

05 February 2018

CIRCULAR TO THE INDUSTRY

MINIMUM WAGES AND ACROSS THE BOARD INCREASES IN THE ROAD FREIGHT AND LOGISTICS INDUSTRY

1. Please be advised that the following minimum wages are applicable for period 01 March 2018 to 28 February 2019:

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 New Minimum Wage per week	6 Across the Board Increase
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	R1 269.45	8.5%
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	R1 434.94	8.5%
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 B1 B2 B2 B1 B2 B2	R1 768.59	8.5%
10 11 12 13	Heavy Motor Vehicle Driver (articulated)..... Heavy Motor Vehicle Driver (rigid) Extra-heavy Motor Vehicle Driver (articulated)..... Extra-heavy Motor Vehicle Driver (rigid).....	4.	B3 B3 B3 B3	R2 026.87	8.5%

18	Dispatch Clerk.....		B3		
14	Ultra-heavy Motor Vehicle Driver...	5.	B4		
45	Semi-skilled Artisan.....		B4	R2 350.82	8.5%
49	Storeman (warehouse).....		B4		
50	Vehicle Guard.....	3.	B2	R2 808.53	8.5%
41	Security Officer, III.....	6.	B3	R2 340.60	
40	Security Officer, II.....		B3	R2 808.53	8.5%
39	Security Officer, I.....		B4	R2 808.53	
51	Custodian.....	5.	B4	R3 276.17	8.5%

2. Across the board increases of 8.5% on actual wage shall be awarded to all employees, mentioned in grades 1 to 6 above, who were in the employ of an employer prior to 1 March 2018.
3. Extended Bargaining Unit Employees must be awarded the following across the board increases as from 1 March 2018 on actual wage:

Employees	Across the Board Increase
Current EBU up to Patterson Grading B3	8.5%
Current EBU Patterson Grading B4 to C1	7.5%

4. Extended Bargaining Unit Employees engaged in the Cash-in-Transit Sector must be awarded the following across the board increases as from 1 March 2018 on actual wage:
 - (i) 8.5% in respect of all EBU employees up to Paterson Grading B3.
 - (ii) 7.5% in respect of all EBU employees between Paterson Grading B4 to C1.
5. 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)