

12 February 2025

INDUSTRY CIRCULAR

Reminder: Minimum Wage Increases, Across-the-Board Increases, and Allowances (1 March 2025 – 28 February 2027)

This circular serves as a reminder of the upcoming adjustments to minimum wages, across-the-board increases, and allowances applicable from 1 March 2025 to 28 February 2027. The updated wage tables, initially shared in the circular issued on 20 December 2024, are included again in this circular for ease of reference. Stakeholders may also refer to the Government Gazette, available on the Council's website: [\[Click here\]](#).

1. GENERAL FREIGHT AND FURNITURE REMOVAL SECTORS MINIMUM WAGES TABLE ONE A (YEAR ONE): GRADES 1 TO 6: 1 MARCH 2025 UNTIL 28 FEBRUARY 2026.

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 2025	6 Across the board increase	7 Adjusted Minimum Wage per week from 1 March 2025 to 28 February 2026 for employers and employees of the industry

1	General worker.....	1.	A Band			
42	General worker, repair shop.....		A Band	R2002.12	7%	R2142.27
3	Packer/Loader, grade I.....		A Band			
27	Security guard.....		A Band			
5	Motorcycle/Motor Tricycle Driver.....	2.	B1			
6	Light Motor Vehicle Driver.....		B1			
2	Checker, grade I.....		B1	R2199.81	7%	R2353.80
22	Loader Operator, grade II.....		B1			
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	R2659.22	7%	R2845.37
23	Mobile Hoist Operator, grade I.....		B1			
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	R2983.05	7%	R3191.86
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	R3554.60	7%	R3803.42
49	Storeman (warehouse).....		B4			
52	Basic Rigger Driver.....		B4			
16	Abnormal Load Driver.....	6.		R4328.34		R4631.32
53	Petroleum Tanker Driver		C1	R3626.05	7%	R3879.87

Application of wage increases for the period from 1 March 2025 until 28 February 2026 for grades 1 – 6

- (a) Across-the-board increases of 7% on actual wages shall be awarded to all employees mentioned in grades 1 to 6 above who were employed by an employer prior to 1 March 2025.
- (b) The across-the-board increase must apply to the current wages before the adjustment of the minimums.

2. COURIER SECTOR: TABLE ONE B (YEAR ONE): COURIER SECTOR MINIMUM
WAGES: GRADES 1 TO 5

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 2025	6 Across the board increase	7 Adjusted Minimum Wage per week from 1 March 2025 to 28 February 2026 for employers and employees of the industry
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	R2002.12	7%	R2142.27
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	R2183.90	7%	R2336.77
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	R2643.33	7%	R2828.36
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	R2983.05	7%	R3191.86
14 45 49	Ultra-heavy Motor Vehicle Driver..... Semi-skilled Artisan..... Storeman (warehouse).....	5.	B4 B4 B4	R3554.60	7%	R3803.42

Application of wage increases for the period from 1 March 2025 until 28 February 2026 for grades 1 – 5.

- a) Across the board increases of 7% on actual wages shall be awarded to all employees mentioned in grades 1 to 5 above who were employed by an employer prior to 1 March 2025.



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

3. TABLE TWO A (YEAR TWO): GENERAL FREIGHT AND FURNITURE REMOVAL
SECTORS MINIMUM WAGES: GRADES 1 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 2026	6 Across the board increase	7 Adjusted Minimum Wage per week from 1 March 2026 to 28 February 2027 for employers and employees of the industry
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	R2142.27	6%	R2270.81
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	R2353.80	6%	R2495.03
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	R2845.37	6%	R3016.09
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	R3191.86	6%	R3383.37
14 45 49 52	Ultra-heavy Motor Vehicle Driver..... Semi-skilled Artisan..... Storeman (warehouse)..... Basic Rigger Driver.....	5.	B4 B4 B4 B4	R3803.42	6%	R4031.63
16 53	Abnormal Load Driver..... Petroleum Tanker Driver	6.	C1	R4631.32 R3879.87	6%	R4909.20 R4112.66



Application of wage increases for the period from 1 March 2026 until 28 February 2027 for grades 1 – 6

- a) Across the board increases of 6% on actual wages shall be awarded to all employees mentioned in grades 1 to 6 above who were employed by an employer prior to 1 March 2026.
- b) The across-the-board increase must apply to the current wages before the adjustment of the minimums.

4. COURIER SECTOR: TABLE TWO B (YEAR TWO): COURIER SECTOR MINIMUM WAGES AND WAGE INCREASES: GRADES 1 TO 5

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 2026	6 Across the board increase	7 Adjusted Minimum Wage per week from 1 March 2026 to 28 February 2027 For employers and employees of the industry
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	R2142.27	6%	R2270.80
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	R2336.77	6%	R2476.98
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	R2828.36	6%	R2998.06

10	Heavy Motor Vehicle Driver (articulated).....	4.	B3			
11	Heavy Motor Vehicle Driver (rigid)		B3			
12	Extra-heavy Motor Vehicle Driver (articulated).....		B3	R3191.86	6%	R3383.37
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	R3803.42	6%	R4031.63
49	Storeman (warehouse).....		B4			

Application of wage increases for the period from 1 March 2026 until 28 February 2027 for grades 1 – 5

- Across the board increases of 6% on actual wages shall be awarded to all employees mentioned in grades 1 to 5 above who were employed by an employer prior to 1 March 2026.
- The across-the-board increase must apply to the current wages before the adjustment of the minimums.

5. CASH IN TRANSIT SECTOR: TABLE THREE: CASH IN TRANSIT CHAMBER
MINIMUM WAGES: GRADES 3 TO 6: FROM 1 MARCH 2025 UNTIL 28
FEBRUARY 2027.

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 2025	6 Adjusted Minimum Wage per week on 01 March 2025 until 28 February 2026	7 Adjusted Minimum Wage per week on 01 March 2026 until 28 February 2027
50	Vehicle Guard.....	3.	B2	R4169.24	R4461.09	R4728.76
51	Custodian.....	5.	B4	R4781.92	R5116.65	R5423.65
41	Security Officer, III...	6.	B3	R3463.33	R3705.76	R3928.11
40	Security Officer, II...		B3	R4169.24	R4461.09	R4728.76
39	Security Officer, I....		B4	R4169.24	R4461.09	R4728.76

Application of wage increases from 1 March 2025 until 28 February 2026 for grades 3, 5 and 6

- Across the board increases of 7% on actual wages shall be awarded to all

employees, mentioned in grades 3, 5, and 6 above, who were employed by an employer prior to 1 March 2025.

- (b) The across-the-board increase must apply to the current wages before the adjustment of the minimums.
- (c) Across the board increases of 6% on actual wages shall be awarded to all employees, mentioned in grades 3,5, and 6 above, who were employed by an employer prior to 1 March 2026.
- (d) The across-the-board increase must apply to the current wages before the adjustment of the minimums.

6. EXTENDED BARGAINING UNIT EMPLOYEES (EBU) MUST BE AWARDED THE FOLLOWING INCREASES:

(i) TABLE ONE (YEAR ONE): ACROSS THE BOARD INCREASES FROM 1 MARCH 2025 UNTIL 28 FEBRUARY 2026:

Employees	Across the Board Increase
Current EBU up to Patterson Grading B4	7%
Current EBU Patterson Grading C1	6%

The across the board increases in table one shall be calculated on actual wages and shall be awarded to all employees mentioned in the said table, who were employed by an employer prior to 1 March 2025.

(ii) TABLE TWO (YEAR TWO): ACROSS THE BOARD INCREASES FROM 1 MARCH 2026 UNTIL 28 FEBRUARY 2027.

Employees	Across the Board Increase
Current EBU up to Patterson Grading B4	6%
Current EBU Patterson Grading C1	5%

The across the board increases in table two shall be calculated on actual wages and shall be awarded to all employees mentioned in the said table, who were employed by an employer prior to 1 March 2026.

7. EXTENDED BARGAINING UNIT EMPLOYEES ENGAGED IN THE CASH-IN-TRANSIT SECTOR MUST BE AWARDED THE FOLLOWING ACROSS THE BOARD INCREASES AS FROM 01 MARCH 2025 UNTIL 28 FEBRUARY 2027.

- (a) Year one: From 1 March 2025 until 28 February 2026:
 - (i) 7 % in respect of all EBU employees up to Paterson Grade B4.
 - (ii) 6 % in respect of all EBU employees in Paterson Grade C1.
- (b) Year two: From 1 March 2026 until 28 February 2027:
 - (i) 6 % in respect of all EBU employees up to Paterson Grade B4.
 - (ii) 5 % in respect of all EBU employees in Paterson Grade C1.

Please note:

Across the board increases referred to above for Extended Bargaining Unit Employees engaged in the Cash in Transit Sector shall be granted on actual wages.

8. NIGHT-SHIFT ALLOWANCE

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

(a)

Category of Employee	Period: From 1 March 2025 until 28 February 2026 for employers and employees of the industry
Employees who perform more than one hour of night work	An allowance of R17.67 beyond one hour and R3.18 for every hour in excess thereof; or by a reduction of ordinary hours of work

(b)

Category of Employee	Period: From 1 March 2026 until 28 February 2027
Employees who perform more than one hour of night work	An allowance of R18.73 beyond one hour and R3.37 for every hour in excess thereof; or by a reduction of ordinary hours of work

9. CONSOLIDATED ALLOWANCE

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

Period: 1 March 2025 until 28 February 2026	Period: 1 March 2026 until 28 February 2027
R127.48 per month	R135.13

10. SUBSISTENCE AND CROSS BORDER ALLOWANCE

(a) Subsistence Allowance

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

Subsistence Allowance: Period: From 1 March 2025 until 28 February 2026 for employers and employees of the industry.
(a) R63.99 for each period of absence within the borders of the Republic of South Africa (b) R55.28 for each of the three daily meal intervals during such absence Total (absence plus 3 meals) R229.83
Subsistence Allowance: Period: From 1 March 2026 until 28 February 2027 for employers and employees of the industry.
(a) R67.83 for each period of absence within the borders of the Republic of South Africa (b) R58.60 for each of the three daily meal intervals during such absence Total (absence plus 3 meals) R243.63

(b) Cross Border Allowance

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

Cross Border Allowance:

Period: From 1 March 2025 until 28 February 2026 for employers and employees of the industry.

(a) R161.04 for each period of absence outside the borders of the Republic of South Africa

(b) R99.48 for each of the three daily meal intervals during such absence.

Total (absence plus 3 meals) R459.48

Cross Border Allowance:

Period: From 1 March 2026 until 28 February 2027 for employers and employees of the industry.

(a) R170.70 for each period of absence outside the borders of the Republic of South Africa

(b) R105.45 for each of the three daily meal intervals during such absence.

Total (absence plus 3 meals) R487.05

11. 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) If the client restricts the driver's hours of work to 12 hours or less, the following must apply:

(i) Year 1: (From 1 March 2025 until 28 February 2026 for employers and employees of the industry) R156.46

(ii) Year 2: (From 1 March 2026 until 28 February 2027) R165.85

(b) If the client restricts the driver's hours of work to 13 hours or less, but not less than 12, the following must apply:

(i) Year 1: (From 1 March 2025 until 28 February 2026 for employers and employees of the industry) R100.58

(ii) Year 2: (From 1 March 2026 until 28 February 2027) R106.61

(c) If the client restricts the driver's hours of work to 14 hours or less, but not less than 13, the following must apply:

(i) Year 1: (From 1 March 2025 until 28 February 2026 for employers and employees of the industry) R55.88

(ii) Year 2: (From 1 March 2026 until 28 February 2027) R59.23



Please contact your local Designated Agent should you have any questions.

Yours sincerely

Musa Ndlovu

National Secretary

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