

06 February 2020

CIRCULAR TO THE INDUSTRY

**INCREASES ON MINIMUM WAGES, ACROSS THE BOARD INCREASES AND
INCREASES ON ALLOWANCES**

Kindly be advised that the following increases on minimum wages, across the board increases and increases in allowances are applicable for the period 01 March 2020 to 28 February 2021.

1. TABLE ONE: MINIMUM WAGES AND WAGE INCREASES: GRADES 1 TO 5: (except where otherwise indicated for specific grades i.e. in Courier and CIT) from 1 March 2020 until 28 February 2021

1 Category Code	2 Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	3 Grade	4 Patterson Grade	5 Across the board Increase	6 Adjusted Minimum Wage per week (1 March 2020)
1 42 3 27	General worker..... General worker, repair shop..... Packer/Loader, grade I..... Security guard.....	1.	A Band A Band A Band A Band	7.5%	R1 563.14
5 6 2 22 24 46	Motorcycle/Motor Tricycle Driver..... Light Motor Vehicle Driver..... Checker, grade I..... Loader Operator, grade II..... Mobile Hoist Operator, grade II..... Packer/Loader, grade II.....	2.	B1 B1 B1 B1 B1 B1	7.5%	R1 717.48
7 8 44 19 23 47 21 20 26 15	Medium Motor Vehicle Driver (articulated)..... Medium Motor Vehicle Driver (rigid)... Artisan Assistant..... Gantry Crane Operator, grade I..... Mobile Hoist Operator, grade I..... Checker, grade II..... Loader Operator, grade I..... Gantry Crane Operator, grade II..... Storeman (workshop)..... Team Leader.....	3.	B2 B2 B2 B2 B1 B2 B2 B1 B2 B2	7.5%	R2 076.15
10 11 12	Heavy Motor Vehicle Driver (articulated)..... Heavy Motor Vehicle Driver (rigid).... Extra-heavy Motor Vehicle Driver (articulated).....	4.	B3 B3 B3	7.5%	R2 328.99

13	Extra-heavy Motor Vehicle Driver (rigid).....		B3		
18	Dispatch Clerk.....		B3		
14	Ultra-heavy Motor Vehicle Driver.....	5.	B4	7.5%	R2 775.23
45	Semi-skilled Artisan.....		B4		
49	Storeman (warehouse).....		B4		

Application of Wage Increases from 1 March 2020 until 28 February 2021 for

Grades 1-5

- Across the board increases of 7.5% on actual wage shall be awarded to all employees mentioned in grades 1 to 5 above, who were in the employ of an employer prior to 1 March 2020.
- The across the board increase must apply on the current wages before the adjustment of the minimums.

2. TABLE TWO: MINIMUM WAGES AND WAGE INCREASES: GRADES 1 TO 5: (except where otherwise indicated for specific grades i.e. in CIT) from 1 March 2020 until 28 February 2021

1 Category Code	2 Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	3 Grade	4 Patterson Grade	5 Across the board Increase	6 Adjusted Minimum Wage per week (1 March 2020)
1 42 3 27	General worker..... General worker, repair shop..... Packer/Loader, grade I..... Security guard.....	1.	A Band A Band A Band A Band	7.5%	R1 563.14
5 6 2 22 24 46	Motorcycle/Motor Tricycle Driver..... Light Motor Vehicle Driver..... Checker, grade I..... Loader Operator, grade II..... Mobile Hoist Operator, grade II..... Packer/Loader, grade II.....	2.	B1 B1 B1 B1 B1 B1	7.5%	R1 705.07
7 8 44 19 23 47 21 20 26 15	Medium Motor Vehicle Driver (articulated)..... Medium Motor Vehicle Driver (rigid).... Artisan Assistant..... Gantry Crane Operator, grade I..... Mobile Hoist Operator, grade I..... Checker, grade II..... Loader Operator, grade I..... Gantry Crane Operator, grade II..... Storeman (workshop)..... Team Leader.....	3.	B2 B2 B2 B2 B1 B2 B2 B1 B2 B2	7.5%	R2 063.75
10 11 12 13 18	Heavy Motor Vehicle Driver (articulated)..... Heavy Motor Vehicle Driver (rigid)..... Extra-heavy Motor Vehicle Driver (articulated)..... Extra-heavy Motor Vehicle Driver (rigid)..... Dispatch Clerk.....	4.	B3 B3 B3 B3 B3	7.5%	R2 328.99
14 45 49	Ultra-heavy Motor Vehicle Driver..... Semi-skilled Artisan..... Storeman (warehouse).....	5.	B4 B4 B4	7.5%	R2 775.23

**Application of Wage Increases from 1 March 2020 until 28 February 2021 for
Grades 1-5**

- a) Across the board increases of 7.5% on actual wage shall be awarded to all employees mentioned in grades 1 to 5 above, who were in the employ of an employer prior to 1 March 2020.
- b) The across the board increase must apply on the current wages before the adjustment of the minimums.

3. TABLE THREE: CASH IN TRANSIT CHAMBER MINIMUM WAGES:

GRADES 3 TO 6: (except where otherwise indicated for specific grades i.e. in Courier) from 1 March 2020 until 28 February 2021

1 Category Code	2 Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	3 Grade	4 Patterson Grade	7 Adjusted Minimum Wage per week (1 March 2020)
50	Vehicle Guard.....	3.	B2	R3 270.32
51	Custodian.....	5.	B4	R3 750.89
41	Security Officer III.....	6.	B3	R2 716.61
40	Security Officer II.....		B3	R3 270.32
39	Security Officer I.....		B4	R3 270.32

- a) Across the board increases of 7.5% on actual wage shall be awarded to all employees, mentioned in grades 3, 5 and 6 above, who were in the employ of an employer prior to 1 March 2020.
- b) The across the board increase must apply on the current wages before the adjustment of the minimums.

4. TABLE FOUR: Extended Bargaining Unit Employees must be awarded the following across the board increases as from 1 March 2020 until 28 February 2021

Employees	Across the Board Increase
Current EBU up to Patterson Grading B4	7.5%
Current EBU Patterson Grading C1	6.5%

Please note:

- a) The across the board increases referred to in the above table four shall be granted on actual wage as from 1 March 2020.

5. Extended Bargaining Unit Employees engaged in the Cash-in-Transit Sector must be awarded the following across the board increases as from 1 March 2020 until 28 February 2021 on actual wage:

- (i) 7.5% in respect of all EBU employees up to Paterson Grading B4.
- (ii) 6.5% in respect of all EBU employees in Paterson Grading C1.

Please note:

- a) *Across the board increases referred to above shall be granted on actual wages as from 01 March 2020.*

6. ALLOWANCES:

(A) Night-shift Allowance

The Night-shift Allowance is payable in terms of Clause 16 of the Main Agreement.

The following Night-shift Allowances shall be payable to employees for whom minimum wages are prescribed:

Category of Employee	Period: From 1 March 2020 to 28 February 2021
Employees who perform more than one hour of night work	An allowance of R12.90 beyond one hour and R2,33 for every hour in excess thereof; or by a reduction of ordinary hours of work

(B) Subsistence and Cross Border allowance

(i) Subsistence Allowance

The Subsistence allowance payable in terms of clause 36A of the Main Agreement, must be paid as per the schedule hereunder:

Subsistence Allowance: Period: From 1 March 2020 until 28 February 2021
(a) R46.69 for each period of absence within the borders of the Republic of South Africa
(b) R40.34 for each of the three daily meal intervals during such absence. Total R121.01

(ii) Cross Border Allowance

The Cross Border Allowance payable in terms of clause 36B of the Main Agreement, must be paid as per the schedule hereunder:

Cross Border Allowance: Period: From 1 March 2020 until 28 February 2021
(a) R117.50 for each period of absence outside the borders of the Republic of South Africa;
(b) R72.59 for each of the three daily meal intervals during such absence. Total R217.76

(C) Dangerous Goods Driver Limitation of Hours Allowance

The allowance for Dangerous Goods Drivers must be payable in terms of Clause 60 of the Main Agreement.

The allowance for Dangerous Goods Drivers payable as from 1 March 2020 until 28 February 2021 shall be as follows:

- (i) R114.16 if the client restricts the driver's hours of work to 12 hours or less.
- (ii) R73.39 if the client restricts the driver's hours of work to 13 hours or less, but not less than 12.
- (iii) R40.78 if the client restricts the driver's hours of work to 14 hours or less, but not less than 13.

(D) Dual Driver Subsistence

The Dual Driver Subsistence allowance is payable in terms of Clause 67A of the Main Agreement.

The Dual Driver Subsistence allowance as from 1 March 2020 until 28 February 2021 shall be as follows:

- (i) R253.10 per day (three meal allowances of R32.38 each and base portion of R155.96 per shift) subject to Clause 67A of the Main Agreement.

Should you require any assistance please do not hesitate to contact your local Designated Agent.

Yours Sincerely

Musa Ndlovu

National Secretary

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