

29 March 2016

CIRCULAR TO THE INDUSTRY

MINIMUM WAGE AND ACROSS THE BOARD INCREASES IN THE ROAD FREIGHT AND LOGISTICS INDUSTRY

1. Please be advised that the following minimum wages are applicable for the period 28 March 2016 to 30 September 2016:

| 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 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 | R1 078.35 | 9% |
| 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 218.93 | 9% |
| 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 502.35 | 9% |
| 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 721.75 | 9% |
| 14 45 49 | Ultra-heavy Motor Vehicle Driver..... Semi-skilled Artisan..... Storeman (warehouse)..... | 5. | B4 B4 B4 | R1 996.93 | 9% |
| 50 | Vehicle Guard..... | 3. | B2 | R2 385.73 | 9% |
| 41 40 39 | Security Officer, III..... Security Officer, II..... Security Officer, I..... | 6. | B3 B3 B4 | R1 988.24 R2 385.73 R2 385.73 | 9% |
| 51 | Custodian..... | 5. | B4 | R2 782.96 | 9% |

2. Across the board increases of 9% on actual wages must be awarded to all employees, mentioned in grades 1 to 6 above , who were in the employment of an employer prior to the coming into operation of the above mentioned wage table. The effective date of the aforesaid wage table is 28 March 2016.
3. Extended Bargaining Unit Employees must be awarded the following across the board increases as from 28 March 2016:

| Employees | Across the Board Increase |
|--|----------------------------------|
| Current EBU up to Patterson Grading B3 | 9% |
| Current EBU Patterson Grading B4 to C1 | 8% |

4. The across the board increases referred to in paragraph 3 above must be calculated on actual wages and must be awarded to all EBU employees who were in the employment of an employer prior to the coming into operation of the above mentioned wage table. The effective date of the aforesaid wage table is 28 March 2016.

Should you have any enquiries please contact your local designated agent.

Yours sincerely

Musa Ndlovu

National Secretary

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