

Hannexufe "A"



WAGE SETTLEMENT AGREEMENT

between

**TRANSNET SOC LIMITED
("TRANSNET")**

AND

**SOUTH AFRICAN TRANSPORT AND
ALLIED WORKERS' UNION
("SATAWU")**

AND

**UNITED NATIONAL TRANSPORT UNION
("UNTU")**

MADE IN THE MAIN CHAMBER OF THE TRANSNET BARGAINING COUNCIL

**IN RESPECT OF TERMS AND CONDITIONS OF EMPLOYMENT FOR THE FINANCIAL
YEARS**

1 APRIL 2015 TO 31 MARCH 2018

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1 PURPOSE AND SCOPE

- 1.1 The purpose of this agreement is to record the wage agreement (salaries, allowances and benefits) for all bargaining unit employees in Transnet SOC Limited for the financial years 1 April 2015 to 31 March 2018.
- 1.2 This agreement amends the terms and conditions of employment of bargaining unit employees in Transnet (unless otherwise expressly so stated) and supersedes existing agreements on the issues covered in this agreement.
- 1.3 This agreement will be implemented from 1 April 2015.
- 1.4 Salary increases for the financial year 2015/16 will be paid retrospectively from 1 April 2015.

2 PARTIES TO THE AGREEMENT

- 2.1 The parties to this agreement are:
 - 2.1.1 Transnet SOC Limited ("Transnet") having its Head Office at the Carlton Centre, 150 Commissioner Street, Johannesburg, and including its Operating Divisions: the Corporate Centre (including Transnet Capital Projects, Transnet Properties and Transnet Foundation); Transnet National Ports Authority; Transnet Pipelines; Transnet Port Terminals; Transnet Freight Rail and Transnet Engineering);
 - 2.1.2 South African Transport and Allied Workers Union ("SATAWU"); and
 - 2.1.3 United National Transport Union ("UNTU").
- 2.2 This agreement applies to and is binding on all bargaining unit employees in Transnet, including those employees who are not members of the trade union parties to the agreement, whether or not such employees are members of any other trade union.

3 WAGES

YEAR 1: 2015-2016

- 3.1 The basic pensionable salary (including 13th cheque, pension and overtime rate up to the overtime threshold) of permanent Transnet employees falling within the bargaining unit below Level G, will be increased by an across the board increase of 7.0% (seven percent).
- 3.2 In respect of level G employees, the agreed annual adjustment of 7.0% (seven percent) will be applied in terms of the provisions of the First Line Managers, Specialists and Technicians (FST) Agreement as amended.
- 3.3 The across the board increase of 7.0% (seven percent) to basic salary will apply to employees who are employed on a fixed term contract basis and who are still in service on the date of signing of this agreement.

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YEAR 2: 2016-2017

- 3.4 The basic pensionable salary (including 13th cheque, pension and overtime rate up to the overtime threshold) of permanent Transnet employees falling within the bargaining unit below Level G, will be increased by an across the board increase of 7.5% (seven point five percent).
- 3.5 In respect of level G employees, the agreed annual adjustment of 7.5% (seven point five percent) will be applied in terms of the provisions of the First Line Managers, Specialists and Technicians (FST) Agreement as amended.
- 3.6 The across the board increase of 7.5% (seven point five percent) to basic salary will apply to employees who are employed on a fixed term contract basis and who are still in service on 1 April 2016.

YEAR 3: 2017-2018

- 3.7 The basic pensionable salary (including 13th cheque, pension and overtime rate up to the overtime threshold) of permanent Transnet employees falling within the bargaining unit below Level G, will be increased by an across the board increase of 8.25% (eight point two five percent).
- 3.8 In respect of level G employees, the agreed annual adjustment of 8.25% (eight point two five percent) will be applied in terms of the provisions of the First Line Managers, Specialists and Technicians (FST) Agreement as amended.
- 3.9 The across the board increase of 8.25% (eight point two five percent) to basic salary will apply to employees who are employed on a fixed term contract basis and who are still in service on 1 April 2017.

4 TRANSNET MEDICAL SUBSIDY

- 4.1 The Medical Subsidy is a fixed amount payable to all permanent bargaining unit employees who belong to or join a recognised Transnet medical scheme as a principal member.

YEAR 1: 2015-2016

- 4.2 The value of the medical allowance will increase to R13,200 (thirteen thousand, two hundred rand) per annum [R1,100 (one thousand, one hundred rand) per month] from 1 April 2015.

YEAR 2: 2016-2017

- 4.3 The value of the medical subsidy will increase to R14,400 (fourteen thousand, four hundred rand) per annum [R1,200 (one thousand two hundred rand) per month] from 1 April 2016.

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YEAR 3: 2017-2018

4.4 The value of the medical subsidy will increase to R15,600 (fifteen thousand, six hundred rand) per annum [R1,300 (one thousand three hundred rand) per month] from 1 April 2017.

5 HOUSING ALLOWANCE

5.1 The housing allowance is a fixed allowance that is paid to all permanent employees below grade level G (grade levels H to L) in the bargaining unit.

YEAR 1: 2015-2016

5.2 The value of the housing allowance will increase to R13,200 (thirteen thousand, two hundred rand) per annum [R1,100 (one thousand, one hundred rand) per month] from 1 April 2015.

YEAR 2: 2016-2017

5.3 The value of the housing allowance will increase to R14,400 (fourteen thousand, four hundred rand) per annum [R1,200 (one thousand two hundred rand) per month] from 1 April 2016.

YEAR 3: 2017-2018

5.4 The value of the housing allowance will increase to R15,600 (fifteen thousand, six hundred rand) per annum [R1,300 (one thousand three hundred rand) per month] from 1 April 2017.

6 STANDBY AND NIGHTSHIFT ALLOWANCE

6.1 The standby and nightshift allowances are paid as circumstantial allowances to all bargaining unit employees, where applicable.

YEAR 1: 2015-2016

6.2 The standby allowance will increase by 7.0% (seven percent).

6.3 The night shift allowance will increase by 7.0% (seven percent).

YEAR 2: 2016-2017

6.4 The standby allowance will increase by 7.5% (seven point five percent).

6.5 The night shift allowance will increase by 7.5% (seven point five percent).

YEAR 3: 2017-2018

6.6 The standby allowance will increase by 8.25% (eight point two five percent).

6.7 The night shift allowance will increase by 8.25% (eight point two percent).

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7 NON PENSIONABLE ALLOWANCE

7.1 The non-pensionable allowances will not be increased for the duration of this agreement.

8 OVERTIME

8.1 Overtime payable to all employees in the bargaining unit, below level G (FST) will be paid as per the Ministerial Determination as published in the Government Gazette, as and when amended.

8.2 The overtime rate for all level G (FST) Employees will increase as follows:

8.2.1 Year 1 – 2015/16: 7.0% (seven percent);

8.2.2 Year 2 – 2016/17: 7.5% (seven point five percent); and

8.2.3 Year 3 – 2017/18: 8.25% (eight point two five percent).

9 DISABILITY LEAVE

9.1 Disability leave will increase to 7 (seven) calendar days over a three year cycle.

10 RETRENCHMENT

10.1 There will be no forced retrenchments in Transnet during the currency of this agreement. Transnet is entitled to offer voluntary retrenchment and voluntary early retirement packages to employees should it deem it necessary to do so due to its operational requirements. Transnet may also terminate the services of any employee, without payment of a severance package, if the employee unreasonably refuses to accept a reasonable offer of alternative employment with Transnet.

11 CONDITIONS OF EMPLOYMENT

11.1 This agreement is in full and final settlement of all demands, whether agreed to or not, made by the parties during the wage negotiations for the years 1 April 2015 to 31 March 2018 relating to salary increases and changes to other terms and conditions of employment for the duration of the agreement (1 April 2015 to 31 March 2018), except for changes which may emanate from changes to existing collective agreements which the parties may agree to review.

11.2 Any amendment to or variation of any provision of this agreement shall not be valid or binding unless it is reduced to writing and signed by authorised representatives of the parties.

12 DISPUTE RESOLUTION



12.1 Any dispute regarding the interpretation or application of this agreement will be referred to the Transnet Bargaining Council for conciliation and arbitration.

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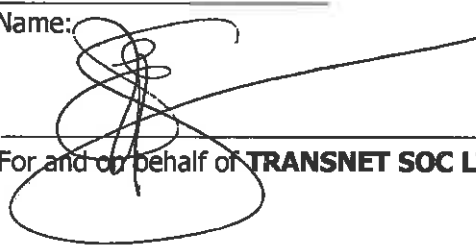
SIGNED AND DATED AT JOHANNESBURG on this 2nd day of June 2015.

WITNESSES:

- 1. 
- 2. 

Nonkululeko Sishi,

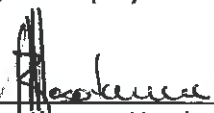
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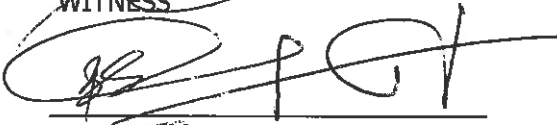


For and on behalf of **TRANSNET SOC LTD**


SIGNED AND DATED AT JOHANNESBURG on this 2nd day of June 2015.

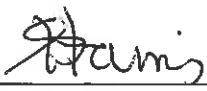

Nadeema Syms Deputy President: SATAWU

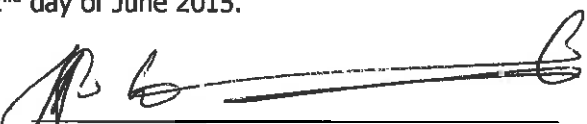


Zacharia Mosehoane: Head of Department; SATAWU


WITNESS

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SIGNED AND DATED AT JOHANNESBURG on this 2nd day of June 2015.


Wyndham Evans: Vice President UNTU


Steve Harris: General Secretary UNTU


WITNESS

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