PART II

IND	EX			Page
1.	WAGI	ES AND	O/OR EARNINGS	55
2.	SuAl	bnormal	ES ce Allowances lly Dirty Work Allowance lowances	56
3.	WAGE	ΓABLES	S	57
A.	(a)	RATI	ES A TO H OPERATIONS, INCLUDING WATCHMAN'S WORK	57
	(b)	VEHI	ICLE DRIVING – EXTERNAL TRANSPORT INCLUDING	58
		FORE	KLIFT DRIVING	58
	(c)	WAG	GE RATES WITH SPECIFIC APPLICATION	59
		(1)	SCHEDULE G:	59
			Subsection (I): Learners, Rate D, Operation 1	59
			Subsection (x): Vitreous Enamelling, Operations 1(a) and (b)	59
			Subsection (d): Structural Engineering, Categories 5 to 1(a)	59
		(2)	DIVISION D/4:	60
			Rate B, Operation 1	
		(3)	DIVISION D/12	60
			Learnership rates of pay:	
			Rate B Newcomers	
			Rate C Newcomers	
			Rate D Newcomers	
		(4)	DIVISION D/19:	60
			Subsection (f), Rate A, Operation 1	
		(5)	DIVISION D/22:	61
			Subsection (b), Operation 1	
			Subsection (c), Operations 1 to 33	
		(6)	DIVISION D/23:	61
			Training period rates of pay:	
			Rate DDD Newcomers	
			Rate E Newcomers	

	(7)	DIVISION D	/24:		61
		Rate	D, Operation	on 1	
		(8) DIV	ISION E/2:		61
		Subs	ection (b) R	ate A1	
	(d)	SCHEDULE	F: WAGE	RATES	62
	(e)	APPRENTIC	E WAGE R	ATES	62
	(f)	WAGE RATE	ES APPLIC	ABLE TO OPERATIONS IN DIVISION D/7 ONLY	63
В.	For th	e period 1 July 20	009 to 30 Ju	nne 2010 (wage model)	63
C.	for the	e period 1 July 20	010 to 30 Ju	ne 2011	63
4.	TECH	INICAL SCHED	ULES:		64
	SCHE	EDULE G			64
	• S	ection (a) -	General		64
			(i)	Learners	69
			(ii)	Juveniles	70
			(iii)	Cranes and hoists	70
			(iv)	Vehicle driving – External transport including	70
				Forklift driving	
			(v)	Locomotive driving	71
			(vi)	Stationary engines	71
			(vii)	Pupil engineers and/or approved students	71
			(viii)	Watchman's work	71
			(ix)	Electrolytic finishing	71
			(x)	Vitreous enamelling	73
			(xi)	Machine engraving	73
			(xii)	Metal and/or ceramic spraying	73
	•	Section (b)-	Electric	al engineering (installation/maintenance/repair	74
			in the p	rovinces Transvaal and Natal)	
	-	Section (c)-	Saw do	ctoring and/or sharpening and/or reconditioning	76
			and/or r	repairing all types of cutting tools	
			(exclud	ing machine tools)	
	-	Section (d)-	Structur	ral engineering	77
	•	Section (e) -	Fibregla	ass boatbuilding	82
	•	Section (f) -	Patterni	making	82
	-	Section (g) -	Metal s	ervice centres	82
	•	Section (h) -	Electron	nics and/or Telecommunication Division (erection,	84
			Installa	tion, maintenance and repair in provinces of	
			Transva	aal and Natal)	
	•	Section (i) -		Felevision, Refrigeration and Related Equipment	85
		•		mestic Electrical Appliances Section	
				ation, repair and servicing)	
		Section (j) -		Operations	86
		\J/			

Schedu	ule M	87			
(I)	Machining operations	87			
(II)	Forming and/or bending and/or pressbrake operations	89			
(III)	Cutting and punching operations				
(IV)	Drilling operations	90			
(V)	Welding and soldering operations	91			
(VI)	Miscellaneous operations	91			
(VII)	Inspecting and checking operations	92			
(VIII)	Stores operations	92			
Schedu	ule D	93			
Divisio	on D/O	92			
■ Li	ight Fabricating and/or Light Manufacturing Division (n.e.s.)				
	ection (a) - General				
Se	ection (b) - Precision engineering and cutting tool manufacture				
Divisio	on D/1	94			
• A	gricultural Implement and/or Irrigation Machinery (including Windmills)				
an	nd/or Engines Manufacturing, Erecting and Assembling Division				
Divisio	on D/2	96			
Cl	hain Manufacturing Division				
Divisio	on D/3	98			
• C	ycle Manufacturing Division				
	ection (a) - General				
Se	ection (b) - Plastic operations				
Divisio	on D/4	100			
	dge hand and Small Tools (other than Precision and/or Machine Tools) and/or aw Manufacturing Division				
Divisio	on D/5	102			
■ Pr	ress knife and Cutter and Footwear Tack and Nail Manufacturing Division				
Divisio	on D/6	103			
■ Fo	oundry and/or Castings Division				
Divisio	on D/7	106			
■ G	ate and Fence manufacturing Division				
	ection (a) - Manufacturing of fencing, railings, gates, burglar-proofing and wash-line components				
Se	ection (b) - Miscellaneous Manufacturing				

Di	vision D/8	107
•	Industrial Fasteners Manufacturing division	
Di	vision D/9	113
•	Lead Products manufacturing Division	
Di	vision D/10	113
•	Manufacturing of Carbon Products Division	
Di	vision D/11	114
•	Electrical Element Manufacturing Division	
Di	vision D/12	115
•	Windows and/or Doors and/or Flyscreens and/or Louvres and/or	
	Burglars Bars manufacturing Division	
	Learnership periods and rates of pay therefore	
Di	vision D/13	118
•	Neon Signs and/or electric and/or Fluorescent Lamp Manufacturing	
	And Assembling Division	
Di	vision D/14	120
•	Conversion of plastic Polymer, including the Manufacture of Articles or Parts	
	of Articles Wholly or Mainly Made of Plastic, including the In-House	
	Printing of such articles by the Manufacturer	
Di	vision D/15	122
•	Spring Manufacturing Division	
Di	vision D/16	123
•	Steel Reinforcement Division	
Di	vision D/17	125
•	Tungsten Carbide Tipped Drilling Equipment Manufacturing Division	
D:	vision D/18	126
DI` ■	Wire Drawing and/or Working and/or Weaving and/or	120
	Forming Manufacturing Division	
	Section (a) - Wire drawing	
	Section (b) - Wire drawing die manufacturing	
	Section (c) - Wire working and/or weaving and/or forming	
	and/or fabrication	

Div	ision D/19		128
•	Wire and Wire Rope	Manufacturing Division	
	Section (a) -	Cable stranding plant	
	Section (b) -	Fibre core making plant	
	Section (c) -	Wire drawing plant	
	Section (d) -	Wire drawing die manufacture	
	Section (e) -	Wire galvanizing plant	
	Section (f) -	Wire rope making plant	
	Section (g) -	Wire rope splicing plant	
	Section (h) -	Drum making plant	
	Section (i) -	Miscellaneous	
Div	ision D/20		131
•	Tube and/or Pipe Ma	nufacturing division	
Div	ision D/21		134
•		ng Remanufacture and/or Assembly of Domestic	
	and/or portable Appli	ances Division	
Div	ision D/22		136
•	Sheetmetal Manufact	ruring Division	
	Section (a) -	General	
	Section (b) -	Hollowware manufacturing operations	
	Section (c) -	Woodworking operations when performed conjointly with	
		metal furniture manufacture	
Div	ision D/23		140
•		mmunications and/or Telecommunications Manufacturing	
	Division (including A	Assembly and/or Erection)	
•	_	ctrical and/or electronic components for sale in bulk	
•	Training periods and	rates of pay therefore	
Div	ision D/24		146
•	Tungsten Carbide To	ol Manufacture Division	
ъ.	:.:		1.47
D1V	ision D/25	on I Comment of Man Contain Division	147
:	Exclusion of operation	and Components Manufacturing Division	
-	Exclusion of operation	nis	
Div	ision D/26		150
•	Elevator and/or Escal	lator Manufacturing Division	
Div	ision D/27		152
•	Locomotive Manufac	eturing Division	102
	Section (a) -	Electrical work and related activities	

	Section (b)	-	Mechanical work and related activities		
	Section (c)	-	Painting and related activities		
	Section (d)	-	Woodworking and related activities		
Di	vision D/28			156	
-	Railway Wa	igon M	anufacturing		
	Section (a)	-	Electrical work and related activities		
	Section (b)	-	Mechanical work and related activities		
Di	vision D/29			160	
-	Electrical En	ngineer	ring Division (n.e.s.)		
	Section (a)	-	Transformers		
	Section (b)	-	Motors		
	Section (c)	-	Switchgear and accessories		
	Section (d)	-	Field work		
	Section (e)	-	General electrical		
	Section (f)	-	General mechanical		
Di	vision D/30			167	
•	Bright Bar N	Manufa	cturing Division		
Di	vision D/31			168	
-	Forging Div	ision			
	Section A	-	Closed-die forging (closed impression forging)		
	Section B.1	-	Open-die forging on hammers		
	Section B.2	-	Open-die press forging		
Di	vision D/32			169	
•	Radio, Telev	vision a	and Related Equipment Manufacturing Division		
Di	vision D/33 -		Manufacturers of metal containers	170	
Sc	hedule E/1			175	
-	Coaching St	ock Di	vision		
	Section (a)	-	Electrical work and related activities		
	Section (b)	-	Mechanical work and related activities		
	Section (c)	-	Woodworking and related activities		
	Section (d)	-	Painting and related activities		
Di	vision E/2			179	
-	Burglar and other similar alarm systems Division (Manufacture, Installation,				
	Repair and Servicing)				
	Section (a)	-	Manufacturing section		
	Section (b)	-	Installation work		

	Section (c)	-	Stand-	by duty for employees engaged on Rate A1 worker	
Sc	hedule E/3				181
•	Industrial Re	frigerati	ion and A	Air Conditioning Industry Division	
	Section (a)	-	Manuf	facture and fabrication (shopwork)	
	Section (b)	-	Install	ation section	
			(i)	General	
			(ii)	Piping	
			(iii)	Ductwork	
			(iv)	Insulation	
			(v)	Electrical	
			(vi)	Pneumatic	
Sc	hedule F				187
•	Manufacture	and/or l	Re-manı	ufacture of Electric Cable and/or Electrical	
	Conductors (excludii	ng Busb	ars)	
	Section (a)	-	Excep	tions	
	Section (b)	-	Emplo	yment at Group Z work	
Αľ	NNEXURE A				189
Se	curity of Emplo	yment	and Sev	erance Pay	
1.	Retrench	ments a	and/or re	edundancies	
2.	Lay-offs				
3.	Limited	Duratio	n Contra	acts of Employment	
	Contract	of Emp	oloymen	t	
ΑN	NNEXURE B				197
•	Five Grade Jo	ob and V	Wage St	ructure	
•	Industry Trai	ning Iss	sues		
ΑN	NNEXURE C				201
•	The Skill Def	finitions	accomp	panying the New Five Grade Structure	
•	Five Grade S	tructure	;		
Al	NNEXURE D				205
•	Productivity	Bargain	ing		
•	Objective				
•	Productivity	Guideli	nes		
ΑN	NNEXURE E				206
•	Employee Sh	nare op	tion Pai	rticipation Schemes (ESOPS) and the requirements of	
	the Broad-Ba	ased bla	ack Eco	nomic Empowerment Act (BBBEE Act)	
ΑN	NNEXURE F				209
•	Code of Good	d Practi	ce on Ke	ey Aspects of HIV/AIDS and Employment	
ΑN	NNEXURE G				220
•	Attendance o	f worke	r Repres	sentatives on National and Regional Bargaining	
	Council Com	mittees			
ΑN	NNEXURE H				221

5.

Special Provisions Limited to Construction Sites