Eskom Generation

Complete all tabs

Tab	Description
1.1. Labour rates: Core Crew	Complete the hourly rates in R/hr for all the roles in the Service Informance
1.2. Labour rates: Outage Crew	Complete the hourly rates in R/hr for all the roles in the Service Informance
Sevices NOT generally required on Core Crew will be apllied via the Outage Crew rate if and when required.	
Note : Price participating power stations as defined in the works information for each respective cluster.	

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Skill and Qualification relating to Artisan Definition & Qualification	
1	The Contractor commits to align with the Employer's strategy to supply qualified artisans. Both Parties recognize the value of experience embedded in the Contractor's existing workforce as it relates to unqualified but experienced skilled personnel. The Employer agrees that the Contractor can make use of the unqualified but experienced skilled personnel on the following basis, for a period not exceeding 3 years from commencement date of the contract.
2	Where the Contractor selects to make use of the remaining unqualified but experienced skilled personnel, this needs to be communicated and permission granted prior to execution of the work where such permission shall not be unduly withheld, where prior approval has been granted, a list of names and identification numbers need to be submitted quarterly to the Service Manager.
3	The Employer has the right to check or request supporting documents including qualifications related to personnel being brought to the site to perform the work. If the Contractor fails to provide requested information, the Employer has the right to pay the semi-skilled rate for the affected personnel.
4	The Contractor communicates this by supplying a list of unqualified but experienced skilled personnel to demonstrate that:
5	Unqualified Fitters have at least 5 years technical/practical product experience, where fitters have less than five years' experience then the semi-skilled rate will be charged.
6	Coded welders have passed a practical test for the applicable welding procedure which confirms competency
7	The Parties agree, in terms of the Employment Equity Act and the Metal and Engineering Industries Bargaining Council main agreement, that the tasks performed by the above skills-sets be charged in line with the artisan rate stipulated in the Contract.
8	The Contractor will continue to encourage skilled experienced personnel from within the current workforce to obtain applicable qualification.

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Attachment C

No.	Designation	Type of Worker	Base rates source	MEIBC/ECSA/Other Grade/Category	Base_Rate R/hr	Provident %	SickFund %	Leave Enhancement %	PPE Admin %	Overheads %	Admin Levies	Subsistence allowance	Margin %	Rate excl. Margin	Margin	NormalRate (All inclusive)
1	Supervisor (includes Welding Supervisor)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
2	Artisan / Welder (Includes B-Class Welder,Fitter,Pipe Fitter)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
3	Assistant (Labourer)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
4	Specialised Welder (A-Class applicable for Level 1 plant Fans only)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
5	Semi-Skilled (Hoist Drivers)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
6	Semi-Skilled (Fork lift Drivers)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
7	Semi-Skilled (Crane Drivers)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
8	Hot Work Observer				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
9	Planner				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
10	Rigger (above 5 Ton)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
11	Axial Flow Supervisor				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
12	Axial Flow Fitter (where Applicable)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
13	Axial Flow Semi Skill (where Applicable)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
14	Axial Flow Assistant (where Applicable)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
15	Site Manager				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
16	Service Engineer (Balance and Alignment Technician)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
17	Engineer, Design Engineer,Test Engineer				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
18	Draughtsman				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00

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No.	Designation	Type of Worker	Base rates source	MEIBC/ECSA/Other Grade/Category	Base_Rate R/hr	Provident %	SickFund %	Leave Enhancement %	PPE Admin %	Overheads %	Admin Levies	Subsistence allowance	Margin %	Rate excl. Margin	Margin	NormalRate (All inclusive)
1	Supervisor (includes Welding Supervisor)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
2	Artisan / Welder (Includes B-Class Welder,Fitter,Pipe Fitter)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
3	Assistant (Labourer)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
4	Specialised Welder (A-Class applicable for Level 1 plant Fans only)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
5	Semi-Skilled (Hoist Drivers)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
6	Semi-Skilled (Fork lift Drivers)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
7	Semi-Skilled (Crane Drivers)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
8	Hot Work Observer				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
9	Planner				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
10	Rigger (above 5 Ton)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
11	Axial Flow Supervisor				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
12	Axial Flow Fitter (where Applicable)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
13	Axial Flow Semi Skill (where Applicable)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
14	Axial Flow Assistant (where Applicable)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
15	Site Manager				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
16	Service Engineer (Balance and Alignment Technician)				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
17	Engineer, Design Engineer,Test Engineer				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00
18	Draughtsman				R0.00	0%	0%	0%	0%	0%	R0.00	R0.00	0%	R0.00	R0.00	R0.00

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Attachment C

Resource Rates

			Core Crew		Outage Crew	
No.	**Description/Designation**	**Abbreviation in Task Menu**	**Hourly Rates Normal Time**	**Basic Rate Normal Time**	**Hourly Rates Normal Time**	**Basic Rate Normal Time**
1	Site Manager					
2	Supervisor (includes Welding Supervisor					
3	Clerk (Includes Time Clerk Admin Clerk)					
4	Storeman					
5	QC Inspector					
6	Safety Officer					
7	Hot Work Observer					
8	Planner					
9	Rigger (above 5 Ton)					
10	Axial Flow Fan Supervisor					
11	Engineer, Design Engineer,Test Engineer					
12	Draughtsman					
13	Service Engineer (Balance and Alignment Technician)	SE				
14	Artisan / Welder (Includes B-Class Welder,Fitter,Pipe Fitter)	A				
15	Assistant (Labourer)	L				
16	Specialised Welder (A-Class applicable for Level 1 plant Fans only)	W				
17	Semi-Skilled (Includes Hoist Drivers,Fork lift Drivers and Crane Drivers)	S/S				
18	Axial Flow Fan Fitter (were Applicable)	A				
19	Axial Flow Fan Semi Skill (were Applicable)	S/S				
20	Axial Flow Fan Assistant (were Applicable)	L				
	Sevices NOT generally required on Core Crew will be apllied via the Outage Crew rate if and when required.					
	All cost related to internal functions / resources, if required, must be accounted for in the rates within the menu price list.					
	These are seen as overheads and suppliers are expected to optimise on these resources depending on circumstances.					
	* Items in Blue are charged under the menu price list					

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Attachment C

Accomodation Rates Per Person, Per Station Per Day														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Station	**Arnot**	**Camden**	**Duvha**	**Grootvlei**	**Hendrina**	**Kendal**	**Kriel**	**Kusile**	**Lethabo**	**Majuba**	**Matimba**	**Matla**	**Medupi**	**Tutuka**
Managerial														
Non Managerial														

* Accomodation only applies to Outage related scopes, and personal not local to site.
* Unskilled labour must be employed from local to site, and will not attract accomodation.

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Attachment C

Travelling Rates Per Station														
Rate/km	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Station	**Arnot**	**Camden**	**Duvha**	**Grootvlei**	**Hendrina**	**Kendal**	**Kriel**	**Kusile**	**Lethabo**	**Majuba**	**Matimba**	**Matla**	**Medupi**	**Tutuka**
Vehicle / Bakkie														
Standard Distance in Km to each station														

Travelling Rates Per Station														
R/Km per person	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Station	**Arnot**	**Camden**	**Duvha**	**Grootvlei**	**Hendrina**	**Kendal**	**Kriel**	**Kusile**	**Lethabo**	**Majuba**	**Matimba**	**Matla**	**Medupi**	**Tutuka**
Mass Transport (Kombi)														
Standard Distance in Km Local to site Labour														
Standard Distance in Km Non Local to site Labour														

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