

30 September 2020

CIRCULAR TO THE INDUSTRY

JOB GRADING FOR ABNORMAL LOADS DRIVERS & TANKER DRIVERS

1. Subsequent to the circular that was issued on 02 October 2018 regarding the job grading and implementation date of the Abnormal Loads Driver position, the Council has since conducted an independent review in respect of the outcomes of job grading for the Abnormal Loads Driver and the Tanker Driver positions. The purpose of the review was to assist the industry to identify differences between the two positions in so far as the nature and level of work performed by these two positions is concerned.
2. Hence, the review considered the nature and level of work performed by the Abnormal Loads Driver and the Tanker Driver, and thereafter an assessment of the worth of these positions through a job evaluation exercise.
3. The positions were reviewed by an independent service provider based on the job content using the Paterson grading methodology.
4. Following a review of the content of the positions, it was found that there were minor differences in the nature of these positions, and in particular, the level of skills required to perform the job. Hence, both positions were graded at C1 with minimum wages of R 14 642.58.
5. In this regard, kindly find herein job descriptions, job grade and minimum wages of the Abnormal Loads and Tanker Driver positions. However, it should be noted that the qualification requirements apply to future employment and not to current employees.

Job Title	Short Description	Qualifications/ Experience	Skills and Knowledge	Job Grade	Minimum Wages
Abnormal Loads Driver	<ul style="list-style-type: none"> Meticulously steer and drive an abnormal truck with a gross mass of 150,000 tons, carrying load delivered to a customer. Ensure timely and safe delivery of consignments to specified delivery points. Perform pre and post vehicle inspection to ensure mechanical, safety, and emergency equipment is in good working order. Confirm the size and the measurements of the consignment upon loading. Ensure complete loading and offloading of the consignment with no damages either on the vehicle or the goods. Ensure timely and safe loading of the consignment in accordance to specified safety standards and national road traffic regulations. Record and update travel sheet upon on arrival and departure. Ensure vehicle is clean and safe to operate at all times. Acts as face of company and sign-off on paper work at client premises. Comply with company and policies and customer site rules and regulations. 	Grade 12 / Matric A valid code 14 drivers' licence with PrDP 3 years relevant experience	<p>Handling and transporting abnormal load / goods.</p> <p>Occupational health and safety</p> <p>First Aid and Firefighting advanced driving training certificate /Defensive driving</p> <p>Good verbal and written communication</p>	C1	R 14 642.58

Job Title	Short Description	Qualifications/ Experience	Skills and Knowledge	Job Grade	Minimum Wages
2. Tanker Driver	<ul style="list-style-type: none"> Drive an extra heavy-duty vehicle (truck pulling tanker) containing dangerous / high risk load (Petro-Chemical and Gas), delivering them to customers. Participate in pre-trip briefing and post-trip debriefing sessions and complete pre-trip vehicle inspection checklist. Receive and implement load instructions and requirements. May be required to utilise the loading and offloading equipment at the gantry. May also be required to plan delivery trips and choose best routes prior to starting trip. Ensure relevant documentation to and from the client is correct. Adhere to and implement safety procedures and processes of the employer and customer. Ensure high levels of customer care and service at all times. Exercise caution to ensure no contamination of product at the customer. Attend regular refresher courses with regards to handling dangerous goods and other necessary requirements of the role. 	Grade 12 / Matric A valid code 14 drivers licence with PrDP 3 years relevant experience	<p>Handling and transporting dangerous goods</p> <p>Occupational health and safety</p> <p>First Aid and Firefighting</p> <p>Accredited Dangerous Goods Certification.</p> <p>Advanced driving training certificate / Defensive driving.</p> <p>Knowledge of product being Transported.</p> <p>Good verbal and written communication.</p> <p>Basic numerical Reasoning.</p>	C1	R 14 642.58

6. Kindly take note that the implementation date for the minimum wages with respect to the Abnormal Loads Driver was **01 October 2018**. This is in line with the industry circular issued on 01 October 2018. A copy of the circular is attached herein for reference purposes.

7. Whereas, the implementation date for the minimum wages with respect to the Tanker Driver is **01 October 2020**.
8. 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)