

09 September 2026

Industry Circular

To: All Employers and Employees within the Civil Engineering Industry

The settlement agreement signed on 4 August 2025 remains in force. It covers the Wage and Task Grade Collective Agreement, published under Government Gazette No. R. 7045 on 23 January 2026, and the Conditions of Employment Collective Agreement, published under Government Gazette No. R. 7012 on 23 January 2026. Both agreements remain valid until **31 August 2028**.

Please take note of the changes effecting the period 1 September 2026 to 31 August 2027. It has been highlighted for ease of reference.

1. Wage and Task Grade Collective Agreement

1.1.1 From 1 September 2026 up to 31 August 2027, all employees will receive an ATB increase of 5.5% on their current rate.

1.1.2 From 1 September 2027 up to 31 August 2028, all employees will receive an ATB increase of 5.5% on their current rate.

1.2 The below is the minimum wage rate table for all Task Grades.

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 2 February 2026 to 31 August 2026 (6%)	From 01 September 2026 to 31 August 2027 (5,5%)	From 01 September 2027 to 31 August 2028 (5,5%)
1.	54,06	57,03	60,17
2.	55,32	58,36	61,57
3.	56,87	60,00	63,30
4.	59,00	62,24	65,67
5.	66,80	70,48	74,35
6.	75,86	80,04	84,44
7.	86,89	91,67	96,71
8.	97,42	102,78	108,44
9.	110,11	116,17	122,56

2. Conditions of Employment Collective Agreement

2.1 Allowances

2.1.1 Living Out Allowance

YEAR 1	YEAR 2	YEAR 3
From 2 February 2026 to 31 August 2026	From 1 September 2026 to 31 August 2027	From 1 September 2027 to 31 August 2028
R1 600	R1 700	R1 800

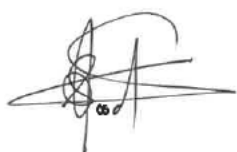
2.1.2 Sleep Out Allowance

YEAR 1	YEAR 2	YEAR 3
From 2 February 2026 to 31 August 2026	From 1 September 2026 to 31 August 2027	From 1 September 2027 to 31 August 2028
R246.95	R276.95	R306.95

Should you be unable to meet any of the obligations contained in the respective agreements, you are reminded of your right to apply for exemption. If your application for exemption is submitted late, it must be accompanied by an application for condonation.

Please take note of the deadlines contained in the Exemptions Collective Agreement, requiring an application to be made three (3) months prior to the required implementation date or within 30(days) of publication of new clause/s in the agreements.

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