

11 November 2019

CIRCULAR TO THE INDUSTRY

**PROMULGATION OF THE SCHEDULE OF CORRECTIONS ON THE COUNCIL'S
MAIN COLLECTIVE AGREEMENT**

Increases on Dual Driver Subsistence Allowance

The Dual Driver Subsistence Allowance increases was not included on the Council's Main Collective Agreement promulgated on the 25 March 2019. Thus, Parties to the Council requested the Minister of Employment and Labour to amend the Main Collective Agreement so as to include Increases on Dual Driver Allowance.

The Minister has now promulgated, in Government Gazette No. 42788 of 25 October 2019, the amendments to the Main Collective Agreement with inclusion of the Dual Driver Subsistence Allowance Increases. The promulgated amendments will be applicable **with effect from 04 November 2019**.

Accordingly, the dual driver subsistence shall be as follows:

- (i) Year 1: (04 November 2019 until 29 February 2020)
R235.44 per day (3 meal allowances of R30.12 each and base portion of R145.08 per shift) subject to Clause 67A of this agreement.
- (ii) Year 2: (From 1 March 2020 until 28 February 2021)
R253.10 per day (3 meal allowances of R32.38 each and base portion of R155.96 per shift) subject to Clause 67A of this agreement.
- (iii) Year 3: (From 1 March 2021 until 28 February 2022)
R272.08 per day (3 meal allowances of R34.81 each and base portion of R167.66 per shift) subject to Clause 67A of this agreement.

Clause 56: Bargaining Unit

Parties to the Council resolved to amend Clause 56(2) of the Main Collective Agreement by removing the threshold as stipulated in Section 6(3) of the Basic Conditions of Employment Act as determining factor on whether employee falls within extended bargaining unit.

Accordingly, find below the revised definition of EBU employee:

“Extended bargaining unit employees shall exclude employees within the traditional bargaining unit. It shall mean employees whose jobs are graded up to the C1 band that are involved in the administration of the operations of road freight logistics, warehousing and fleet maintenance and with reference to the categories listed in Schedule 7 of the Main Collective Agreement”.

Parties to the Council further resolved to amend Clause 56 by extending powers of Agents appointed by Council. In this regard, Agents are now empowered to conduct an investigation on job description of an employee who is graded above C1 band but earning less than the minimum of a job category graded at C1 band or below.

For reference purposes, kindly note that the Schedule of the Corrections which was promulgated by the Minister on the 25 October 2019 will be published on the Council website www.nbcrfli.org.za under Main Collective Agreements.

For any queries, please do not hesitate to contact your Designated Agent.

(This document has been sent electronically and is therefore not signed)

Yours Sincerely,

Musa Ndlovu

National Secretary

