

28 July 2023

Industry Circular

To: All Employers and Employees within the Civil Engineering Industry

Wage & Allowance Increases as per BCCEI Wage and Task Grade Collective

Agreement: 1 September 2023 to 31 August 2024

We refer to the three-year settlement agreement signed on 18 October 2021, relating to wages and conditions of employment.

The parties agreed that, in Year 3, effective **1 September 2023 to 31 August 2024**, employees who earn above the published rate will receive an ATB increase of CPI plus 0.75% of their current rate.

In defining “CPI” meaning 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 applicable year.

The breakdown of CPI and wage increase for the current year is the following.

| | |
|---------------|-------------------|
| Apr-23 | 6,80% |
| May-23 | 6,30% |
| Jun-23 | 5,40% |
| Average | <hr/> 6,17% |
| Plus | 0,75% |
| Wage Increase | <hr/> <hr/> 6,92% |

Please find the breakdown for the current wage rates and the wage rates to be implemented from **1 September 2023**.

| TASK GRADE AND WAGE RATE TABLES | | | |
|--|---|--|--|
| Task Grades | YEAR 1 | YEAR 2 | YEAR 3 |
| | Hourly Rate Rand per hour | Hourly Rate Rand per hour | Hourly Rate Rand per hour |
| | From the date determined by the Minister of Labour, up to 31 August 2022 | From 01 September 2022 to 31 August 2023 - Increase 7,35% | From 01 September 2023 to 31 August 2024 - Increase 6,92% |
| 1 | 41,72 | 44,79 | 47,89 |
| 2 | 42,70 | 45,84 | 49,01 |
| 3 | 43,89 | 47,12 | 50,38 |
| 4 | 45,53 | 48,88 | 52,26 |
| 5 | 51,56 | 55,35 | 59,18 |
| 6 | 58,56 | 62,86 | 67,21 |
| 7 | 67,06 | 71,99 | 76,97 |
| 8 | 75,19 | 80,72 | 86,30 |
| 9 | 84,98 | 91,23 | 97,54 |

In addition, please take note of the revised undermentioned allowance, also effective from 1 September 2023 to 31 August 2024.

| Sleep Out & Living Out | | | |
|-----------------------------------|---|---|---|
| Allowance | YEAR 1 | YEAR 2 | YEAR 3 |
| | From the date determined by the Minister of Labour, up to 31 August 2022 | From 01 September 2022 to 31 August 2023 | From 01 September 2023 to 31 August 2024 |
| Sleep Out | R180 | R191,88 | R203,71 |
| Living Out | R1 000 | R1 100 | R1 200 |

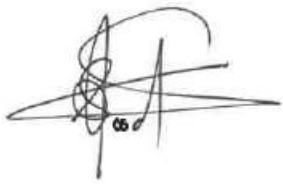
Should you be unable to meet any of the obligations contained in the respective BCCEI Collective Agreements, you are reminded of your right to apply for exemption. Also, please remember your right to apply for condonation should you not have submitted your exemption application in time.

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. (Click [here](#) to access the Exemptions Collective Agreement).

The BCCEI is aware that the published inflation figures from STATSSA were only released in July, this should be stated in the condonation application if it is one of the main reasons for late submission.

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.

Thank You

A handwritten signature in black ink, appearing to read 'Kevin Moodley', with a small '06' written below the signature.

Kevin Moodley
Acting General Secretary