE TABLES			
Task	YEAR 1	YEAR 2	YEAR 3
Grades	Hourly rate Rand	Hourly rate Rand	Hourly rate Rand
1.	41.72	CPI + 0.75%	CPI + 0.75%
2.	42.70		
3.	43.89		
4.	45.53		
5.	51.56		
6.	58.56		
7.	67.06		
8.	75.19		
9.	84.98		

2. Allowances

In addition, please take note of the revised undermentioned allowances, also effective from date of promulgation for all three years.

2.1 Night Work Allowance

A night work allowance of 9% for all three years.

2.2 Living Out Allowance

Year 1	Year 2	Year 3
Living out allowance from date determined by the Minister, up to 31 August 2022	Living out allowance as from 01 September 2022 to 31 August 2023	Living out allowance as from 01 September 2023 to 31 August 2024
R1 000	R1 100-00	R1 200-00

2.3 Sleep Out Allowance

Year 1	Year 2	Year 3
Sleep Out Allowance from the date determined by the Minister, up to 31 August 2022	Sleep Out Allowance as from 01 September 2022 to 31 August 2023	Sleep Out Allowance from 01 September 2023 to 31 August 2024
R180	R180 + CPI	Year 2 amount + CPI

2.4 Cross Border Allowance

The cross-border allowance of 7% for all three years.

2.5 Acting Allowance

An acting allowance must be paid to an employee while the employee is acting in a position higher than the employee's current job grade. The amounts payable is 5% of the current basic rate.

3. Maternity Leave Payment

The benefit payable by the Employer will be in the form of a top-up amount which equates to the difference between the UIF maternity benefit, and what the employee would normally have earned in the equivalent pay period for a period of 4 months. This is the only amendment to the current maternity leave clause; hence the remaining conditions and limitations are status quo.

4. Year End Bonus

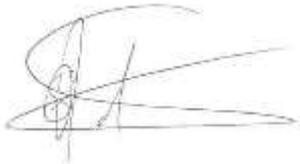
Amendments to Year-end bonuses is contained in 6.7 of the Conditions of Employment Collective Agreement.

An updated Conditions of Employment and Wage and Task Grade Collective Agreement will be available on the BCCEI website from 28 October 2021. (Click [here](#) to access the Collective Agreements). While these agreements will be available on the website for reference, please note that these are subject to promulgation by the Minister. We will update when the agreements have been promulgated.

Should you be unable to meet any of the obligations contained in the respective BCCEI Collective Agreements, you are reminded of your right to apply for exemption. Also, please remember your right to apply for condonation should you not have submitted your exemption application in time.

Please take note of the deadline contained in the Exemptions Collective Agreement, requiring an application to be made three (3) months prior to the required implementation date, i.e. annual increases and year-end bonus.

You are welcome to forward all queries regarding exemption applications to the BCCEI's dedicated email address Exemptionsapplications@bccei.co.za and for exemption appeal applications to Appealapplications@bccei.co.za .



Kevin Moodley
Acting General Secretary