

7 February 2012

Circular to the Industry

Re: Wage Increases : 1 March 2012

1. Please be advised that as from 1 March 2012 to 28 February 2013 the minimum weekly rate at which wages in respect of ordinary hours of work shall be paid by an employer to his employees who are employed in the under mentioned grades, shall be as follows:

| 1 Category Code | 2 Class | 3 Grade | 4 Patter- son 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 | R807.58 | 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 | R912.86 | 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 | R1125.11 | 8.5% |
| 50 | Vehicle Guard..... | 3. | B2 | R1786.67 | 8.5% |
| 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 | R1289.41 | 8.5% |

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|----|---------------------------------------|----|----|----------|------|
| 14 | Ultra-heavy motor vehicle driver..... | 5. | B4 | | |
| 45 | Semi-skilled artisan..... | | B4 | R1495.50 | 8.5% |
| 49 | Storeman (warehouse)..... | | B4 | | |
| 51 | Custodian..... | 5. | B4 | R2084.15 | 8.5% |
| 41 | Security officer, III..... | 6. | B3 | R1488.99 | |
| 40 | Security officer, II..... | | B3 | R1786.67 | 8.5% |
| 39 | Security officer, I..... | | B4 | R1786.67 | |

- (i) Please note that employees engaged in the Industry as at 29 February 2012 and for whom minimum wages are prescribed must be awarded the across the board increase of 8.5% as from 1 March 2012.

2. The following increases will be applicable to employees whose minimum wages are not prescribed, but fall within the definition of the bargaining unit:

- (i) General Freight and Logistics, Sugar Cane Sector, In-Field Operations and Furniture Removal Operations:

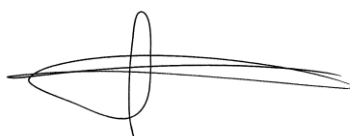
| Bands | Period 1 March 2012 to 28 February 2013 |
|---|--|
| (i) Employees earning less than R6000.00 pm | 7% |
| (ii) Employees earning between R6001.00 and R8000.00 pm | 6.1% |
| (iii) Employees earning between R8001.00 and R10000.00 pm | 5.6% |

- (ii) Cash-in-Transit:

| Bands | Period 1 March 2012 to 28 February 2013 |
|--|--|
| Other categories (Box Room Marshall, Radio Controller, Tactical Support Officer, Team Leader and Counting House [Tellers]) | 7% |

3. Any questions in the above regard may be referred to your local designated agent.

Yours sincerely



Joe Letswalo
National Secretary