

2 September 2024

Industry Circular

To: All Employers and Employees within the Civil Engineering Industry

We are pleased to announce that three of the four parties to the BCCEI have finalised a settlement agreement on 30 August 2024, relating to wages and conditions of employment.

This settlement agreement was approved by Council on 30 August 2024 by the majority Trade Union Party **National Union of Mineworkers (NUM)** and Employers' Parties **Consolidated Employers Organisation (CEOSA)** and **South African Forum of Civil Engineering Contractors (SAFCEC)**.

This is a one-year agreement which **will be effective from the date to be determined by the Minister of Employment and Labour until the 31 August 2025**.

The following are the changes on the **Conditions of Employment Collective Agreement**.

1. Allowances

1.1 Living Out Allowance

A living out allowance, whilst on the assignment, of **R1 300** per month will be paid to employees who are required to work and live away from their usual place of residence and where no accommodation is provided by the employer.

1.2 Sleep Out Allowance

A sleep out allowance of **R216,95** will be paid to employees who spend at least a night away from their usual site on authorised company business and only in the event that the employer is not providing accommodation during this period away from their usual site.

2. Changes to the Funeral cover for Limited Duration Contract employees as per 4.6 of the Conditions of Employment Collective Agreement

- “4.6.1 All employers must, whether independently or through the Council preferred fund, provide funeral benefit cover through an approved and registered policy or scheme in favour of their limited duration employees and implement such benefit at the date of coming into operation of this agreement.
- 4.6.2 The funeral benefit policy or scheme to provide minimum benefits as outlined in section 4.6.5 below.
- 4.6.3 The policy requires that employers and employees equally share the premiums for the benefits in section 4.6.5.
- 4.6.4 If the employer preferred fund offers benefits equal to the Council preferred fund, the employee's premiums must match those of the Council preferred fund. The employer has the option, through mutual agreement at the plant level, to improve benefits and that premiums are shared equally between employer and employee.
- 4.6.5 In the event of the death of a limited duration employee, his or her spouse, or his or her children, a benefit in the form of a lump sum cash payment must be provided, the value of which must be not less than in accordance with the table below or as determined by the Council from time to time:
- a) Member and spouse R 18 000.00;
 - b) Children 14 years to 21 years: R 18 000.00;
 - c) Children 6 years and older but younger than 14 years: R 13 000.00;
 - d) Children 1 year and older but younger than 6 years: R 9 000.00; and
 - e) Children younger than 1 year or stillborn: R 1 800.00
- 4.6.6 In the event of the limited duration contract of employment of an individual employee coming to an end, the funeral benefit cover will automatically lapse, and the employee will have no claim against the policy or scheme in the event of a subsequent death as is provided herein above.”

The following are the changes affecting the **Wage and Task Grade Collective Agreement**.

1. Across the board wage increase (ATB): -

From the date as determined by the Minister, **up to 31 August 2025**, employees who earn above the published rate will receive an ATB of **5.95%** on their current rate.

2. Revised Civil Engineering Industry Task Grade Wage Rates effective from the date determined by the Minister, **up to 31 August 2025**.

TASK GRADE AND WAGE RATE TABLES	
Task Grades	Year 1
	Hourly Rate From 01 Sept 2024 to 31 Aug 2025 - Increase @ 6,5%
1	51,00
2	52,20
3	53,65
4	55,66
5	63,02
6	71,58
7	81,97
8	91,91
9	103,88

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.

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

