



REF: CL.WAGE.NEG.T.006.7/SH/mk

2013-05-10

TO:

ALL EXECUTIVE COUNCIL MEMBERS AND TRADE UNION
REPRESENTATIVES TRANSNET

WAGE AGREEMENT 2013/2015

Attached for your attention and cascading to the membership, please find a copy of the Wage Agreement for 2013/2015 that was signed on Friday 10 May 2013 at the Transnet Bargaining Council.

Your attention is drawn to the fact that the agreement is valid for a two year period on the following basis.

- **2013/2014** ATB increase of 8,5%
- Increase to Housing allowance by 13.9% to R820p.m
- Increase to Medical Subsidy by 9,2% to R710
- Increase to Standby and Night Shift allowance by 8,5%
- Subsistence allowance increased to R70
- Overtime and Sunday increased as per Ministerial determination.
- Minimum Wage increase by 12.3% to R66041 pa
- Service Bonus paid annually on 15 December and Wages on 27 December.
- Fixed Term contractors;
 - ✓ at least 700 be fully employed (Maintenance)
 - ✓ Task team be established to set up criteria – work completed by 1 October 2013.
 - ✓ Task Team: Investigation and make recommendation re:
 - increases for FTCW
 - payments to FTCW
 - increase of permanent employment
 - all related concerns
- Fixed Term Contractors; 8.5% ATB increase for those in service at signing of the agreement
- **2014/2015** ATB increase of 9 %
- Housing allowance: Increased by 12,29% to R920pa
- Medical Subsidy: Increased by 15,4% to R820 pm
- Standby and Night Shift allowance increases by 9%
- Substance allowance remains R70
- Overtime and Sunday Time increases as per Ministerial determination
- Minimum wage increases by 12.4% to R74238 pa

Non-profit Organisation – Ref: Number 036-913

UTATU House, 182 Louis Botha Ave, Houghton Estate 2198; P.O. Box 31100, Braamfontein, 2017; Tel: 011 728 0120;
Fax: 011 728 8257/8; Internal Fax: 011 773 7920; E-mail: headoffice@utatusarwhu.com; Website: www.utatusarwhu.co.za

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This agreement is with effect from 1 April 2013 - the applicable back pay will be affected on the end of May 2013.

We thank our membership for their loyal support and patience during this period of time.

Given the current circumstances and current economic climate members are assured that we have done all possible to acquire the best deal possible for them.

VIVA UTATU SARWHU VIVA

Long live this proactive, progressive and proficient Union.

UTATU SARWHU Greetings.

A handwritten signature in black ink, appearing to read "SA Harris". The signature is written in a cursive, slightly stylized font.

SA HARRIS
GENERAL SECRETARY