

7 February 2024

**INDUSTRY CIRCULAR**

This circular serves as a reminder to the industry about the upcoming changes regarding minimum wages, across-the-board increases, allowances, and the inclusion of a new job category, Basic Rigger Driver. These changes will take effect from 01 March 2024 to 28 February 2025, and they were previously communicated in a circular published on 02 October 2023. Please take note of these changes to ensure compliance.

The increases on minimum wages, across the board increases, and allowances applicable for the period 01 March 2024 to 28 February 2025 are as follows:

**1. GENERAL FREIGHT AND FURNITURE REMOVAL SECTORS MINIMUM WAGES: GRADES 1 TO 6: 1 MARCH 2024 UNTIL 28 FEBRUARY 2025.**

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 Current Minimum Wage per week ending 29 February 2024	6 Across the board increase	7 Adjusted Minimum Wage per week from 1 March 2024 to 28 February 2025 for employers and employees of the industry
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	R1871.14	7%	R2002.12
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	R2055.90	7%	R2199.81
7 8 44 19 23	Medium motor vehicle driver (articulated)..... Medium Motor Vehicle Driver (rigid) Artisan Assistant..... Gantry Crane Operator, grade I... Mobile Hoist Operator, grade I	3.	B2 B2 B2 B1 B2	R2485.25	7%	R2659.22

47	Checker, grade II.....		B2			
21	Loader Operator, grade I.....		B1			
20	Gantry Crane Operator, grade II....		B2			
26	Storeman (workshop).....		B2			
15	Team Leader.....		B2			
10	Heavy Motor Vehicle Driver (articulated).....	4.	B3	R2787.90	7%	R2983.05
11	Heavy Motor Vehicle Driver (rigid)		B3			
12	Extra-heavy Motor Vehicle Driver (articulated).....		B3			
13	Extra-heavy Motor Vehicle Driver (rigid).....		B3			
18	Dispatch Clerk.....		B3			
14	Ultra-heavy Motor Vehicle Driver...	5.	B4	R3322.06	7%	R3554.60
45	Semi-skilled Artisan.....		B4			
49	Storeman (warehouse).....		B4			
52	Basic Rigger Driver.....		B4			
16	Abnormal Lod Driver.....	6.	C1	R4045.18	7%	R4328.34
53	Petroleum Tanker Driver .....			R3388.83		R3626.05

**Application of wage increases from 1 March 2024 until 28 February 2025 for grades 1 – 6.**

- (a) Across the board increases of 7% 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 1 March 2024.
- (b) The across-the-board increase must apply to the current wages before the adjustment of the minimums.

**2. COURIER SECTOR MINIMUM WAGES AND WAGE INCREASES: GRADES 1 TO 5: FROM 1 MARCH 2024 UNTIL 28 FEBRUARY 2025**

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 Current Minimum Wage per week ending 29 February 2024	6 Across the board increase	7 Adjusted Minimum Wage per week from 1 March 2024 to 28 February 2025 for employers and employees of the industry
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	R1871.14	7%	R2002.12
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	R2041.03	7%	R2183.90
7 8 44 19 23 47 21 20 26	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).....	3.	B2 B2 B2 B1 B2 B2 B1 B2 B2	R2470.40	7%	R2643.33

15	Team Leader.....		B2			
10	Heavy Motor Vehicle Driver (articulated).....	4.	B3	R2787.90	7%	R2983.05
11	Heavy Motor Vehicle Driver (rigid)..		B3			
12	Extra-heavy Motor Vehicle Driver (articulated).....		B3			
13	Extra-heavy Motor Vehicle Driver (rigid).....		B3			
18	Dispatch Clerk.....		B3			
14	Ultra-heavy Motor Vehicle Driver...	5.	B4	R3322.06	7%	R3554.60
45	Semi-skilled Artisan.....		B4			
49	Storeman (warehouse).....		B4			

**Application of wage increases for the period from 1 March 2024 ending 28 February 2025 for grades 1 – 5.**

- (a) Across the board increases of 7% 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 2024.
- (b) The across-the-board increase must apply to the current wages before the adjustment of the minimums.

**3. CASH IN TRANSIT CHAMBER MINIMUM WAGES: GRADES 3, 5 AND 6: FROM 1 MARCH 2024 UNTIL 28 FEBRUARY 2025.**

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 Current Minimum Wage per week ending 29 February 2024	6 Across the board increase	7 Adjusted Minimum Wage per week 1 March 2024 until 28 February 2025 for employers and employees of the industry.
50	Vehicle Guard.....	3.	B2	R3896.49	7%	R4169.24
51	Custodian.....	5.	B4	R4469.08	7%	R4781.92
41	Security Officer, III...	6.	B3	R3236.76	7%	R3463.33
40	Security Officer, II...		B3	R3896.49		R4169.24
39	Security Officer, I....		B4	R3896.49		R4169.24

**Application of wage increases from 1 March 2024 until 28 February 2025 for grades 3, 5 and 6.**

- (a) Across the board increases of 7% 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 2023.

- (b) The across-the-board increase must apply to the current wages before the adjustment of the minimums.

**4. EXTENDED BARGAINING UNIT EMPLOYEES MUST BE AWARDED THE FOLLOWING ACROSS THE BOARD INCREASES AS FROM 1 MARCH 2024 UNTIL 28 FEBRUARY 2025.**

<b>Employees</b>	<b>Across the Board Increase</b>
Current EBU up to Patterson Grading B4	7%
Current EBU Patterson Grading C1	6%

**Please note:**

The across-the-board increases referred to above for Extended Bargaining Unit Employees shall be granted on actual wage as from 1 March 2024.

**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 2024 UNTIL 28 FEBRUARY 2025:**

- (a) 7 % in respect of all EBU employees up to Paterson Grade B4.  
(b) 6 % in respect of all EBU employees in Paterson Grade C1.

**Please note:**

Across the board increases referred to above for Extended Bargaining Unit Employees engaged in the Cash in Transit Sector shall be granted on actual wages as from 1 March 2024.

## 6. ALLOWANCES

### (a) Night-shift allowance

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

<b>Category of Employee</b>	<b>Period: From 1 March 2024 until 28 February 2025 for employers and employees of the industry</b>
Employees who perform more than one hour of night work	An allowance of R16.51 beyond one hour and R2.97 for every hour in excess thereof; or by a reduction of ordinary hours of work

### (b) Consolidated allowance

The consolidated allowance is payable in terms of clause 63 (7) of the Main Collective Agreement.

<b>Period: 1 March 2023 until 29 February 2024</b>	<b>Period: 1 March 2024 until 28 February 2025</b>
R111.35 per month	R119.14 per month

### (c) Subsistence Allowance

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

<b>Subsistence Allowance:</b> <b>Period: From 1 March 2024 until 28 February 2025 for employers and employees of the industry.</b>
(a) R59.80 for each period of absence within the borders of the Republic of South Africa (b) R51.66 for each of the three daily meal intervals during such absence Total (absence plus 3 meals) R214.78

#### **(d) Cross Border Allowance**

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

**Cross Border Allowance:**

**Period: From 1 March 2024 until 28 February 2025 for employers and employees of the industry.**

R150.50 for each period of absence outside the borders of the Republic of South Africa  
R92.97 for each of the three daily meal intervals during such absence. Total (absence plus 3 meals) R429.41

#### **(e) Dangerous Goods Driver Limitation of Hours Allowance**

The allowance that must be paid to Dangerous Goods Drivers in terms of clause 60 of the Main Collective Agreement is:

- (a) R136.65 if the client restricts the driver's hours of work to 12 hours or less. This amount is to be increased as follows:
  - (i) (From 1 March 2024 until 28 February 2025 for employers and employees of the industry) R146.22.
- (b) R87.85 if the client restricts the driver's hours of work to 13 hours or less, but not less than 12. This amount is to be increased as follows:
  - (i) (From 1 March 2024 until 28 February 2025 for employers and employees of the industry) R94.00.
- (c) R48.80 if the client restricts the driver's hours of work to 14 hours or less, but not less than 13. This amount is to be increased as follows:
  - (i) (From 1 March 2024 until 28 February 2025 for employers and employees of the industry) R52.22.

We trust you will find the above in order. Please contact your local Designated Agent should you have any questions.

Yours sincerely

**Musa Ndlovu**

**National Secretary**

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