

Labour Transnet Meeting: 16 November 2012:Esselen Park

Combined Labour Proposal

With reference to our discussion held on 16 November 2012 we wish to table our response as follows:

1) Multi-Year Wage Agreement:

- Labour is not in favour of a multi-year wage agreement and clearly has no mandate to enter in to such negotiations.
- However, we are willing to start Wage Negotiations on 14 February 2013.
- Proceed on 27 and 28 February 2013 and 14 and 15 March 2013 for the 2013 /2014 financial year.
- All endeavours be made to complete the process for implementation on 1 April 2013.
- It is further agreed to a facilitated process, the name of who we will propose in due course.

2) FST Agreement (First Line Manager, Specialists and Technicians)

- With all the current unhappiness arising from employees covered in this agreement we propose we meet with the view of addressing the current SPO'S
- Negotiate possible thresholds per grade category to overcome the current circumstances were new appointees are appointed at higher salary scales than employees that were appointed previously.
- The effect of this is in the other operation divisions needs to be addressed and aligned.
- The band widths have to be addressed.
- Re-look the progression in the bands in this agreement.
- **All matters raised by labour will be raised in negotiations.**
- The meetings will resume on 6 and 7 December 2012.
- The other dates set aside are 10 and 11 December 2012 ,16 ,17 and 23 January 2013.
- Implementation 1 April 2013 .

3) New Reward Model: Progression

- The Length of the pay scales should not exceed 6% and no overlapping of pay scales should be introduced.
- The Maximums of the pay scales must be negotiated taking cognisance of the current market related comparisons.
- Progressions should be based on individual performance that is not subjective, and very simplistic, not allowing influence from a third party e.g. supervisor.

- Progression should not exceed four movements e.g. Minimum, first movement, second movement and Maximum.

- Must be achievable within 4 years from implementation on 1 November 2013

- We are not in favour of progression being coupled to and funded by the achievement of business targets as we have no control over the setting thereof or the impact of such .

- **Guaranteed remuneration has to fully deliberated and resolved upon.**

- **The progression model must also deal with promotional aspects.**

4) Artisans Agreement

- Labour agrees that the current agreement is too complicated and not simplistic, **and therefore the need to review/renegotiate the principles.**

- Management have not got the capacity to ensure that the agreement is complied with.

- Apply the same principles as will apply to the New Reward System progression.

- The current salary scales of the “Artisan Agreement” will remain in effect and compared against market trends .

- Further investigations to be done taking cognisance of the differences in the trades requirements and out puts per operation division.

- The above negotiations will start in due course after the completion of the FST negotiations .

The career movement of employees per division (not generic) has to be taken into account in reviewing the artisan agreement.

5) Recognition Agreement

- The parties agree that the proposals be held in abeyance until the End of February 2013 after which **mandate will be communicated.**

6) Train Movement Agreement

- Labour is in agreement that we allow the current bi-lateral discussions and investigation per certain depots to continue as per the current dates as agreed.

Compiled by Utatu Sarwhu and SATAWU