

31 January 2023

CIRCULAR TO THE INDUSTRY

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

Kindly be advised that the following increases on minimum wages, across the board increases and increases in allowances are applicable for the period 01 March 2023 to 29 February 2024.

1. GENERAL FREIGHT AND FURNITURE REMOVAL SECTORS MINIMUM WAGES AND WAGE INCREASES: GRADES 1 TO 6: From 1 March 2023 until 29 February 2024

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 from 28 February 2023	6 Across the board Increase	7 Adjusted Minimum Wage per week from 1 March 2023 until 29 February 2024
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	R1782.04	5%	R1871.14
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	R1958.00	5%	R2055.90
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	R2366.90	5%	R2485.25

10	Heavy Motor Vehicle Driver (articulated).....	4.	B3			
11	Heavy Motor Vehicle Driver (rigid).....		B3			
12	Extra-heavy Motor Vehicle Driver (articulated).....		B3	R2655.14	5%	R2787.90
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	R3163.87	5%	R3322.06
49	Storeman (warehouse).....		B4			
16	Abnormal Load Driver.....	6.	C1	R3852.55	5%	R4045.18

Application of wage increases from 1 March 2023 until 29 February 2024 for grades 1 – 6.

- 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 1 March 2023.
- The across the board increase must apply on the current wages before the adjustment of the minimums.

2. COURIER SECTOR MINIMUM WAGES AND WAGE INCREASES: GRADES 1 TO 5: From 1 March 2023 until 29 February 2024

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 2023	6 Across the board Increase	7 Adjusted Minimum Wage per week from 1 March 2023 until 29 February 2024
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	R1782.04	5%	R1871.14
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	R1943.84	5%	R2041.03
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	R2352.76	5%	R2470.40

10	Heavy Motor Vehicle Driver (articulated).....	4.	B3	R2655.14	5%	R2787.90
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.....	5.	B3	R3163.87	5%	R3322.06
14	Ultra-heavy Motor Vehicle Driver.....		B4			
45	Semi-skilled Artisan.....		B4			
49	Storeman (warehouse).....		B4			

Application of wage increases from 1 March 2023 until 29 February 2024 for grades 1 – 5.

- 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 1 March 2023.
- 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 2023 until 29 February 2024**

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 2023	6 Adjusted Minimum Wage per week 1 March 2023 until 29 February 2024
50	Vehicle Guard.....	3.	B2	R3710.94	R3896.49
51	Custodian.....	5.	B4	R4256.26	R4469.08
41	Security Officer, III.....	6.	B3	R3082.63	R3236.76
40	Security Officer, II.....		B3	R3710.94	R3896.49
39	Security Officer, I.....		B4	R3710.94	R3896.49

Application of wage increases from 1 March 2023 until 29 February 2024 for grades 3, 5 and 6.

- 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.

- (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 2023 UNTIL 29 FEBRUARY 2024

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

Please note:

The across the board increases referred to above shall be granted as from 1 March 2023 on actual wage.

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 2023 UNTIL 29 FEBRUARY 2024:

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

Please note:

Across the board increases referred to above shall be granted on actual wages as from 1 March 2023.

6. ALLOWANCES

(a) Night-shift allowance

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

Category of Employee	Period: From 1 March 2023 to 29 February 2024
Employees who perform more than one hour of night work	An allowance of R15.43 beyond one hour and R2.78 for every hour in excess thereof; or by a reduction of ordinary hours of work

(b) Subsistence allowance

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

Subsistence Allowance: Period: From 1 March 2023 until 29 February 2024
(a) R55.89 for each period of absence within the borders of the Republic of South Africa (b) R48.28 for each of the three daily meal intervals during such absence. Total (absence plus 3 meals) R200.73

(c) 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:

Cross Border Allowance: Period: From 1 March 2023 until 29 February 2024
(a) R140.65 for each period of absence outside the borders of the Republic of South Africa (b) R86.89 for each of the three daily meal intervals during such absence. Total (absence plus 3 meals) R401.32

(d) Consolidated allowance

The consolidated allowance is payable in terms of clause 63 (7).

Period: 1 March 2023 until 29 February 2024
R111.35

(e) Dangerous Goods Driver Limitation of Hours Allowance

The allowance for Dangerous Goods Drivers payable as from 1 March 2023 until 29 February 2024 shall be as follows:

- (i) R136.65 if the client restricts the driver's hours of work to 12 hours or less.
- (ii) R87.85 if the client restricts the driver's hours of work to 13 hours or less, but not less than 12.
- (iii) R48.80 if the client restricts the driver's hours of work to 14 hours or less, but not less than 13.

(f) Dual Driver Subsistence

The Dual Driver Subsistence allowance payable as from 1 March 2023 until 29 February 2024 shall be as follows:

Dual driver subsistence: Period: From 1 March 2023 until 29 February 2024
(a) R55.89 for each period of absence within the borders of the Republic of South Africa (b) R48.28 for each of the three daily meal intervals during such absence. Total (absence plus 3 meals) R200.73

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

Yours Sincerely

Musa Ndlovu
National Secretary

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