

20 February 2014

**CIRCULAR TO THE INDUSTRY**

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

**1. WAGES**

- (a) Please be advised that for the period 1 March 2014 to 28 February 2015 the minimum weekly rate of which wages in respect of ordinary hours shall be paid by an employer to his employees who are engaged in the undermentioned grades, shall be as follows:

1 Category Code	2 Class	3 Grade	4 Patterson Grade	5 New Minimum Wage per Week	6 Across the Board Increase 1 March 2014
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	R924.60	8%
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 045.13	8%
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	R1 288.14	8%
50	Vehicle Guard.....	3.	B2	R2 045.56	8%
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	R1 476.25	8%

1 Category Code	2 Class	3 Grade	4 Patterson Grade	5 New Minimum Wage per Week	6 Across the Board Increase 1 March 2014
14	Ultra-Heavy Motor Vehicle Driver.....	5.	B4		
45	Semi-Skilled Artisan.....		B4	R1 712.20	8%
49	Storeman (warehouse).....		B4		
51	Custodian.....	5.	B4	R2 386.14	8%
41	Security Officer, III.....	6.	B3	R1 704.75	
40	Security Officer, II.....		B3	R2 045.56	8%
39	Security Officer, I.....		B4	R2 045.56	

- (b) Across the board increases of 8% 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 2014.
- (c) Extended Bargaining Unit employees must be granted across the board increases as set out in the table hereunder as from 1 March 2014.

Employees earning:	Across the board increase:
Up to R193 805.00 per year (i.e. BCEA threshold) as at 1 March 2014	7%
Between R193 805.01 per year and R251 946.50 per year (i.e. BCEA threshold plus 30%) as at 1 March 2014	6%

- (d) The across the board increases referred to in the table in (c) above shall be granted on actual wage.

## 2. **ALLOWANCES**

- (a) Night-shift Allowance:

Category of Employee	Period: From 1 September 2013 to 31 August 2014
Seasonal workers in the Sugar Transport Sector.	R12.31 per night shift worked.
Other employees, who perform more than one hour of night work.	An allowance of R6.51 beyond one hour and R1.31 for every hour in excess thereof; or By a reduction of ordinary hours.

(b) Subsistence and Cross Border Allowance:

<b>(i) Subsistence Allowance: Period : 1 September 2013 to 31 August 2014</b>	<b>(ii) Cross Border Allowance: Period : 1 March 2014 to 28 February 2015</b>
(a) R24.12 for each period of absence within the borders of the Republic of South Africa. (b) R20.90 for each of the three daily meal intervals during such absence.	(a) R35.80 for each period of absence outside the borders of the Republic of South Africa. (b) R22.15 for each of the three daily meal intervals during such absence.

3. Please contact your local designated agent should you require any further information.

Yours sincerely



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Tersia Ströh  
Acting National Secretary