



NBCRFI

National Bargaining Council for the Road Freight Industry

Your Road Freight Partner.

25 February 2010

CIRCULAR TO THE INDUSTRY

Please note that this circular replaces the previous circular dated 3 February 2010.

RE: WAGE INCREASES

1. Please be advised that as from 1 March 2010 to 28 February 2011 the minimum weekly rate at which wages in respect of ordinary working hours shall be paid by employers to their employees who are employed in the under mentioned grades, shall be as follows:

Category Code	Class	Grade	Patterson grade	New Minimum Wage	Across the board Increase p.w.
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	R692-37	9,5%
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	R782-63	9,5%
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 B2	R964-60	9,5%
50	Vehicle Guard.....	3.	B2	R1510-73	9,1%

10	Heavy motor vehicle driver (articulated).....	4.	B3		
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	R1074-23	9,5%
14	Ultra-heavy motor vehicle driver.....	5.	B4		
45	Semi-skilled artisan.....		B4		
49	Storeman (warehouse).....		B4	R1233-72	9,5%
51	Custodian.....	5.	B4	R1762-52	9,1%
41	Security officer, III.....	6.	B3	R1258-95	
40	Security officer, II.....		B3	R1510-73	
39	Security officer, I.....		B4	R1510-73	9,1%

2. (a) Employees engaged in the CIT sector shall be awarded an across the board increase of 9,1% as from 1 March 2010. Other grades of employees engaged in the Industry and for whom minimum wages are prescribed must be awarded an across the board increase of 9,5% as from 1 March 2010.
- (b) If an employee, after having been awarded the across the board increases referred to in paragraph 2(a) above, receives a wage less than the minimum wage prescribed for his/her grade, such an employee's wage must be adjusted to the grade minimum wage referred to above.
3. The weekly minimum wages of grade 4 and 5 employees will further be increased by 3% on the dates indicated in the under mentioned table:

Category Code	Class	Grade	Patterson grade	New Minimum Wage as from	New Minimum Wage as from
10	Heavy motor vehicle driver (articulated).....	4.	B3	31/12/2010	28/02/2011
11	Heavy motor vehicle driver (rigid).....		B3		
12	Extra-heavy motor vehicle driver (articulated).....		B3	R1106-48	R1139-65
13	Extra-heavy motor vehicle driver (rigid).....		B3		
18	Dispatch clerk.....		B3		
14	Ultra-heavy motor vehicle driver.....	5.	B4	31/12/2010	28/02/2011
45	Semi-skilled artisan.....		B4		
49	Storeman (warehouse).....		B4	R1270-73	R1308-85

- (a) Grade 4 and 5 employees shall be awarded a 3% minimum wage increase on 31/12/2010 and a further minimum wage increase of 3% on 28/02/2011. The increases for grade 4 and 5 wages that will be negotiated for the period immediately following 28/02/2011, will be off-set against the 3% paid on 28/02/2011.
4. Employers who employ HAZCHEM employees, as defined, are also reminded that a danger allowance shall be payable to HAZCHEM employees as from 1 March 2010. The allowance shall be 0,5% based on determined minimum wages for HAZCHEM employees calculated on either the weekly minimum wage in respect of weekly paid employees or on the monthly minimum wage in respect of monthly paid employees.
5. Any questions in the above regard may be referred to your local designated agent.

Yours sincerely



Joe Letswalo
National Secretary