

1. Civil Engineering Industry Task Grade Wage Rates

1.1 Appendix A - Civil Engineering Industry Task Grade Wage Rates

| Task Grade | Occupational Group | Job Title | Hourly rate Rand per hour from the date determined by the Minister, up to 31 August 2022 (4.8%) | Increase to hourly rate from 01 September 2022 to 31 August 2023 | Increase to hourly rate from 01 September 2023 to 31 August 2024 |
|------------------------------|---|--|---|--|--|
| 1 | General | General Worker | 41,72 | CPI + 0,75% | CPI + 0,75% |
| | | Watchman | | | |
| 2 | Concrete | Reinforcing Steel Bending Machine Operator | 42,70 | CPI + 0,75% | CPI + 0,75% |
| | | Structures Construction Hand | | | |
| | General | Civil Construction Bricklayer Gr 2 | | | |
| | Plant Operators & Drivers | Boomscraper Operator | | | |
| | | Crusher Assistant | | | |
| | | Hoist/Lift Operator | | | |
| | Rail Construction | Pedestrian Roller Operator | | | |
| Perway Construction Hand | | | | | |
| Roads, Earthworks & Drainage | Premix Paving Checker/Tallyman | | | | |
| Site Support | Artisan Aid Materials Tester Assistant Safety Watcher Survey Assistant | | | | |
| 3 | Concrete | Concrete Hand Gr 2 | 43,89 | CPI + 0,75% | CPI + 0,75% |
| | | Shutterhand Gr 3 | | | |
| | Piling | Bore Pile Operator | | | |
| | | Frontman Nozzleman | | | |
| | Plant Operators & Drivers | Winch Operator | | | |
| | | Track Rig Operator | | | |
| Roads, Earthworks & Drainage | Pipelaye Gr 2 | | | | |
| | Rakerman | | | | |
| Site Support | Banksman/Rigger Assistant | | | | |
| | Junior Site Clerk Welder Semi-Skilled | | | | |
| Tailings | Mudguard | | | | |
| | Reclamation Attendant | | | | |

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|------------|------------------------------|--|--|--|--|
| 4 | Concrete | Concrete Hand Gr 1 Reinforcing Hand Gr 2 Scaffold Erector Shutterhand Gr 2 | 45,53 | CPI + 0,75% | CPI + 0,75% |
| | Piling | Continuous Flight Auger Operator | | | |
| | Plant Operators & Drivers | Articulated Dumper Truck Operator Bulldozer Operator Concrete Dumper Operator Concrete Mixer Operator Concrete Pump Operator Crusher Operator Driver Operator Excavator Operator Forklift Operator Front End Loader Operator Grader Operator (General) Hauler Driver (Bituminous) Heavy Duty Driver/Extra Heavy Duty Driver (Rigid) Light Motor Vehicle Driver Mechanical Broom Operator Milling Machine Operator Motorcycle Driver Paver Operator Road Recycler Operator Roller Operator TLB Operator Tower Crane Operator Tractor Driver | | | |
| | Roads, Earthworks & Drainage | Blasting Assistant Fence Erector Guard Rail Erector Sprayer Operator (Bituminous) | | | |
| | Site Support | Formwork Controller Materials Tester Storeman Tools and Small Plant Repairer Wedge Welder | | | |

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|------------|------------------------------|--|--|--|--|
| 5 | Concrete | Reinforcing Hand Gr 1 Scaffold Inspector Shutterhand Gr 1 | 51,56 | CPI + 0,75% | CPI + 0,75% |
| | General | Civil Construction Bricklayer Gr 1 | | | |
| | Piling | Piling Auger Machine Operator | | | |
| | Plant Operators & Drivers | Batch Plant Operator Heavy Duty Driver/ Extra Heavy Duty Driver (Articulated) Mobile Crane Operator Scraper Operator Screed Operator | | | |
| | Roads, Earthworks & Drainage | Kerblayer Pipelayer Gr 1 | | | |
| | Site Support | Assistant Surveyor Extrusion Welder | | | |
| 6 | Plant Operators & Drivers | Grader Operator (Final Levels) Sprayer Driver (Bituminous) | 58,56 | CPI + 0,75% | CPI + 0,75% |
| | Site Support | Senior Materials Tester (Field) Senior Materials Tester (Lab) Site Clerk | | | |
| | Supervisors | Team Leader Gr 2 | | | |
| 7 | Site Support | Plant Serviceman | 67,06 | CPI + 0,75% | CPI + 0,75% |
| | Supervisors | Supervisor Gr 2 | | | |
| 8 | Supervisors | Supervisor Gr 1 | 75,19 | CPI + 0,75% | CPI + 0,75% |
| 9 | Artisan | Diesel Mechanic, Fitter & Turner, Auto Electrician, Boilermaker, Spray Painter. | 84,98 | CPI + 0,75% | CPI + 0,75% |