

National Office

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INDUSTRY CIRCULAR

To : All SEIFSA's Affiliated Employer Representatives; Representatives of the Trade Unions: Numsa, Mewusa, Num, Saewa and Uasa-The Union; All Regional Council Managers; All Council Agents and Mr. Jacques Calomiti (MIBFA)

From : The Office of the Council Secretary

Date : Thursday, 4 June 2026

Subject : Metals and Engineering Industries Settlement Agreement Between SEIFSA's Affiliated Employer Associations and MEWUSA, NUMSA, SAEWA, NUM and UASA-The Union for the Period 1 July 2024 to 30 June 2027

Circular No. : 2026/06

Dear Members,

A three-year Main Agreement covering terms and conditions of employment and wage increases for the period of 1 July 2024 to 30 June 2027 was signed by the following Employer Associations:

- Association of Electrical Cable Manufacturers of South Africa
- Cape Engineers' and Founders Association
- Constructional Engineering Association (South Africa)
- Electrical Engineering and Allied Industries' Association
- Electrical Manufacturers' Association of South Africa (EMASA)
- Gate and Fence Association
- Hand Tool Manufacturers' Association (HATMA)
- Iron and Steel Producers' Association South Africa
- KwaZulu- Natal Engineering Industries' Association
- Lift Engineering Association of South Africa
- Light Engineering Industries' Association of South Africa
- Non-ferrous Metal Industries Association of South Africa
- Eastern Cape Engineering and Allied Industries Association
- Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association
- S.A. Electroplating Industries Association
- S.A. Refrigeration and Air Conditioning Contractors' Association (SARACCA)
- S.A. Pump Manufacturers' Association
- S.A. Valve and Actuator Manufacturers' Association (SAVAMA)

And

- MEWUSA, NUMSA, SAEWA, NUM and UASA-The Union on 13 May 2024 and confirmed as an Industry Collective Agreement concluded in a Bargaining Council (ito s31 of LRA).

Cape Town Office 1401 14 th Floor Golden Acre Adderly Street	Dispute Resolution P.O. Box 9381 Johannesburg 2000	East London / Boarder P.O. Box 13162 Vincent, 5217	Gauteng Regional Office P.O. Box 9381 Johannesburg, 2000	George 2 nd Floor Eagles View Building 5 Progress Street	KwaZulu Natal P.O. Box 5900 Durban, 4000	Port Elizabeth/ Midlands P.O. Box 12848 Centrahill, 6006	Richards Bay P.O. Box 1563 Richards Bay, 3900	Tshwane P.O. Box 570 Pretoria, 0001	Welkom P.O. Box 30095 Moreskof, 9462	Witbank P.O. Box 3787 Witbank, 1035
L: 021 421 6140 F: 086 636 8696	L: 011 834 4660 F: 086 636 8699	L: 043 743 7790 F: 086 636 8691	L: 011 639 8000 F: 086 636 8689	L: 044 873 3200 F: 044 873 3212	L: 031 305 4761 F: 086 636 8693	L: 041 586 1542 F: 086 636 8694	L: 035 789 2084 F: 086 636 8698	L: 012 407 3700 F: 086 648 3582	L: 057 352 4142 F: 057 352 5093 086 636 8697	L: 013 658 9400 F: 086 636 8695

GENERAL INCREASES				
Rate	Current Minimum Wage Rate 2026	Increase on Scheduled Wage Rates	Increase on Scheduled Wage Rates	New Minimum Wage Rates 2027
	R c	%	R c	R c
A	109.20	5.00%	5.46	114.66
AA(6)	104.31	5.08%	5.30	109.61
AA(start)	99.76	5.17%	5.15	104.91
AB	95.44	5.25%	5.01	100.45
B	92.77	5.33%	4.95	97.72
C	89.52	5.42%	4.85	94.37
D	87.84	5.50%	4.83	92.67
DD	81.61	5.58%	4.56	86.17
DDD	78.33	5.67%	4.44	82.77
E	75.43	5.75%	4.34	79.77
F	72.85	5.83%	4.25	77.10
G	69.66	5.92%	4.12	73.78
H	66.93	6.00%	4.02	70.95

ELECTRIC CABLES (Schedule F)				
Rate	New Minimum Wage Rates 2026		Increase on Scheduled Wage Rates	New Minimum Wage Rates 2027
	R c	%	R c	R c
Rate Z	109.20	5.00%	5.46	114.66
Rate Y	86.54	5.10%	4.41	90.95
Group IX	83.15	5.20%	4.32	87.47
VIII	81.70	5.30%	4.33	86.03
VII	79.94	5.40%	4.32	84.26
VI	78.25	5.50%	4.30	82.55
V	76.51	5.60%	4.28	80.79
IV	74.73	5.70%	4.26	78.99
III	73.74	5.80%	4.28	78.02
II	71.69	5.90%	4.23	75.92
I	70.29	6.00%	4.22	74.51

STRUCTURAL ENGINEERING				
Rate	Current Minimum Wage Rate 2026		Increase on Scheduled Wage Rates	New Minimum Wage Rates 2027
	R c	%	R c	R c
5	109.20	5.00%	5.46	114.66
4	101.97	5.20%	5.30	107.27
3	91.07	5.40%	4.92	95.99
2	77.57	5.60%	4.34	81.91
1	65.80	5.80%	3.82	69.62
1(a)	55.20	6.00%	3.31	58.51

APPRENTICES				
Rate	Current Minimum Wage Rate per Week 2026		Increase on Scheduled Wage Rates	New Minimum Weekly Wage Rates 2027
	R c	%	R c	R c
First Year	2261.63	6.00%	135.70	2397.33
Second Year	2480.76	5.67%	140.58	2621.34
Third Year	2917.27	5.33%	155.59	3072.86
Fourth Year	4201.12	5.00%	210.06	4411.18

FIVE GRADE SCHEDULE				
Rate	New Minimum Wage Rates 2026		Increase on Scheduled Wage Rates	New Minimum Wage Rates 2027
	R c	%	R c	R c
5	109.20	5.00%	5.46	114.66
4	94.01	5.00%	4.70	98.71
3	80.97	5.00%	4.05	85.02
2	69.71	5.00%	3.49	73.20
1	60.08	5.00%	3.00	63.08

VEHICLE DRIVERS					
Rate	Main Agreement Symbol		Increase on Scheduled Wage Rates	Increase on Scheduled Wage Rates	New Minimum Wage Rates 2027
		R c	%	R c	R c
Forklift drivers	F	73.08	6.00%	4.39	77.47
Code 08	E	75.32	5.67%	4.03	79.35
Codes 10 & 11	DD	81.22	5.33%	4.10	85.32
Codes 13 & 14	C	88.82	5.00%	4.20	93.02

GATE & FENCE MANUFACTURING (Division D/7)				
Rate	Current Minimum Wage Rate 2026		Increase on Scheduled Wage Rates	New Minimum Wage Rates 2027
	R c	%	R c	R c
B	59.04	5.00%	2.95	61.99
C	57.74	5.19%	3.00	60.74
D	57.68	5.29%	3.05	60.73
DDD	57.28	5.43%	3.11	60.39
E	56.97	5.57%	3.17	60.14
F	56.83	5.71%	3.25	60.08
G	54.80	5.86%	3.21	58.01
H	50.25	6.00%	3.01	53.26

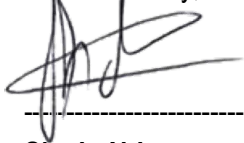
ANNEXURE H: Special Provisions Related to Construction Sites covered by a Project Labour Agreement (PLA)				
Rate	Current Minimum Wage Rate 2026		Increase on Scheduled Wage Rates	New Minimum Wage Rates 2027
	R c	%	R c	R c
5	109.20	5.00%	5.46	114.66
4	101.50	5.25%	5.33	106.83
3	90.18	5.50%	4.96	95.14
2	75.97	5.75%	4.37	80.34
2 (a)	64.42	6.00%	3.87	68.29
1	Rate 1 and 1(a) to be aligned with the wage rate applicable to the general worker rate in the bargaining council for the civil engineering industry			
1 (a)				

The wage increases for the period 1 July 26 to 30 June 27, will also be posted on the MEIBC website:
www.meibc.co.za

The wage exemption procedures is outlined in **Appendix A** attached hereof and the industry is reminded that all wage increase exemption applications **must be lodged with the relevant Regional Bargaining Council Office by no later than 31 July 2026.**

The provisions of this circular are only applicable to the above-mentioned organisations that are party to the Agreement and not applicable to non-parties employers including Consolidated Employers Organisation (CEO), National Employers Association of South Africa (NEASA), South African Engineers and Founders Association (SAEFA), Federated Employers Organisation of South Africa (FEOSA), South African United Employers Organisation (SA)UEO and the union Solidarity.

Yours faithfully,

A handwritten signature in black ink, appearing to be 'Sicelo Nduna', written over a dashed horizontal line.

Sicelo Nduna
Council Secretary