

HAPPY HOLIDAYS



Bargaining Council News (BCCEI)

Civil Engineering remains the cornerstone of infrastructure development and economic growth, embodying a wide range of projects from roads, bridges, dams and urban development. BCCEI plays a vital role in maintaining harmony, setting standards and ensuring fair practice.

Facilitating fair employment practices is a fundamental responsibility of BCCEI. One of its primary roles is to negotiate and enforce collective agreements that cover wages, working hours and other employment conditions. This ensures a level playing field for employers and employees in the industry.

The bargaining council held their roadshow on 29 August 2025. Topics included:

- Wage Negotiations
- Dispute Resolutions Centre Developments
- Case Law Update
- Changes to Conditions of Employment
- Wages & Task Grade Agreement
- Exemption Processes
- Initiatives to Combat Extortion

BCCEI National Negotiations 2025

The BCCEI stakeholders (NUM, BCAWU, CEO and SAFCEC) started 2025 negotiations on 2 April 2025. The SAFCEC team included Mike Sikhakhane, Ruth Maseko, Dazerene du Plessis and Malachi Molawa as main members, with Frangy Lelake, Geoff Kemper and Queen Magoro as observers.

After 4 rounds of negotiations, parties deadlocked but reached settlement on 4 August 2025, covering Wage & Task Grade and Conditions of Employment Agreements, valid until 31 August 2028.



Signing: 4 August 2025

Current agreements were extended for six months, until 28 February 2026 or promulgation date, whichever occurs first.

Membership & Events

New Members

A warm welcome to all new members who joined SAFCEC during 2025.

Meetings Held

Western Cape

Construction Extortion Conference/AGM

Kwa-Zulu Natal

Branch Meeting/AGM

North Branch

Hybrid AGM

SANRAL attended North Branch AGM on 2 October 2025 presenting upcoming projects.

KZN MANCO Team elected 04 November 2025.

Golf Days 2025

North Branch

30 October 2025

Western Cape

07 November 2025

Kwa-Zulu Natal

07 November 2025

Special thanks **to all sponsors and players for their support!**

Golf Day Sponsors & Winners

KwaZulu-Natal



Winner: Stef Stocks

Sponsors:

Kaytech
Bazabona Supply Chain
Thuba Construction
Izulu Reinforcing
Foton
Furkin Good Civils
Aragon Kusela
Metier Mixed Concrete

North Branch



Winner: Kufanikwa

Sponsors:

Stef Stocks
Avenir Holding
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Dynamic Fluid Control
Durapi Innovation
Lubocon
PPC Group
SACPCMP
Unik Civil Engineering
Membersavi

Western Cape



Winner: Umzali

Sponsors:

Much Asphalt
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Power Construction
Afrimat
Martin & East
National Asphalt
Peri Formwork
Colas South Africa
Civil 2000
Asla Construction

Industry News

Minister Dean Macpherson welcomed Q3 economic data showing 0.1% growth in construction after three consecutive quarters of decline. The Quarterly Labour Force Survey showed 130,000 jobs created in construction, nearly half of all S.A. jobs during this period.

This emergency recovery demonstrates that reform efforts across the public-infrastructure system are taking effect. Strengthened procurement oversight, decisive action on non-performing contractors, improved project preparation through ISA, and reduced construction-mafia work stoppages have restored confidence.



"This is not yet the finish line, but it is a clear indication that construction is moving in the right direction. Our task now is to consolidate this early momentum, accelerate reforms, and increase infrastructure investments to drive economic growth and job creation."

The South African Construction Action Plan (SACAP) reforms have laid the foundation for longer-term stability by introducing measures to professionalise the sector, strengthen governance, and improve accountability across the delivery chain.

Safety, Health, Environment, Risk & Quality

Legislative Updates

SHERQ-related legislative news continues to be shared through newsletters, discussed during meetings, and workshopped where necessary, ensuring compliance translates into meaningful action.

Industry Collaborations 2025

Key partnerships: SAIOSH, A-OSH, Business Against Crime, Legricon, CIOB, MBA branches, ACHASM, BCIMA, FEM, SACPCMP, Stellenbosch Business School, Cape Chamber of Commerce, Women in Business, SARF, SAICE, CESA, Government, City Councils, SANRAL, Bargaining Councils, and associated members.

Recent Incident Trends

- Struck-by incidents (vehicles, equipment, falling materials)
- Excavation hazards (collapses, poor shoring)
- Flag person collisions

Key Lessons

- Pre-task planning is critical
- Communication gaps are common factors
- Year-end fatigue increases risk

Thank you for being more than just compliant - for demonstrating that safety is "care-in-action." Every incident prevented is a life protected.

Safety is not seasonal. The year may be winding down, but our responsibility to ourselves and each other never takes a holiday.

Office Shutdown

The annual shutdown date issued by the Bargaining Council for 2025 is 11 December 2025.

SAFCEC Offices will be closed from:

Friday, 12 December 2025

to

Monday, 6 January 2026

**SAFCEC wishes all members and their families
a safe and enjoyable festive season**

