



WAGE AND TASK GRADE COLLECTIVE AGREEMENT

PREAMBLE

This agreement was entered into by and between the members of the employer organisations and the members of the trade unions after conclusion of the industry national wage negotiations undertaken under the auspices of the Bargaining Council for the Civil Engineering Industry.

The Minister of Employment and Labour has extended this agreement to all the employers and employees in the industry that are not signatories of this agreement. This has the effect of making this agreement applicable to all employers and employees in the industry.

The following employer organisations and trade unions signed the agreement on behalf of their members:

Building, Construction and Allied Workers Union (BCAWU)

Consolidated Employers Organisation (CEO)

National Union of Mineworkers (NUM)

South African Forum of Civil Engineering Contractors (SAFCEC)

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APPLICATION AND INTERPRETATION OF AGREEMENT

1. Application of Agreement

1.1 This agreement binds:

- i. All employers in the Civil Engineering Industry that are members of the employers' organisations that are party to this agreement; and
- ii. All employees in the bargaining unit, employed in the Civil Engineering Industry who are members of the trade unions that are party to this agreement.

1.2 This agreement must be applied in the jurisdiction of the Bargaining Council for the Civil Engineering Industry throughout the Republic of South Africa.

1.3 Except as otherwise provided for in this agreement, this agreement establishes the minimum rate of pay for all scheduled employees as defined in the Conditions of Employment Collective Agreement, irrespective of whether the employee is employed in terms of an exemption from this agreement or under conditions determined by the Council.

1.4 This agreement applies to learners, only insofar as it is not inconsistent with the Skills Development Act, 1998.

1.5 Period of operation of agreement:

- i. This agreement becomes binding on the employers and employees referred to in sub-clause 1.1 once it is extended to non-parties by the Honourable Minister of Employment and Labour, in terms of Section 32 of the Labour Relations Act, 66 of 1995, from a date determined by the Honourable Minister of Employment and Labour.
- ii. This agreement shall remain in force until: **31 August 2024**.

2. Scope of Application of Agreement

2.1 '**Industry**' means the Civil Engineering Industry in which employers (other than local authorities) and employees are associated for the purpose of carrying out work of a civil engineering character normally associated with the civil engineering sector and includes such work in connection with any one or more of the following activities:

- a) The construction of aerodrome runways or aprons; aqueducts, bins or bunkers; bridges, cable ducts, caissons; rafts or other marine structures; canals, cooling, water or other towers; dams; docks; harbours; quays or wharves; earthworks; encasements; housing or supports for plant, machinery or equipment; factory or works chimneys; filter beds; land or sea defence works; mine headgears; pipelines; piers; railways; reservoirs; river works; roads or streets; sewerage works; sewers; shafts or tunnels; silos; sports fields or grounds; swimming baths; viaducts or water treatment plants; and/or
- b) Excavation and bulk earthworks; bush clearing and de-stumping; topsoil stripping; drilling and blasting; preparation of bench areas, drilling pre-split holes, blasting and/or cast-blasting; secondary blasting; loading, hauling and dumping of mineralized and/or waste material to waste dumps or processing plant feed (ROM pad) stockpiles; production dozing of top soil, inter burden or waste material; pumping and dewatering of storm and/or contaminated water, construction and maintenance of; access and haul roads; ramps; waste and processing plant feed (ROM pad) areas; safety beams; high walls; benches; storm water systems, catch drains, bund walls, surge dams; trimming, scaling or chain dragging of batters, heap-leach pads, tailings dams; dust suppression of loading areas, haul roads and dumping areas; rehabilitation of earth work areas or waste dumps; topsoil spreading, hydro-seeding and watering; and/or
- c) Excavation work or the construction of foundations, lift shafts, piling, retainings, stairwells, underground parking garages or other underground structures; and/or
- d) The asphaltting, concreting, gravelling, levelling or paving of parking areas, pavements, roads, streets, aerodrome runways or aprons, premises or sites;

and further includes: -

- e) Any work of a similar nature or work incidental to or consequent on any of the aforesaid activities; and/or

- f) The making, repairing, checking or overhauling of tools, vehicles, plant, machinery or equipment in workshops which are conducted by employers engaged in any of the activities referred to in sub-clauses (a) to (f) inclusive;

but excluding: -

- i.) Work in connection with any one or more of the activities specified in sub-clause (c) where such work, when undertaken in connection with the erection of structures having the general character of buildings and irrespective of whether or not such work involves problems of a civil engineering character, is carried out by the employers erecting such structures;
- ii.) Work in connection with any one or more of the activities specified in sub-clause (c) when undertaken as an incidental operation in connection with the erection of structures having the general character of buildings or when undertaken by the employers erecting such structures;
- iii.) Any work falling within the scope of any other industry, and
- iv.) The Mining Industry which is defined as the industry where employers and employees are associated for the purpose, directly or indirectly, for the winning, extracting, processing and refining of a mineral in, on or under the earth or water or from any residue stockpile or residue deposit.

3. Definitions and Expressions

- 3.1 Any expression used in this agreement which is defined in the Labour Relations Act, 66 of 1995, shall have the same meaning as in that Act, and any reference to an Act shall include any amendment to such Act, and unless the contrary intention appears, words importing the masculine gender shall include females; further, unless inconsistent with the context-

'Act' means the Labour Relations Act, 1995 (Act No. 66 of 1995)

‘Bargaining Unit’ shall mean the bargaining unit comprising those employees engaged in the industry in Task Grades 1 – 9 inclusive;

‘Council’ means the Bargaining Council for the Civil Engineering Industry;

‘Cross border work’ means work performed outside the borders of the Republic of South Africa.

‘CPI’ means the consumer price index as published by STATS SA regarding inflation. For the purposes of this agreement, CPI is calculated by averaging the months of April, May and June of the particular year.

‘Employee’ means –

- i.) Any person, excluding an independent contractor, who works for another person or for the state and who receives, or is entitled to receive, any remuneration; and
- ii.) Any other person who in any manner assists in carrying on or conducting the business of an employer.

‘Employer’ means any person whosoever, including a temporary employment service as defined in clause 198(1) of the Act, who employs or provides work for any person and remunerates or expressly or tacitly undertakes to remunerate him/her or who permits any person whosoever in any manner to assist him/her in the carrying on or conducting of his/her business;

‘Hourly-rated employee’ means an employee whose remuneration is calculated on an hourly basis notwithstanding the frequency of the payment thereof, and who is not a salaried employee;

‘Law’ means all constitutions; statutes; regulations; by-laws; codes; ordinances, or instructions by any Governmental Body; and the common law, and “law” will have a similar meaning;

‘Limited duration contracts of employment’ means an employer may employ an employee for a specified, limited contract period in terms of an activity or duration;

‘Minister’ means the Minister of Employment and Labour;

‘Pay’ means payment of remuneration in cash, electronic transfer, by cheque or by other means;

‘Permanent employee’ means any employee who is not an employee employed in terms of a limited duration contract;

‘Piece-work’ means any system under which an employee's remuneration is based on the quantity of work done;

‘Promulgation date’ means the date of official implementation of an aforesaid agreement/legislation

‘Salaried employee’ means an employee whose remuneration is calculated on a monthly basis notwithstanding the number of hours or days actually worked, who performs work generally understood to be that of a salaried employee, and who is not a "hourly- rated employee";

‘Wage’ means the amount of money payable to an employee in terms of Clause (6.1) in Chapter 6 of the Conditions of Employment Collective Agreement in respect of the ordinary hours of work as prescribed in Clauses 2.1 – 2.2 in Chapter 2 of the Conditions of Employment Collective Agreement. Provided that

- i.) if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in Clause (6.1) in Chapter 6 of the Conditions of Employment Collective Agreement, it means such higher amount;
- ii.) the first proviso shall not be so construed as to refer to or include any remuneration which an employee who is employed on any basis provided for in Clause (6.8) in Chapter 6 of the Conditions of Employment Collective Agreement receives over and above the amount which the employee would have received had he or she not been employed on such a basis.

- 3.2 The provisions of the Basic Conditions of Employment Act, 1997 shall apply in respect of any employer or employee in the Civil Engineering Industry in so far as a provision thereof provides for any matter that is not regulated by this agreement.

CHAPTER 1 – GENERAL

1. Administration of the Agreement

- 1.1. The Council is the body responsible for the administration of this agreement.

2. Designated Agents

- 2.1 The Minister, at the request of the Council, shall appoint one or more persons to be designated agents to assist in giving effect to the terms of this agreement, including the issuing of compliance orders requiring any person bound by this agreement to comply within 14 days.

- 2.2 A designated agent shall have all the powers indicated in section 33, 33A and Schedule 10 of the Act.

- 2.3 The Council must appoint one or more persons as designated agents to enforce and monitor compliance with this agreement, in any manner that is reasonably required to ensure compliance with this agreement, by-

2.3.1 Entering and inspecting premises;

2.3.2 Examining records; and

2.3.3 Questioning an employer or employees of the employer in any appropriate manner.

- 2.4 After each inspection of an employer's records and operations, a designated agent must prepare a report for the attention of the employer, worker representatives and, in the case of an individual complainant, the complainant and, stating-

2.4.1 The date and time of the inspection;

2.4.2 If any contraventions of the agreement were identified, a summary of the contraventions; and

2.4.3 The action that management is required to take to rectify the contraventions.

2.5 A designated agent may not make any disclosure of information in circumstances which are not permitted in terms of section 201 of the Labour Relations Act, 1995.

3. Levels of bargaining in the Industry and peace obligation

3.1 Subject to sub-clause 3.2 —

3.1.1 The Council shall be the sole forum for negotiating matters contained in this agreement;

3.1.2 During the currency of this agreement, no matter contained in this agreement may be an issue in dispute for the purposes of a strike or lock-out or any conduct in contemplation of a strike or lock-out;

3.1.3 Any provision in a collective agreement binding an employer and employees covered by the Council, other than a collective agreement concluded by the Council, that requires an employer or a trade union to bargain collectively in respect of any matter contained in this agreement, is of no force and effect.

3.2 Where bargaining arrangements at plant and company level, excluding agreements entered into under the auspices of the Council, are in existence, the parties to such arrangements may, by mutual agreement, modify or suspend or terminate such bargaining arrangements in order to comply with sub-clause 3.1. In the event of the parties to such arrangements failing to agree to modify or suspend or terminate such arrangements by the date of implementation of this agreement, the wage increases on scheduled rates and not on the actual rates shall be applicable to such employers and employees until the parties to such arrangement agree otherwise.

3.3 The provisions of these clauses shall apply equally to any trade unions not party to this agreement.

4. Attendance of worker representatives on Council committee meetings

4.1 The employer and trade union parties agree that it is important that worker representatives appointed by the trade unions, to attend Council meetings and should participate at that level.

4.1.1 To this end the trade unions will by 31 January of each year notify the companies involved, in writing, of the names and contact details of the trade union worker representatives appointed to serve on Council committees.

4.1.2 Where the company is unable, for operational or other valid reasons to accept the absence of the employee on the dates concerned it shall immediately communicate with the trade union in order that the problem is addressed.

4.1.3 Absence from the workplace to attend each scheduled meeting must be based on reasonable prior notice of the meeting to the employer supported by the presentation of the agenda of the meeting by the worker representative.

CHAPTER 2 - EXEMPTIONS

1. Provisions relating to an application for exemption:

1.1 Any person bound by this agreement may apply to the Independent Exemptions Committee of the Council for an exemption from any provision of this agreement.

1.2 Any person affected by the Independent Exemptions Committee's decision on the application may lodge an appeal to the Independent Appeal Board.

1.3 Applications for exemptions and/or appeals must be dealt with in terms of the Exemptions Collective Agreement.

CHAPTER 3 - WAGES, WAGE TABLES AND TASK GRADE INTERPRETATION

1. Wages and/or Earnings

- 1.1 Any employee who at the date of coming into operation of this agreement was in receipt of a higher rate than that prescribed in this agreement for the task grade which he/she is employed on shall continue to receive not less than such higher rate while he/she is employed by the same employer on the same task grade.
- 1.2 Every employee who on the date of coming into operation of this agreement is employed by an employer on a task grade classified in this agreement shall, whilst in the employ of the same employer and whether or not his/her actual rate of pay immediately prior to the said date was in excess of the rate specified for his/her task grade in this agreement, be paid not less than the actual rate he was receiving immediately prior to the said date plus, an additional amount for his/her task grade, as set out in the wage tables hereunder: Provided that:
 - 1.2.1 The additional amount payable in terms of this sub-clause to an employee for his task grade may be reduced by the amount of any increase or increases granted to such employee/s prior to the promulgated wage increases.
 - 1.2.2 Any employee who was engaged after the date of such promulgated increases at a rate of pay not less than the rate of pay prescribed for his/her task grade as at the date of coming into operation of this agreement, shall not be entitled to be paid the additional amount specified in this sub-clause for the employee's task grade
- 1.3 Subject to the provisions of sub-clauses 1.1 to 1.3 inclusive, no employer shall pay to the employees engaged on any of the task grades hereinafter specified in the following wage schedules, wages and/or earnings lower than those stated against such task grades and no employee shall accept wages and/or earnings lower than those stated against such task grades.
- 1.4 The payment of wages and/or earnings shall be calculated as set out in Chapter 6, Clause 6.1 in the Conditions of Employment Collective Agreement.

1.5 **IMPORTANT NOTICE:**

Wage increases in Appendix A will apply only from the date of coming into operation of this agreement. The rates on the wage rates table within the Appendix indicate the minimum wage rate an employee has to be paid for his/her specific task grade. All employees must, at the date of coming into operation of this agreement, receive either the new wage rate applicable to his/her task grade or the following across the board increase on his/her current wage rate, whichever is the greater –

1.5.1 Across the board wage increase (ATB):-

- i) In Year 1, from the date as determined by the Minister, up to 31 August 2022, employees who earn above the published rate will receive an ATB of 4.8% on their current rate.
- ii) 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.
- iii) 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%.

1.5.2 No employer shall at the date of coming into operation of this agreement reduce the rate of pay of any employee who earns more than the minimum prescribed for his/her class of work;

1.5.3 No employer shall at the date of coming into operation of this agreement pay any employee engaged on any of the classes of work specified in this agreement wages and/or earnings lower than those specified for his/her class of work.

CHAPTER 4 - APPENDICES TO THE AGREEMENT

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	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	Pipelayer Gr 2 Rakerman				
Site Support	Banksman/Rigger Assistant Junior Site Clerk Welder Semi-Skilled				
Tailings	Mudguard				
	Reclamation Attendant				

Task Grade	Occupational Group	Job Title	Hourly rate Rand per hour. From the date determined by the Minister of Labour, up to up to 31 August 2022 (4.8%)	Hourly rate Rand per hour from 01 September 2022 to 31 August 2023	Hourly rate Rand per hour from 01 September 2023 to 31 August 2024
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				

Task Grade	Occupational Group	Job Title	Hourly rate Rand per hour. From the date determined by the Minister of Labour, up to up to 31 August 2022 (4.8%)	Hourly rate Rand per hour from 01 September 2022 to 31 August 2023	Hourly rate Rand per hour from 01 September 2023 to 31 August 2024
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%