

No 3 15/4/15

Copies x 2



13 April 2015

Management Offer

- 1. Management notes that Labour have revised their demands, including the ATB demand to 10%.
- 2. Management tables the offer below provided that the agreement only incorporates the following elements:

Multi-year wage agreement of three years with the elements of increases set out in the table below:

No	Management Offer	Year 1 2015/16	Year 2 2016/17	Year 3 2017/18
1	Across the Board Increase	5.5%	6%	6.5%
2	Night Shift Allowance	5.5%	6%	6.5%
3	Standby Allowance	5.5%	6%	6.5%
4	Housing Allowance (currently R920)	R971 5.5%	R1 029 6%	R1 096 6.5%
5	Medical Allowance (currently R820)	R877 7%	R939 7%	R 1 004 7%
6	Disability leave to be increased to 6 calendar days over a three year cycle			
7	All other terms and conditions of employment remain on their current terms			