

21 August 2020

Ref: 21/08/20

Industry Circular

To: All Employers and Employees within the Civil Engineering Industry

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

With reference to the three-year settlement agreement signed on the 18th June 2018, relating to wages and conditions of employment.

The parties agreed to a 7.5% wage increase across the board for the first and second year. The increase for the third year will be 7.5% or CPI, whichever is the greater. The CPI for June 2020 was 3.7% with predication of similar trends for July and August 2020. The increase of 7.5% must therefore be used.

We would like to remind all parties that this increase is to be implemented effective 1 September 2020 and, in this regard, hereunder please find the breakdown for the current wage rates and the wage rates to be implemented 1 September 2020.

Task Grade	Hourly Rate from 1 September 2019 to 31 August 2020 adjusted by 7.5%	Hourly Rate from 1 September 2020 to 31 August 2021 adjusted by 7.5% or CPI whichever is the greater
1	37,03	39,81
2	37,90	40,74
3	38,96	41,88
4	40,41	43,44
5	45,77	49,20
6	51,98	55,88
7	59,53	63,99
8	66,74	71,75
9	75,43	81,09

In addition, please take note of the revised undermentioned allowances, also effective 1 September 2020.

Night Work Allowance

Night Work Allowance as per promulgation date up to 31 August 2019	Night Work allowance as from 1 September 2019 to 31 August 2020	Night Work allowance as from 1 September 2020 to 31 August 2021
8%	8.50%	9%

Living Out Allowance

Living Out Allowance as per promulgation date up to 31 August 2019	Living Out allowance as from 1 September 2019 to 31 August 2020	Living Out allowance as from 1 September 2020 to 31 August 2021
R720.00	R800.00	R900.00

Sleep Out Allowance

Sleep Out Allowance as per promulgation date up to 31 August 2019	Sleep Out allowance as from 1 September 2019 to 31 August 2020	Sleep Out allowance as from 1 September 2020 to 31 August 2021
R100.00	R110.00	R120.00

Cross Border Allowance

Cross Border allowance as per promulgation date up to 31 August 2019	Cross Border allowance as from 1 September 2019 to 31 August 2020	Cross Border allowance as from 1 September 2020 to 31 August 2021
6%	6.50%	7%

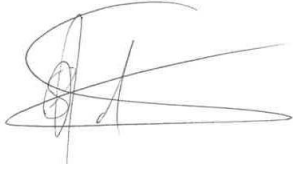
Maternity Leave Payment

Maternity Leave payment as per promulgation date up to 31 August 2019	Maternity Leave payment as from 1 September 2019 to 31 August 2020	Maternity Leave payment as from 1 September 2020 to 31 August 2021
35%	40%	43%

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).

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

