

16 February 2022

**CIRCULAR TO THE INDUSTRY**

**INCREASES ON MINIMUM WAGES, ACROSS THE BOARD INCREASES AND ALLOWANCES.**

Following the Circular that was issued on 7 February 2022, we are pleased to inform the industry that the Minister of Employment and Labour has promulgated the amendments to the Council's Main Collective Agreement, effective from 1 March 2022. A copy of the Government Gazette can be accessed on the Council's website: [click here](#).

In this regard, the increases on minimum wages, across the board increases, and allowances applicable for the period 01 March 2022 to 28 February 2023 are as follows:

**1. GENERAL FREIGHT AND FURNITURE REMOVAL SECTORS MINIMUM WAGES:**

**TABLE ONE (YEAR ONE): General freight and furniture removal sectors minimum wages from 1 March 2022 until 28 February 2023 grades 1 to 6**

1	2	3	4	5	6	7
Category Code	Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	Grade	Patterson Grade	Current Minimum Wage per week ending 28 February 2022	Adjusted Minimum Wage per week from 1 March 2022 until 31 August 2022 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2022	Adjusted Minimum Wage per week on 1 September 2022 until 28 February 2023

1	General worker.....	1.	A Band			
42	General worker, repair shop.....		A Band			
3	Packer/Loader, grade I.....		A Band	R1680.38	R1764.40	R1782.04
27	Security guard.....		A Band			
5	Motorcycle/Motor Tricycle Driver..	2.	B1			
6	Light Motor Vehicle Driver.....		B1			
2	Checker, grade I.....		B1			
22	Loader Operator, grade II.....		B1	R1846.30	R1938.62	R1958.00
24	Mobile Hoist Operator, grade II...		B1			
46	Packer/Loader, grade II.....		B1			
7	Medium motor vehicle driver (articulated).....	3.	B2			
8	Medium Motor Vehicle Driver (rigid).					
44	Artisan Assistant.....		B2			
19	Gantry Crane Operator, grade I.....		B2			
23	Mobile Hoist Operator, grade I.....		B1	R2231.874	R2343.46	R2366.90
47	Checker, grade II.....		B2			
21	Loader Operator, grade I.....		B2			
20	Gantry Crane Operator, grade II...		B1			
26	Storeman (workshop).....		B2			
15	Team Leader.....		B2			
10	Heavy Motor Vehicle Driver (articulated).....	4.	B3			
11	Heavy Motor Vehicle Driver (rigid).		B3			
12	Extra-heavy Motor Vehicle Driver (articulated).....		B3	R2503.67	R2628.85	R2655.14
13	Extra-heavy Motor Vehicle Driver (rigid).....		B3			
18	Dispatch Clerk.....		B3			
14	Ultra-heavy Motor Vehicle Driver....	5.	B4			
45	Semi-skilled Artisan.....		B4	R2983.38	R3132.55	R3163.87
49	Storeman (warehouse).....		B4			
16	Abnormal Load Driver.....	6.	C1	R3632.77	R3814.41	R3852.55

**Application of wage increases for the period from 1 March 2022 until 28 February 2023 for grades 1 – 6.**

- a) Across the board increases of 5% 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 the coming into operation of the amendments to the Main Collective Agreement.
- b) On 1 September 2022, a further 1% across the board increase 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 the coming into operation of the amendments to the Main Collective Agreement.
- c) The across the board increase must apply to the current wages before the adjustment of the minimums.

## 2. COURIER SECTOR

**TABLE TWO (YEAR ONE): Courier sector minimum wages: grades 1 to 5 from  
1 March 2022 until 28 February 2023**

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 28 February 2022	6 Adjusted Minimum Wage per week from 1 March 2022 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2022	7 Adjusted Minimum Wage per week on 1 September 2022 until 28 February 2023
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	R1680.38	R1764.40	R1782.04
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	R1832.95	R1924.60	R1943.84
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	R2218.54	R2329.47	R2352.76
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	R2503.67	R2628.85	R2655.14
14 45 49	Ultra-heavy Motor Vehicle Driver.... Semi-skilled Artisan..... Storeman (warehouse).....	5.	B4 B4 B4	R2983.38	R3132.55	R3163.87

**Application of wage increases for the period from 1 March 2022 to 28 February 2023 for grades 1 – 5.**

- a) Across the board increases of 5% 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 the coming into operation of the amendments to the Main Collective Agreement.
- b) On 1 September 2022, a further 1% across the board increase 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 the coming into operation of the amendments to the Main Collective Agreement.
- c) The across the board increase must apply to the current wages before the adjustment of the minimums.

**3. CASH IN TRANSIT CHAMBER MINIMUM WAGES**

**TABLE THREE: Cash in transit chamber minimum wages from 1 March 2022 until 28 February 2023 GRADES 3 TO 6**

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 28 February 2022	6 Adjusted Minimum Wage per week 1 March 2022 until 31 August 2022 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2022	7 Adjusted Minimum Wage per week on 1 September 2022 until 28 February 2023
50	Vehicle Guard.....	3.	B2	R3499.24	R3674.20	R3 710.94
51	Custodian.....	5.	B4	R4013.45	R4214.12	R4256.26
41	Security Officer, III.....	6.	B3	R2906.77	R3052.11	R3082.63
40	Security Officer, II.....		B3	R3499.24	R3674.20	R3710.94
39	Security Officer, I.....		B4	R3499.24	R3674.20	R3710.94

**Application of wage increases from 1 March 2022 or date to be determined by the Minister but not earlier than 1 March 2022 until 28 February 2023 for grades 3, 5 and 6.**

- (a) Across the board increases of 5 % 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 2022.

(b) On 1 September 2022, a further 1% across the board increase 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 the coming into operation of the amendments to the Main Collective Agreement.

(c) Across the board increases of 5% 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.

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

**4. TABLE FOUR (YEAR ONE): Extended bargaining unit employees must be awarded the following across the board increases as from 1 March 2022 until 28 February 2023.**

**(i)**

<b>Employees</b>	<b>Across the Board Increase</b>
Current EBU up to Patterson Grading B4	5%
Current EBU Patterson Grading C1	4%

The across the board increases in table four shall be calculated on actual wage and shall be awarded to all employees mentioned in the said table, who were in the employ of an employer prior to the coming into operation of the amendments to the Main Collective Agreement

**(ii)**

<b>Employees</b>	<b>Across the Board Increase</b>
Current EBU up to Patterson Grading B4	1 %
Current EBU Patterson Grading C1	1 %

On 1 September 2022, a further 1% across the board increase on actual wage shall be awarded to EBU employees up to Patterson Grading B4 and EBU employees in Patterson Grading C1, mentioned above who were in the employ of an employer prior to the coming into operation of the amendments of the Main Collective Agreement.

## 5. Extended Bargaining Unit Employees engaged in the Cash-in-Transit Sector

### (1) Across the board increases

(a) Year one: From 1 March 2022 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2022 until 31 August 2022 :

- (i) 5 % in respect of all EBU employees up to Paterson Grade B4.
- (ii) 4 % in respect of all EBU employees in Paterson Grade C1.

(b) Year one : From 1 September 2022 until 28 February 2023 :

- (i) 1% in respect of all EBU employees up to Paterson Grading B4.
- (ii) 1% in respect of all EBU employees in Paterson Grading C1.

## 6. ALLOWANCES

### (a) Night-shift allowance

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

#### (i)

Category of Employee	Period: From 1 March 2022 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2022 until 31 August 2022
Employees who perform more than one hour of night work	An allowance of R14.55 beyond one hour and R2.63 for every hour in excess thereof; or by a reduction of ordinary hours of work

#### (ii)

Category of Employee	Period: From 1 September 2022 to 28 February 2023
Employees who perform more than one hour of night work	An allowance of R14.70 beyond one hour and R2.65 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).

<b>Period:</b> <b>1 March 2022 or date to be determined by the Minister but not earlier than 1 March 2022 until 31 August 2022</b>	<b>Period:</b> <b>1 September 2022 until 28 February 2023</b>	<b>Period:</b> <b>1 March 2023 until 29 February 2024</b>
R105 per month	R106.05	R111.35

**(c) Subsistence Allowance**

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

<b>Subsistence Allowance:</b> <b>Period: From 1 March 2022 until 31 August 2022</b>
(a) R52.70 for each period of absence within the borders of the Republic of South Africa (b) R45.53 for each of the three daily meal intervals during such absence Total (absence plus 3 meals) R189.29
<b>Subsistence Allowance:</b> <b>Period: From 1 September 2022 until 28 February 2023</b>
(a) R53.23 for each period of absence within the borders of the Republic of South Africa (b) R45.98 for each of the three daily meal intervals during such absence. Total (absence plus 3 meals) R191.17

**(d) Cross Border Allowance**

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

<b>Cross Border Allowance:</b> <b>Period: From 1 March 2022 until 31 August 2022</b>
(a) R132.63 for each period of absence outside the borders of the Republic of South Africa (b) R81.93for each of the three daily meal intervals during such absence. Total (absence plus 3 meals) R378.42

**Cross Border Allowance:****Period: From 1 September 2022 until 28 February 2023**

(a) R133.95 for each period of absence within the borders of the Republic of South Africa

(b) R82.75 for each of the three daily meal intervals during such absence.

Total (absence plus 3 meals) R382.20

**(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) R122.72 if the client restricts the driver's hours of work to 12 hours or less. This amount is to be increased as follows:
  - (i) Year 1: (From 1 March 2022 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2022 until 31 August 2022 ) R128.86
  - (ii) Year 1: (From 1 September 2022 until 28 February 2023 ) R130.15
- (b) R78.89 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) Year 1: (From 1 March 2022 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2022 until 31 August 2022) R82.83
  - (ii) Year 1: (From 1 September 2022 until 28 February 2023 ) R83.66
- (c) R43.83 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) Year 1: (From 1 March 2022 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2022 until 31 August 2022) R46.02
  - (ii) Year 1: (From 1 September 2022 until 28 February 2023) R46.48

**(f) Dual Driver Subsistence Allowance**

- (1) The dual-driver subsistence shall be as follows:



- (i) Year 1: (Date to be determined by the Minister until 28 February 2023)  
R285.68 per day (Absence plus 3 meals)  
(3 meal allowances of R36.55 each and base portion of R176.04 per shift)  
subject to Clause 67A of the Main Collective Agreement.
  
- (ii) Year 1: (From 1 September 2022 until 28 February 2023)  
R288.54 per day (Absence plus 3 meals)  
(3 meal allowances of R36.92 each and base portion of R177.80 per shift)  
subject to Clause 67A of the Main Collective Agreement

I trust you find the above in order and your co-operation is appreciated.

Should you require any assistance please do not hesitate to contact your local Designated Agent.

**Yours Sincerely**

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**Musa Ndlovu**

**National Secretary**

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