



**COLLECTIVE AGREEMENT
ON
REMUNERATION PRINCIPLES IN RESPECT OF
FIRST LINE MANAGERS,
SPECIALISTS AND TECHNICIANS**

Entered into between

**TRANSNET LIMITED
("TRANSNET")**

AND

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

AND

**UNITED TRANSPORT AND
ALLIED WORKERS' UNION
("UTATU")**

AND

**UASA THE UNION
("UASA")**

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TABLE OF CONTENTS

1	PREAMBLE	3
2	PURPOSE	3
3	DEFINITIONS	3
4	SCOPE	4
5	REMUNERATION PRINCIPLES	4
6	JOB EVALUATION SYSTEM	5
7	GRADE STRUCTURE	5
8	LEAVE	6
9	HOUSING ALLOWANCE	6
10	TRANSMED	6
11	PENSIONABLE INCOME	6
12	STANDBY ALLOWANCES	7
13	SHIFT ALLOWANCES	7
14	ACTING ALLOWANCE	7
15	RESPONSIBILITY ALLOWANCE	8
16	OTHER ALLOWANCES	8
17	SERVICE BONUS (13 th Cheque)	8
18	OVERTIME INCLUDING SUNDAY TIME AND PUBLIC HOLIDAYS	8
19	TRAVEL CONCESSIONS	9
20	RETENTION AWARD	9
21	BARGAINING ARRANGEMENTS	10
22	PERFORMANCE MANAGEMENT & SHORT TERM INCENTIVE BONUS	10
23	DISPUTE RESOLUTION	12
24	STATUS AND VARIATION	12
	ANNEXURE A	14
	Annexure A1 – List of Positions Covered by this Agreement	16
	ANNEXURE B	20
	ANNEXURE C	20
	ANNEXURE D	20

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1 PREAMBLE

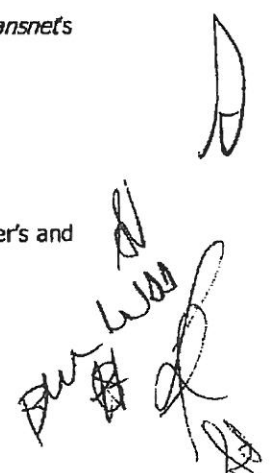
- 1.1 *Transnet* and the *unions* acknowledge that First Line Manager's, Specialists and Technicians (FST) play a critical role in the achievement of business objectives. Accordingly, in order to meet *Transnet's* corporate goals, business objectives and a performance culture, the reward policies and objectives for this category of employees must:
- 1.1.1 Reinforce and reward superior performance;
 - 1.1.2 Enhance organisational and individual performance and productivity;
 - 1.1.3 Encourage individual development and accountability;
 - 1.1.4 Attract and retain critical skills;
 - 1.1.5 Achieve a single reward structure across *Transnet*; and
 - 1.1.6 Create a culture of continuous improvement.

2 PURPOSE

- 2.1 The purpose of this *agreement* is to govern the remuneration of First Line Managers, Specialists and Technicians in order to retain these skills.
- 2.2 The *agreement* is informed by two principles:
- 2.2.1 Employees in this category of employment will be converted from a basic pay dispensation to a *Cost to Company* package approach; and
 - 2.2.2 No employee will be financially worse off as a result of this conversion. This means that no employees "take home" pay (total nett remuneration) will be negatively affected.
- 2.3 The parties have reached *agreement* on the terms and conditions, which will govern the remuneration of First Line Managers, Specialists and Technicians, which are set out in this *agreement*.
- 2.4 This *agreement* supersedes all previous collective *agreements* (local, regional and national) for this category of employees as and between *Transnet* or its Operating Divisions and the *unions* in respect of remuneration and all other issues covered by this *agreement*, including notch increases, pay progression, scarcity and pay levels, for this category of employees.

3 DEFINITIONS

- 3.1 "**Agreement**" means this *agreement*, including any annexures which will come into effect on date of signature;
- 3.2 "**Cost to Company**" means the sum of all salary elements excluding *Transnet's* contributions towards the Transmed subsidy and the *Transnet* funeral benefit;
- 3.3 "**Gross package**" means the amount paid before tax and deductions;
- 3.4 "**Parties**" means *Transnet* and the signatory unions;
- 3.5 "**Pensionable salary**" means the amount that is utilised to determine the employer's and employee's contribution towards the *Transnet* pension funds;



3.6 **"Transnet"** means Transnet Limited, including its Operating Divisions, having its head office at the Carlton Centre, 150 Commissioner Street, Johannesburg;

3.7 **"Unions"** means the recognised unions of the Transnet Bargaining Council on date of signature of the *agreement* which include SATAWU, UASA and UTATU

4 SCOPE

4.1 This *agreement* applies to First Line Managers, Specialists and Technicians as defined in Annexure A.

4.2 This *agreement* binds all First Line Managers, Specialists and Technicians employed by Transnet (as more fully set out in Annexure A), including all employees who fall into this category who are not members of one of the *unions* to this *agreement*.

4.3 Transitional arrangement

Positions that may not have been incorporated (as set out in Annexure A1) but that fall within the definitions set out in Annexure A and correspond with the evaluation results reflected in the correlation table as per Annexure B, will be validated. The following procedure will apply:

4.3.1 The employee must submit a request in writing (in the form of Annexure E), by 18 July 2008, to the Corporate Centre, Remuneration Manager;

4.3.2 The Corporate Centre will convene a job evaluation task team, with a representative from the unions to validate the employee's position.

4.3.3 The outcome of the validation will be final.

4.3.4 If the outcome of the job evaluation task team is that the employee:

4.3.4.1 falls within the definition of a First Line Manager, Specialist or Technician (as set out in Annexures A and B) the employee will be incorporated into this G level and the terms of this *agreement* will apply to the employee.

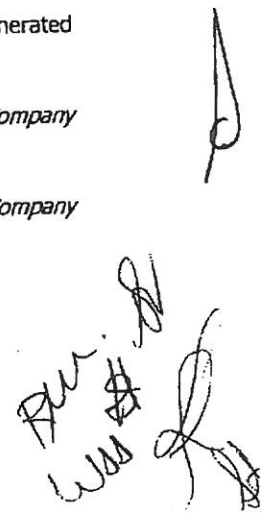
4.3.4.2 does not fall within the definition of a First Line Manager, Specialist or Technician (as set out in Annexures A and B) the employee will remain in the position they currently occupy and will not be subject to the terms of this *agreement*.

5 REMUNERATION PRINCIPLES

5.1 From 1 March 2008, First Line Managers, Specialists and Technicians will be remunerated on a *Cost to Company* package.

5.1.1 The Transmed subsidy that applies will be excluded from the *Cost to Company* calculations.

5.1.2 The Funeral benefit cost that applies will be excluded from the *Cost to Company* calculations.



5.2 Transitional Arrangement

5.2.1 First Line Managers, Specialists and Technicians will, with effect from 1 March 2008, move from a basic pay dispensation to a *Cost to Company* package approach.

5.2.2 *Cost to Company* is calculated as the sum of:

5.2.2.1 Basic Pay;

5.2.2.2 13th cheque;

5.2.2.3 Employer Contribution to Retirement Funding;

5.2.2.4 Housing Allowance;

5.2.2.5 All current non-pensionable allowances;

5.2.2.6 Territorial and geographical allowances;

5.2.2.7 Scarcity, retention and market related allowances;

5.2.2.8 1.5% of gross *package* as compensation for forfeiture of all Travel Concessions;
and

5.2.2.9 Retention award (as set out in paragraph 20 below).

6 JOB EVALUATION SYSTEM

6.1 The JE manager job evaluation system, which includes the seven (7) fundamental modules, inclusive of hazardous conditions, will in future be used to determine the relative complexity and levels of positions (Annexures B and C).

6.2 Not more than one job evaluation system will apply within one business undertaking or Operating Division.

6.3 Any job evaluation system will apply for a period of at least thirty six (36) months before it may be replaced by way of *agreement*, subject to at least six (6) months notice being given by the party who wishes to replace the system.

6.4 The *Unions* will form part of the job evaluation committees in the operating divisions.

6.5 The Corporate Centre will be responsible for ratifying all job evaluation results from the operating divisions before a change in grade is effected or the incumbent is informed of any changes.

7 GRADE STRUCTURE

7.1 The grade structure for bargaining unit employees consists of six (6) levels from levels L to G. (see Annexures B and C). First Line Managers, Specialists and Technicians are categorised into level G.

7.2 *Transnet* will standardise job titles where appropriate, in respect of the same kind of work and these may change according to operational needs.

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R

8 LEAVE

- 8.1 All leave elements currently enjoyed by First Line Managers, Specialists and Technicians falling into the scope of this *agreement*, remain unchanged. This includes annual leave, maternity leave, sick leave, study leave, family responsibility leave etc as per the current leave provisions in each operating division.

9 HOUSING ALLOWANCE

9.1 Transitional arrangement

- 9.1.1 The value of the Home Owners Allowance as on the date of signing of this *agreement* will be included in the *Cost to Company* package from 1 March 2008.

10 TRANSMED

- 10.1 The Transmed subsidy applicable to First Line Managers, Specialists and Technicians will be capped at a maximum of R1,100.00 (one thousand one hundred rand) per month from 1 March 2008.

- 10.2 To qualify for the subsidy First Line Managers, Specialists and Technicians need to belong to Transmed.

10.3 Transitional Arrangement

- 10.3.1 First Line Managers, Specialists and Technicians who on date of signature of this *agreement* receive more than R 1,100.00 per month as a Transmed subsidy, will have the difference added to their *Cost to Company* package, from 1 March 2008.

11 PENSIONABLE INCOME

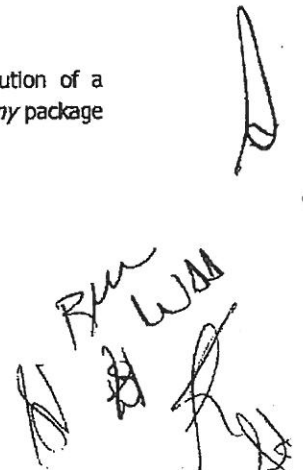
- 11.1 *Transnet's* contribution (the employer contribution) to the Transnet Retirement Fund or the Transport Pension Fund is an allocation from the First Line Managers, Specialists and Technicians *Cost to Company* package.

- 11.2 Members of the Transnet Retirement Fund will, from 1 April 2008, and annually thereafter will, subject to the rules of the fund, have a choice of:

- 11.2.1 Maintaining their Rand value contribution immediately prior to 1 March 2008 ; or

- 11.2.2 Increasing the amount which they contribute to the Transnet Retirement Fund.

- 11.3 If the Transnet Retirement Fund increases the risk portion of the contribution of a member, the increased portion will be added to the members' *Cost to Company* package by *Transnet*.



- 11.4 Members of the Transport Pension Fund will from 1 April 2008, and annually thereafter, subject to the rules of the fund:
- 11.4.1 have their *Cost to Company* package structured on a ratio of not less than 70% pensionable and 30% non-pensionable portion; or
- 11.4.2 maintain their rand value contribution immediately prior to 1 March 2008.

12 STANDBY ALLOWANCES

- 12.1 The Stand-By allowance for First Line Managers, Specialists and Technicians will be three rand fifty per hour (R3.50 per hour), from 1 March 2008.
- 12.2 **Transitional arrangement**
- 12.2.1 First Line Managers, Specialists and Technicians who receive a Stand-by Allowance greater than three rand fifty per hour (R3.50 per hour), will have the difference added to their *Cost to Company* package, from 1 March 2008.
- 12.2.2 The value of the standby allowance will be calculated on the actual average over the past twelve (12) months for each First Line Manager, Specialist and Technician.

13 SHIFT ALLOWANCES

- 13.1 For First Line Managers, Specialists and Technicians, the status quo with regard the shift allowance practice in each operating division will continue to apply, with the exception of Transnet Pipelines. In Transnet Pipelines the shift allowance for First Line Managers, Specialists and Technicians will be calculated by applying a multiplier of 71% of *Cost to Company package*.
- 13.2 The shift allowance will not be included in the *Cost to Company* calculation.

14 ACTING ALLOWANCE

- 14.1 Acting at a higher level than the G level will not be allowed for periods longer than three (3) consecutive months.
- 14.2 A First Line Manager, Specialist or Technician acting at a higher level than the G level (as set out in Annexure A) will receive seven and a half percent (7.5%) of **monthly** *Cost to Company* package.
- 14.3 From 1 April 2009, a First Line Manager, Specialist or Technician must act for a minimum of fourteen (14) working days in a higher position than the G-level, after which acting will be paid from the first day which s/he acted in that position.
- 14.4 **Transitional Arrangement**
- 14.4.1 From date of signature of this *agreement* to 31 March 2009, a First Line Manager, Specialist or Technician must act for a minimum of three (3) working days in a higher position than the G-level, after which acting will be paid from the first day which s/he acted in that position.

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LWJ
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15 RESPONSIBILITY ALLOWANCE

15.1 Transitional arrangement

- 15.1.1 From 1 March 2009, the responsibility allowance will be incorporated into the *Cost to Company* package for those receiving the allowance calculated on a twelve monthly average.

16 OTHER ALLOWANCES

16.1 Transitional arrangement

- 16.1.1 All other non-pensionable allowances will be incorporated into the *Cost to Company* package, from 1 March 2008.

17 SERVICE BONUS (13TH CHEQUE)

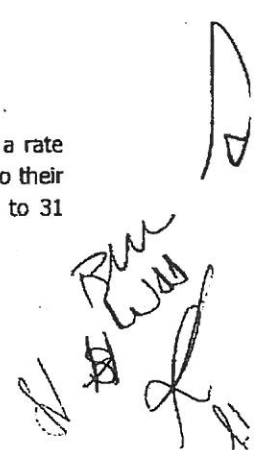
- 17.1 From 1 March 2008, each First Line Manager, Specialist and Technicians' *Cost to Company* package will be structured to include a thirteenth (13th) cheque payable in December of each year.
- 17.1.1 The thirteenth (13th) cheque is calculated as 1/13th of the chosen ratio of pensionable income and tax is deducted from the amount.

18 OVERTIME INCLUDING SUNDAY PAY AND PUBLIC HOLIDAYS

- 18.1 The basic rate to determine overtime, as from 1 April 2008, for employees employed in the G-level - First Line Managers, Specialists and Technicians will be standardised across *Transnet* at a base rate of fifty rand per hour (R50.00) per hour.
- 18.2 The overtime multiple applicable in an Operating Division will apply to the new base rate of fifty rand per hour:
- 18.2.1 The overtime multiple of time and a half will result in R75 per hour (1.5 X base rate of R50 = R75 per hour);
- 18.2.2 Overtime paid of time and three quarters will result in R87.50 per hour (1.75 X base rate of R50 = R87.50 per hour); and
- 18.2.3 Overtime calculated at double time will result in R100 per hour (2 X base rate of R50 = R100 per hour).
- 18.3 **Transitional arrangement**
- 18.3.1 First Line Managers, Specialists and Technicians who currently receive overtime at a rate greater than a base rate of fifty (R50.00) per hour, will have the difference added to their *Cost to Company* package based on the past twelve (12) months (1 April 2007 to 31 March 2008), calculated on:

- 18.3.1.1 the actual average overtime earned; or

Final Agreement



- 18.3.1.2 the actual average overtime worked (if time off was granted in lieu of payment). Transnet's internal auditors must verify the overtime worked. First Line Managers, Specialists and Technicians must submit evidence by 30 June 2008 to Sonel.du_Preez@transnet.net, of time off in lieu of overtime worked, as approved by their relevant line manager.

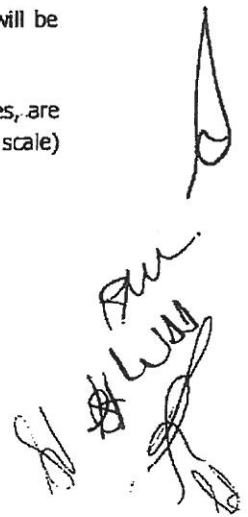
19 TRAVEL CONCESSIONS

19.1 Transitional arrangement

- 19.1.1 First Line Managers, Specialists and Technicians will continue to access existing travel concession benefits up to the 31st of December 2008.
- 19.1.2 First Line Managers, Specialists and Technicians will receive one and half percent (1.5%) calculated on their converted *Cost to Company* package (before the retention award is added), effective 1 April 2008 as compensation for the forfeiture of this benefit in December 2008.
- 19.1.3 In Saldanha and Sentrarrand, Transnet has entered into agreements to provide "rubber wheels" transport to employees in lieu of travel concessions. These travel arrangements are unaffected by this *agreement*.

20 RETENTION AWARD

- 20.1 With effect from 1 March 2008, Transnet will pay a once-off differentiated adjustment to First Line Managers, Technicians and Specialists based on their converted *Cost to Company* of:
- 20.1.1 Five percent (5%) for First Line Managers;
- 20.1.2 Two and a half percent (2.5%) for Specialists;
- 20.1.3 Between three and a half percent (3.5%) and ten and a half percent (10.5%) for Technicians. All technicians will receive a minimum increase of three and a half percent (3.5%). Technicians who are currently below the G level mid-point of the pay scale (R280, 000.00) will receive an adjustment of up to ten and a half percent (10.5%). (See Annexure D for the G level pay scale);
- 20.1.4 Technicians (Level One) who have been in the employ of Transnet for 2 (two) or more years, as at signature date of this *agreement*, will receive either three and a half percent (3.5%) or be moved to the minimum of the G level pay scale (R190,000.00), whichever is the greater. Technicians (Level 1) with less than 2 years of employment history will be addressed through the graduate in training program.
- 20.1.5 Those First Line Managers, Specialists and Technicians who, after the above increases, are still below the minimum of the new pay scale (see Annexure G for the G level pay scale) will be moved to the minimum (R190,000.00) with effect from 1 April 2008.

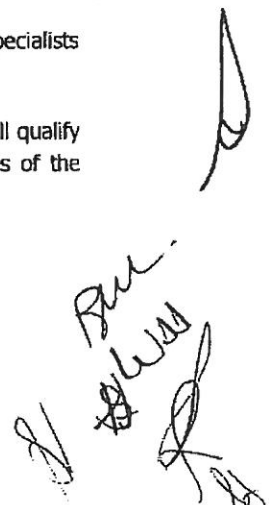
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21 BARGAINING ARRANGEMENTS

- 21.1 From 1 April 2009 and thereafter, the annual adjustment for grade level G (First Line Managers, Specialists and Technicians) will be negotiated separately from other bargaining unit employees in the Main Chamber of the Transnet Bargaining Council.
- 21.2 With effect from the date of signature of this *agreement* all notch increases or any notch dispensation will terminate.
- 21.3 From 1 April 2008, the agreed annual adjustment for First Line Managers, Specialists and Technicians will similarly apply to:
- 21.3.1 Transmed subsidy;
 - 21.3.2 Standby allowance;
 - 21.3.3 Shift allowance (except for Transnet Pipelines); and
 - 21.3.4 Overtime rate.
- 21.4 From 1 April 2008, in respect of the financial year 2008/9, all First Line Managers, Specialists and Technicians will receive the agreed annual adjustment.
- 21.5 From 1 April 2009, in respect of the financial year 2008/9 and 2009/10, all First Line Managers, Specialists and Technicians will receive the agreed annual adjustment.
- 21.6 From 1 April 2010, in respect of the financial year 2010/11, the agreed annual adjustment will be distributed based on a split of 70% (seventy percent) as a guaranteed increase and 30% (thirty percent) based on individual performance (SPO assessment) and a normal distribution curve.
- 21.7 From 1 April 2011, in respect of the financial year 2011/12, the agreed annual adjustment will be distributed based on a split of 50% (fifty percent) as a guaranteed increase and 50% (fifty percent) based on individual performance (SPO assessment) and a normal distribution curve.
- 21.8 From 1 April 2012 and thereafter, the agreed annual adjustment will be distributed based on a split of 20% (twenty percent) as a guaranteed increase and 80% (eighty percent) based on individual performance (SPO assessment) and a normal distribution curve.

22 PERFORMANCE MANAGEMENT & SHORT TERM INCENTIVE BONUS

- 22.1 Performance management will gradually be introduced for First Line Managers, Specialists and Technicians.
- 22.2 For the financial year 2008/09, First Line Managers, Specialists and Technicians will qualify for a twelve percent (12%) on-target eligibility percentage in terms of the rules of the Transnet Short Term Incentive Scheme.



22.3 Transitional arrangement

22.3.1 In respect of the financial year 1 April 2007 to 31 March 2008:

22.3.1.1 First Line Managers, Specialists and Technicians of all operating divisions, with the exception of Transnet Rail Engineering, will benefit from the Transnet Short Term Incentive Scheme with an on target incentive of nine percent (9%).

22.3.1.2 The Transnet Rail Engineering gain share will continue to apply.

22.3.2 In respect of the financial year 1 April 2008 to 31 March 2009:

22.3.2.1 First Line Managers, Specialists and Technicians will from the 08/09 performance bonus cycle (1 April 2008 to 31 March 2009) qualify for a twelve percent (12%) eligibility percentage in terms of the rules of the Transnet Short Term Incentive Scheme with its applicable modifiers.

22.3.2.2 The Transnet Rail Engineering gain share will no longer apply to the First Line Managers, Specialists and Technicians.

22.3.2.3 The *Transnet* Corporate Centre will facilitate the development and implementation of training programmes across *Transnet* on SPO contracting and the development of SPO score cards, so as to enable First Line Managers, Specialists and Technicians to perform at the required level.

22.3.2.4 To facilitate the credible implementation of performance management, SPO development and contracting for 1 April 2008, will be as generic as possible for each grouping of First Line Managers, Specialists and Technicians within an operating division.

22.3.2.5 First Line Managers, Specialists and Technicians will be required to develop and contract individual performance management scorecards (SPO contracting)

22.3.2.6 First Line Managers, Specialists and Technicians will be subject to bi-annual assessments with their respective managers.

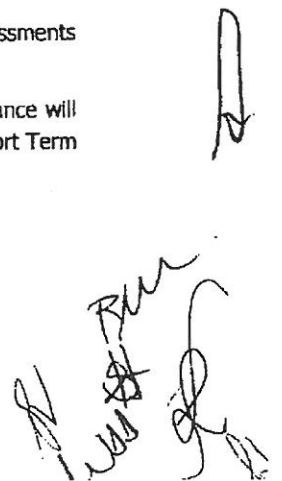
22.3.2.7 The annual short term incentive bonus for the achievement of on target performance will be modified based on approved modifiers in terms of the rules of the Transnet Short Term Incentive Scheme.

22.3.3 In respect of the financial year 1 April 2009 to 31 March 2010 and onwards

22.3.3.1 First Line Managers, Specialists and Technicians will continue to qualify for a twelve percent (12%) eligibility percentage for the achievement of on-target performance in terms of the rules of the Transnet Short Term Incentive Scheme with its applicable modifiers, based on their assessed achievements in terms of their SPO scorecards.

22.3.3.2 First Line Managers, Specialists and Technicians will be subject to bi-annual assessments with their respective managers.

22.3.3.3 The annual short term incentive bonus for the achievement of on target performance will be modified based on approved modifiers in terms of the rules of the Transnet Short Term Incentive Scheme.



23 DISPUTE RESOLUTION

- 23.1 Any dispute regarding the interpretation or application of this *agreement* shall be referred to the Transnet Bargaining Council for adjudication.

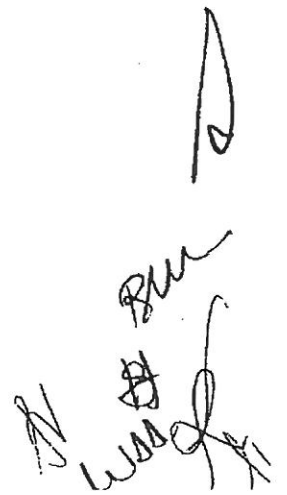
24 STATUS AND VARIATION

- 24.1 The *parties* have signed this *agreement* on the basis that they will seek a mandate from their constituency to validate this *agreement*. The implementation of this *agreement* is conditional upon the trade union *parties or party*, who collectively represent the majority of the category of employees (First Line Managers, Specialists and Technicians), notifying Transnet [the General Manager: Group Employee Relations, Sue Albertyn, (sue.albertyn@transnet.net)] in writing by 13:00 on Friday, 25 April 2008 that they have obtained the necessary mandates to conclude this *agreement*.
- 24.2 This *agreement* will commence on the signing of this *agreement*, subject to the suspension condition in clause 24.1 being met, and will remain in force until either *party* gives ninety (90) days' written notice to the other of termination of the *agreement*.
- 24.3 Any variation to this *agreement* must be reduced to writing and signed by the *parties*.
- 24.4 No relaxation or indulgence which *Transnet* or the *unions* may grant to the other *party* will constitute a waiver by any of them of any of their rights under this *agreement*.
- 24.5 For purposes of this *agreement*, including the serving of notices and legal processes, *Transnet* and the signatory *unions* choose their domicilium citandi et executandi as follows:

24.5.1 Transnet: Transnet Limited
 Carlton Office Towers
 150 Commissioner Street
 Johannesburg
 2000
 P O Box 72501
 Parkview
 2122
 Fax number: (011) 308 2528

15.3.2 SATAWU: 6th Floor Marble Towers
 208/212 Jeppe Street cnr Von Wielligh Street
 Johannesburg
 2000
 P.O. Box 9451, JHB, 2001
 Fax number: (011) 333 8918/0300/0275/0250

24.5.2 UASA: 42 Goldman Street
 Florida
 Gauteng
 1709
 Fax number – (011) 674 4057





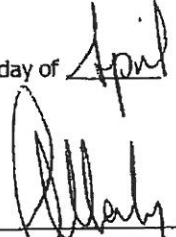
24.5.3 UTATU:

UTATU House
182 Louis Botha Ave
Houghton Estates
2198
P.O. Box 31100
Braamfontein
2017
Fax number: (011) 728 8257/8

SIGNED AND DATED AT JOHANNESBURG on this the 18th day of April 2008.

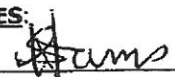
WITNESSES:


1. 
2. 


For and on behalf of **TRANSNET**

SIGNED AND DATED AT JOHANNESBURG on this the 18 day of April 2008.

WITNESSES:

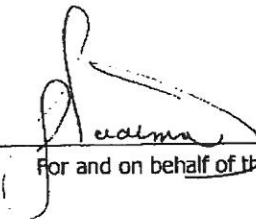
3. 
4. W. SINGLETON.


For and on behalf of the **UTATU**

SIGNED AND DATED AT JOHANNESBURG on this the 18 day of APRIL 2008.

WITNESSES:

5. _____
6. _____


For and on behalf of the **UASA**

SIGNED AND DATED AT JOHANNESBURG on this the ____ day of _____ 2008.

WITNESSES:

7. _____
8. _____

For and on behalf of the **SATAWU**



ANNEXURE A

LEVEL CATEGORY LEVEL DEFINITION

First Line Manager

- All those positions where the incumbent is accountable for the Planning, Organising, Leading, Co-ordination and Control of a team of sub-ordinates within a whole process (operations / maintenance / staff & support functions) to achieve a common goal.
- These positions are accountable for: the planning of workload execution & allocation of manpower / resources; the control of expenses against a given budget and tactical plan; participating in the selection of new recruits & the training and competency declaration of all subordinates; on-time delivery (OTD), quality assurance (QA), effective availability & utilisation of manpower, plant and equipment; time and attendance, overtime control and first line discipline of all subordinates; investigation of deviances, corrective action and preventative measures; co-ordinating the implementation of changes to plant, equipment, processes and working procedures
- The preferred qualification is an applicable National Diploma with at least 5 - 8 years relevant experience and can include experience obtained from previous positions through a career path.

Note: Employees currently in these identified positions, who do not have the relevant qualifications, will be accommodated on the basis of relevant experience in the job

Technician

- The incumbents has an applicable ND (National Diploma / S4 (NQF 6) e.g. Mechanical / Electrical etc plus an 18 month orientation program (Technician in Training) as a pre-requisite.
- The job content normally requires the application of theoretical knowledge and skills and is primarily situated in core processes (Operations / Maintenance) and technical support environments.
- Incumbents must apply basic knowledge / skills within a specific discipline and within an existing system / process / specifications / technology during troubleshooting
- Incumbents are equipped to initiate smaller changes to systems / process / specifications / technology
- Incumbents are able to initiate smaller changes as part of bigger / multi-discipline projects including the re-design of equipment and/or plant, compiling of equipment / plant specifications.
- Incumbents participate in tender evaluations; monitoring the manufacturing process for the adherence to quality standards; and the monitoring of the implementation

Note: Employees currently in these identified positions, who do not have the relevant qualifications, will be accommodated on the basis of relevant experience in the job

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LEVEL CATEGORY LEVEL DEFINITION

Specialist

- The Incumbent has an applicable B.Degree (NQF 6) plus an 18 to 24 month orientation program (GIT programme) as a pre-requisite prior to appointment.
- The Incumbent must apply their theoretical knowledge and skills on a continuous basis and are primarily situated in a staff-, support-, and / or service environment e.g. Finance - Accountant / HR Consultant / Procurement Officer in Supply Management etc.
- The position requires the application of basic knowledge / skills within a specific discipline and system or process.
- The incumbent must independently handle of day to day problem solving within existing systems / processes. They are equipped to initiate smaller changes to systems / processes but within a single discipline framework.

Note: Employees currently in these identified positions, who do not have the relevant qualifications, will be accommodated on the basis of relevant experience in the job.



Annexure A1 – List of Positions Covered by this Agreement

NOTE: the positions listed as in scope are subject to verification by the task team as more fully described in paragraph 4.2

Operating Division	Position in scope
Transnet Freight Rail	CHIEF ADMINISTRATOR (L1)
Transnet Freight Rail	CHIEF FIRE OFFICER
Transnet Freight Rail	COMMUNICATIONS OFFICER
Transnet Freight Rail	CO-ORDINATOR (OPERATING OFFICE)
Transnet Freight Rail	ENGINEER
Transnet Freight Rail	ENGINEERING TECHNICIAN
Transnet Freight Rail	ENGINEERING TECHNICIAN L1
Transnet Freight Rail	ENGINEERING TECHNICIAN L2
Transnet Freight Rail	GRAPHIC ANALYST
Transnet Freight Rail	IT BUSINESS ANALYST
Transnet Freight Rail	IT DEVELOPER
Transnet Freight Rail	OCCUPATIONAL HEALTH PRACTITIONER
Transnet Freight Rail	SECTION MANAGER (T/TRAFFIC) (S)
Transnet Freight Rail	SECTION MANAGER (TRAIN CONTROL)
Transnet Freight Rail	SECTION MANAGER (TRAIN SIMULATOR)
Transnet Freight Rail	SENIOR ANALYST PROGRAMMER
Transnet Freight Rail	SENIOR TECHNICAL ADVISOR (QUALITY CONTROL)
Transnet Freight Rail	SENIOR TRAINING OFFICER (ARTISAN TRAINING)
Transnet Freight Rail	SENIOR TRAINING OFFICER (FUNCTIONAL TRAINING)
Transnet Freight Rail	SENIOR TRAINING OFFICER (TECHNICAL TRAINING)
Transnet Freight Rail	TECHNICAL SUPERINTENDENT
Transnet Freight Rail	YARD MASTER (S)
Transnet Freight Rail	ENGINEERING TECHNICIAN
Transnet Freight Rail	SENIOR DRAUGHTSMAN
Transnet Freight Rail	SENIOR ENGINEERING TECHNICIAN
Transnet Freight Rail	SYSTEM SUPPORTER
Transnet NPA	ABAP & SYSTEMS PROGRAMMER
Transnet NPA	BERTH PLANNING MANAGER
Transnet NPA	BERTHING MANAGER
Transnet NPA	CHIEF FIRE OFFICER
Transnet NPA	COMMODITY MANAGER
Transnet NPA	COMMODITY OFFICER
Transnet NPA	COMMUNICATIONS OFFICER
Transnet NPA	DESKTOP ANALYST
Transnet NPA	DIVING SUPERVISOR
Transnet NPA	DOCKMASTER
Transnet NPA	ENGINEERING TECHNICIAN
Transnet NPA	ENVIRONMENTAL OFFICER
Transnet NPA	FINANCIAL OFFICER
Transnet NPA	FINANCIAL OFFICER – ACCOUNTANT
Transnet NPA	FINANCIAL OFFICER – CREDITOR
Transnet NPA	FINANCIAL OFFICER – FIXED
Transnet NPA	FINANCIAL OFFICER – GENERAL
Transnet NPA	FINANCIAL OFFICER – MIS
Transnet NPA	FINANCIAL OFFICER – PAYROLL
Transnet NPA	FINANCIAL OFFICER – RESEARCH
Transnet NPA	HR OFFICER - PAY AND PERS
Transnet NPA	HR OFFICER – RECRUITMENT

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Transnet NPA	HR OFFICER – REMUNERATION
Transnet NPA	INDUSTRIAL SOCIAL WORKER
Transnet NPA	IT&S OFFICER – SLA ACCOUNT
Transnet NPA	JUNIOR TECHNICIAN – CIVIL
Transnet NPA	JUNIOR TECHNICIAN – ELECT
Transnet NPA	LIGHTHOUSE TECHNICIAN
Transnet NPA	MARKETING OFFICER
Transnet NPA	OPERATIONAL SUPERVISOR
Transnet NPA	POLLUTION CONTROL OFFICER
Transnet NPA	PROPERTY OFFICER
Transnet NPA	RISK CONTROL OFFICER
Transnet NPA	SENIOR DOCKMASTER
Transnet NPA	SENIOR FIRE OFFICER
Transnet NPA	SENIOR SISTER – OCCUPATION
Transnet NPA	SENIOR TECHNICAL SUPERVIS
Transnet NPA	SENIOR VESSEL TRAFFIC CON
Transnet NPA	SHE OFFICER
Transnet NPA	SISTER – OCCUPATIONAL HEALTH
Transnet NPA	TECHNICAL SUPERVISOR
Transnet NPA	TRAINING OFFICER – DRIVING
Transnet Pipelines	ASSETS & STOCK CONTROLLER
Transnet Pipelines	BUYER
Transnet Pipelines	CATHODIC PROTECT FIELD TECHNICIAN ALROD
Transnet Pipelines	CATHODIC PROTECT FIELD TECHNICIAN COALB
Transnet Pipelines	CATHODIC PROTECT FIELD TECHNICIAN LADYS
Transnet Pipelines	CATHODIC PROTECT FIELD TECHNICIAN STDTO
Transnet Pipelines	CATHODIC PROTECT FIELD TECHNICIAN PMB/DN
Transnet Pipelines	COST ANALYST
Transnet Pipelines	DISTRIBUTION SUPERVISOR
Transnet Pipelines	ELECTRICAL ENGINEERING TECHNICIAN
Transnet Pipelines	ELECTRICAL SUPERVISOR
Transnet Pipelines	ELECTRICAL SUPERVISOR (DESIGNATE)
Transnet Pipelines	ENVIRONMENT & SECURITY OFFICER
Transnet Pipelines	FIELD OPERATIONS TRAINER (TRAINEE) (ALR)
Transnet Pipelines	GENERAL LEDGER CONTROLLER
Transnet Pipelines	MAINT PROJ ENGINEERING TECHNICIAN
Transnet Pipelines	MAINT PROJ SNR ENGINEERING TECHNICIAN
Transnet Pipelines	MECHANICAL ENGINEERING TECHNICIAN/OPRATR
Transnet Pipelines	MECHANICAL SENIOR ENGINEERING TECHNICIAN
Transnet Pipelines	MECHANICAL SUPERVISOR
Transnet Pipelines	OPERATIONS SUPERVISOR
Transnet Pipelines	OPERATIONS TRAINER (PINETOWN)
Transnet Pipelines	QUALITY ASSURANCE AUDITOR
Transnet Pipelines	QUALITY CONTROL AUDITOR (ALRODE)
Transnet Pipelines	QUALITY CONTROL AUDITOR (LADYSMITH)
Transnet Pipelines	REVENUE CONTROLLER
Transnet Pipelines	SAP SUPPORT SPECIALIST
Transnet Pipelines	SENIOR CO-ORD. OFFICER
Transnet Pipelines	SENIOR ENGINEERING TECHNICIAN (GIS)
Transnet Pipelines	SENIOR TECHNICIAN MET (ALRODE)
Transnet Pipelines	SENIOR TECHNICIAN PLC (LADYSMITH)
Transnet Pipelines	SENIOR TECHNICIAN SCADA (DBN)
Transnet Pipelines	SERVITUDE SENIOR ENGINEERING TECHNICIAN
Transnet Pipelines	SERVITUDE SUPERVISOR
Transnet Pipelines	SYSTEM SUPPORT SPECIALIST
Transnet Pipelines	TRAINING MENTOR AUDIT/COACH (KRO)

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Transnet Pipelines	TRAINING MENTOR AUDIT/COACH (PTN)
Transnet Pipelines	TRAINING MENTOR AUDIT/COACH (SCN)
Transnet Pipelines	TRAINING MENTOR AUDIT/COACH (SNR)
Transnet Pipelines	TRAINING MENTOR AUDIT/COACH (LAY)
Transnet Port Terminals	CASH CONTROLLER E3
Transnet Port Terminals	CHIEF ADMIN(SEcurity SUPERVISOR)
Transnet Port Terminals	CHIEF ADMINISTRATOR
Transnet Port Terminals	CHIEF ADMINISTRATOR (SECURITY) E1
Transnet Port Terminals	CHIEF ADMINISTRATOR E1 HEALTH& SAF OFF)
Transnet Port Terminals	CHIEF ADMINISTRATOR E2
Transnet Port Terminals	CHIEF ADMINISTRATOR E2 REM.
Transnet Port Terminals	CHIEF ADMINISTRATOR E2 (SECURITY OFF)
Transnet Port Terminals	CHIEF ADMINISTRATOR E2 REM OFFICER
Transnet Port Terminals	CHIEF ADMINISTRATOR E2(ENV OFFICER)
Transnet Port Terminals	CHIEF ADMINISTRATOR EA2 CHIEF BUYER
Transnet Port Terminals	CHIEF SUPERVISOR (BLA)
Transnet Port Terminals	CONTROLLING ADMINISTRATOR
Transnet Port Terminals	CONTROLLING ADMINISTRATOR (ET3) Q&A OFF.
Transnet Port Terminals	CONTROLLING ADMINISTRATOR E3
Transnet Port Terminals	CONTROLLING ADMINISTRATOR E3 (SYS ADMIN)
Transnet Port Terminals	DOCUMENTATION CENTRE SUPERVISOR
Transnet Port Terminals	EMPLOYEE RELATIONS OFFICER
Transnet Port Terminals	EMPLOYEE RELATIONS OFFICER E3
Transnet Port Terminals	ENGINEERING TECHNICIAN
Transnet Port Terminals	ENGINEERING TECHNICIAN CIVIL ET3
Transnet Port Terminals	ENGINEERING TECHNICIAN E2 GR
Transnet Port Terminals	ENGINEERING TECHNICIAN E3
Transnet Port Terminals	ENGINEERING TECHNICIAN ET3
Transnet Port Terminals	ENGINEERING TECHNICIAN GT5 (GR)
Transnet Port Terminals	FLEET CONTROLLER
Transnet Port Terminals	INFORMATION ANALYST (DATA) E3
Transnet Port Terminals	OPERATION CO-ORDINATOR (CNT)
Transnet Port Terminals	OPERATIONS CO-ORDINATOR (BULK)
Transnet Port Terminals	OPERATIONS CO-ORDINATOR (CNT)
Transnet Port Terminals	OPERATIONS CO-ORDINATOR (CNT) A
Transnet Port Terminals	OPERATIONS CO-ORDINATOR (CNT) B
Transnet Port Terminals	OPERATIONS CO-ORDINATOR (CNT) C
Transnet Port Terminals	OPERATIONS CO-ORDINATOR (CNT) LOGISTICS
Transnet Port Terminals	OPERATIONS CO-ORDINATOR (MPT)
Transnet Port Terminals	OPERATIONS SUPERINTENDENT
Transnet Port Terminals	PLANNING OFFICER
Transnet Port Terminals	PLANNING OFFICER CTCS
Transnet Port Terminals	PLANNING OFFICER SUPV (SPACE)
Transnet Port Terminals	PLANNING OFFICIAL
Transnet Port Terminals	SAFETY OFFICER
Transnet Port Terminals	SECURITY SHIFT SUPERVISOR
Transnet Port Terminals	SECURITY SUPERVISOR E2
Transnet Port Terminals	SENIOR TECHNICAL SUPERVISOR E3
Transnet Port Terminals	SUPERVISOR (BLA)
Transnet Port Terminals	SUPERVISOR (BLA) (GR)
Transnet Port Terminals	SUPERVISOR (BLA) (GR) (FTUR)
Transnet Port Terminals	SUPERVISOR SECURITY (EA2)
Transnet Port Terminals	SUPERVISOR SECURITY & SAFETY
Transnet Port Terminals	TECHNICAL SUPERVISOR (ELECTRICAL)
Transnet Port Terminals	TECHNICAL SUPERVISOR (MAINTENANCE)
Transnet Port Terminals	TECHNICAL SUPERVISOR (MECHANICAL)

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Transnet Port Terminals	TECHNICAL SUPERVISOR (POR
Transnet Port Terminals	TECHNICAL SUPERVISOR (POR E2
Transnet Port Terminals	TECHNICAL SUPERVISOR (POR ET2
Transnet Port Terminals	TECHNICAL SUPERVISOR POR E2 GR (GT8)
Transnet Rail Engineering	ACCOUNTS PAYABLE SUPV INTERNAL
Transnet Rail Engineering	ACCOUNTS RECEIVABLE SUPERVISOR
Transnet Rail Engineering	ACCOUNTS RECEIVABLE SUPERVISOR (KDS)
Transnet Rail Engineering	ADMINISTRATION OFFICER (KDS)
Transnet Rail Engineering	ANALYST (IT)
Transnet Rail Engineering	ASSET PROTECTION(10E)
Transnet Rail Engineering	ASST INDUSTRIAL ENGINEER
Transnet Rail Engineering	BILLS & ROUTING OFFICER
Transnet Rail Engineering	BILLS & ROUTINGS
Transnet Rail Engineering	BILLS & ROUTINGS OFFICER (KDS)
Transnet Rail Engineering	CADET (SPECIALIST)
Transnet Rail Engineering	CHEMICAL METALLURGY ANALYSIS
Transnet Rail Engineering	CLIENT LIAISON & PRICING
Transnet Rail Engineering	C-MAT SPECIALIST (B&R) (KDS)
Transnet Rail Engineering	CONTRACTS INVESTIGATION (KDS)
Transnet Rail Engineering	COORDINATOR(TECH)(4B)
Transnet Rail Engineering	COST ACCOUNTANT
Transnet Rail Engineering	CREDITORS SUPERVISOR (KDS)
Transnet Rail Engineering	CREDITORS (SUPERVISOR)
Transnet Rail Engineering	DESIGNER & DRAUGHTSMAN
Transnet Rail Engineering	ELECTRICAL FITTER TRAINING (KDS)
Transnet Rail Engineering	ELECTRICAL FITTER TRAINING (KDS)
Transnet Rail Engineering	ELECTRICIAN TRAINING (KDS)
Transnet Rail Engineering	ELECTRICIAN TRAINING (KDS)
Transnet Rail Engineering	ENGINEERING TECHNICIAN
Transnet Rail Engineering	ENGINEERING TECHNICIAN L1
Transnet Rail Engineering	ENGINEERING TECHNICIAN L2
Transnet Rail Engineering	FINISH GOODS STORE SUPERVISOR
Transnet Rail Engineering	FIXED ASSETS CASH BOOK OFFICER (KDS)
Transnet Rail Engineering	FUNCT/BLACKSMITH TRAINING (KDS)
Transnet Rail Engineering	GENERAL LEDGER & ASSETS
Transnet Rail Engineering	HARD/SOFTWARE SUPPORT
Transnet Rail Engineering	HIGH VOLTAGE SUPERVISOR
Transnet Rail Engineering	INDUSTRIAL & PROJECT ENGINEER (KDS)
Transnet Rail Engineering	INDUSTRIAL ENGINEER OFFICER
Transnet Rail Engineering	INDUSTRIAL PROJECT ENGINEER (KDS)
Transnet Rail Engineering	INFRASTRUCTURE ADMINISTRATOR
Transnet Rail Engineering	INTERNAL QUALITY AUDIT
Transnet Rail Engineering	INVENTORY CONTROL - WAGON FITTER
Transnet Rail Engineering	INVENTORY SUPERVISOR
Transnet Rail Engineering	INVENTORY SUPERVISOR(4B)
Transnet Rail Engineering	IT GENERALIST (KDS)
Transnet Rail Engineering	IT SUPPORT ENGINEER
Transnet Rail Engineering	JUNIOR NETWORK OFFICER
Transnet Rail Engineering	LOGISTIC MAINTENANCE
Transnet Rail Engineering	LOGISTICS OFFICER
Transnet Rail Engineering	LOGISTICS SUPERVISOR
Transnet Rail Engineering	MAINTENANCE ENGINEER
Transnet Rail Engineering	MAINTENANCE STORE SUPERVISOR (KDS)
Transnet Rail Engineering	MANAGE & CONTRACTOR LIAISON (SECURITY)
Transnet Rail Engineering	MANAGE SHUNTING
Transnet Rail Engineering	MANAGEMENT & SUPERV TRAINING SUP (KDS)

Transnet Rail Engineering	MANAGER PROTECTION SERVICES (KDS)
Transnet Rail Engineering	MAINTENANCE PLANNER (KDS)
Transnet Rail Engineering	MARKETING
Transnet Rail Engineering	MASTER PLANNER & SCHEDULER (KDS)
Transnet Rail Engineering	MASTER SCHEDULER
Transnet Rail Engineering	MASTER SCHEDULER (KDS)
Transnet Rail Engineering	MECH TECH TRAINING SUPERVISOR (KDS)
Transnet Rail Engineering	METROLOGIST (KDS)
Transnet Rail Engineering	METROLOGIST SUPERVISOR (KDS)
Transnet Rail Engineering	METROLOGY OFFICER
Transnet Rail Engineering	MILLWRIGHT TRAINING
Transnet Rail Engineering	MILLWRIGHT TRAINING (KDS)
Transnet Rail Engineering	MILLWRIGHT TRAINING(KDS)
Transnet Rail Engineering	NETWORK PROGRAMMER
Transnet Rail Engineering	NETWORK SUPPORT
Transnet Rail Engineering	OCCUPATIONAL HEALTH NURSE
Transnet Rail Engineering	OFFICER (PROCUREMENT)
Transnet Rail Engineering	OFFICER (PURCHASING)(BEE)
Transnet Rail Engineering	OFFICER (TW) 4B QUALITY CONTROL
Transnet Rail Engineering	OFFICER (TW)(4B)(DEBTORS/CREDITORS)
Transnet Rail Engineering	OFFICER MANAGEMENT TRAINING (KDS)
Transnet Rail Engineering	OFFICER WEB CONTENT MANAGEMENT
Transnet Rail Engineering	OFFICER: QUALITY CONTROLLER (KDS)
Transnet Rail Engineering	PLANNER
Transnet Rail Engineering	PLANNER – TURNER & MACHINIST
Transnet Rail Engineering	PLANNER & SCHEDULER
Transnet Rail Engineering	PLATE WORK TRAINING
Transnet Rail Engineering	PRICE CAPTURING & REPORTS
Transnet Rail Engineering	PROCESS ENGINEERING
Transnet Rail Engineering	PROCUREMENT
Transnet Rail Engineering	PROCUREMENT OFF CONTR & TECHN SUPP(KDS)
Transnet Rail Engineering	PROCUREMENT OFFICER
Transnet Rail Engineering	PROCUREMENT OFFICER CONTRACTS(KDS)
Transnet Rail Engineering	PROCUREMENT OFFICER (KDS)
Transnet Rail Engineering	PROCUREMENT OFFICER CONTRACTS (KDS)
Transnet Rail Engineering	PROCUREMENT SUPERVISOR (KDS)
Transnet Rail Engineering	PRODUCT DEVELOPMENT & TECH. ADVISOR
Transnet Rail Engineering	PRODUCTION ENGINEERING
Transnet Rail Engineering	PRODUCTION PLANNER
Transnet Rail Engineering	PROGRAMMING
Transnet Rail Engineering	PROJECT ADMINISTRATOR
Transnet Rail Engineering	QUALITY ASSURANCE OFFICER (KDS)
Transnet Rail Engineering	QUALITY ASSURANCE
Transnet Rail Engineering	QUALITY ASSURANCE OFFICER (KDS)
Transnet Rail Engineering	QUALITY ASSURANCE OFFICER
Transnet Rail Engineering	QUALITY ASSURANCE SUPERVISOR (KDS)
Transnet Rail Engineering	QUALITY ASSURANCE(4B)
Transnet Rail Engineering	QUALITY ASSURANCE OFFICER (KDS)
Transnet Rail Engineering	QUALITY CONTROL
Transnet Rail Engineering	QUALITY CONTROLLER(4B)
Transnet Rail Engineering	QUALITY SUPERVISOR
Transnet Rail Engineering	SALES & DISTRIBUTION OFFICER
Transnet Rail Engineering	SALES & DISTRIBUTION PROD ORDERS
Transnet Rail Engineering	SAP BASIS ANALYST
Transnet Rail Engineering	SCHEDULER
Transnet Rail Engineering	SECTION 28 / ADULT TRAINING (KDS)

Transnet Rail Engineering	SECURITY & FIRE & WASTE MANAGEMENT
Transnet Rail Engineering	SEN OFFICER
Transnet Rail Engineering	SEN OFFICER (ENGINEERING)
Transnet Rail Engineering	SEN OFFICER (LOG)
Transnet Rail Engineering	SEN OFFICER (LOG) PLANNERS
Transnet Rail Engineering	SEN OFFICER (LOG) PLANNER
Transnet Rail Engineering	SEN OFFICER (QA)
Transnet Rail Engineering	SEN OFFICER (QUALITY)
Transnet Rail Engineering	SEN OFFICER LOG
Transnet Rail Engineering	SEN OFFICER PLANNER (KDS)
Transnet Rail Engineering	SEN OFFICER PLANNING (KDS)
Transnet Rail Engineering	SEN SUPERVISOR (LOG)
Transnet Rail Engineering	SEN SUPERVISOR (LOG) PLANNER
Transnet Rail Engineering	SEN SUPERVISOR LOG
Transnet Rail Engineering	SEN.OFFICER (LOG) (CONTROL WAGONS)
Transnet Rail Engineering	SENIOR BUYER
Transnet Rail Engineering	SENIOR OFFICER
Transnet Rail Engineering	SENIOR OFFICER (COMPENSATION & SOURCING)
Transnet Rail Engineering	SENIOR OFFICER (ENG)
Transnet Rail Engineering	SENIOR OFFICER (ENG)(PROCESS ENG)
Transnet Rail Engineering	SENIOR OFFICER (LOG)
Transnet Rail Engineering	SENIOR OFFICER (QA)
Transnet Rail Engineering	SENIOR OFFICER (RISK)
Transnet Rail Engineering	SENIOR OFFICER (SHE & QUALITY)(KDS)
Transnet Rail Engineering	SENIOR OFFICER LOG
Transnet Rail Engineering	SENIOR OFFICER QA
Transnet Rail Engineering	SENIOR OFFICER(FIN)
Transnet Rail Engineering	SENIOR OFFICER(IT)(KDS)
Transnet Rail Engineering	SENIOR OFFICER(LOG)
Transnet Rail Engineering	SENIOR OFFICER(QA)
Transnet Rail Engineering	SENIOR SUPERVISOR (FIN)
Transnet Rail Engineering	SENIOR SUPERVISOR (LOG)
Transnet Rail Engineering	SENIOR SUPERVISOR (QA)
Transnet Rail Engineering	SENIOR SUPERVISOR (RISK)
Transnet Rail Engineering	SENIOR TRAIN. OFFICER (FUNCT. TRAINING)
Transnet Rail Engineering	SENIOR TRAIN. OFFICER (TECHN. TRAINING)
Transnet Rail Engineering	SENIOR TRAINING OFFICER
Transnet Rail Engineering	SENIOR TRAINING OFFICER (ART. TRAINING)
Transnet Rail Engineering	SENIOR TRAINING OFFICER (TECHNICAL TRAIN
Transnet Rail Engineering	SENIOR TUTOR (TRN)
Transnet Rail Engineering	SHE & QA OFFICER (KDS)
Transnet Rail Engineering	SUPERINTENDENT
Transnet Rail Engineering	SUPERINTENDENT (TRAINING)
Transnet Rail Engineering	SUPERINTENDENT(TECH)
Transnet Rail Engineering	SUPERVISION (INVENTORY)
Transnet Rail Engineering	SUPERVISION (SECURITY)
Transnet Rail Engineering	SUPERVISOR (TW) (4B)
Transnet Rail Engineering	SUPERVISOR COSTING ACCOUNTING
Transnet Rail Engineering	SUPERVISOR QUALITY CONTROL
Transnet Rail Engineering	SUPERVISOR TECHNICAL TRAINING
Transnet Rail Engineering	SYSTEMS ANALYST
Transnet Rail Engineering	SYSTEMS ANALYST (MIS)
Transnet Rail Engineering	SYSTEMS ANALYST / PROGRAMMER
Transnet Rail Engineering	TECHNICAL TRAINING
Transnet Rail Engineering	TOOLMAKER TRAINING (KDS)
Transnet Rail Engineering	TURNER & MACHINIST TRAINING (KDS)

Transnet Rail Engineering	VEHICLE BUILDER TRAINING (KDS)
Transnet Rail Engineering	WAGON FITTING TRAINING
Transnet Rail Engineering	WAREHOUSE MANAGER
Transnet Rail Engineering	WAREHOUSE MANAGER (CAT C)
Transnet Rail Engineering	WELDER TRAINING (KDS)
Transnet Rail Engineering	WELDING TRAINING
Transnet Rail Engineering	WELDING TRAINING (KDS)
Transnet Rail Engineering	WIP & COSTING(4B)
Transnet Rail Engineering	WORK IN PROCESS OFFICER (KDS)
Transnet Rail Engineering	WORK-IN-PROGRESS SUPERVISOR
Transnet Rail Engineering	WRITE & MAINTAIN LEARNING MATERIAL
Transnet Rail Engineering	YARD MASTER
Transnet Rail Engineering	YARD MASTER (WAGON MOVEMENT)

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ANNEXURE B

JOB EVALUATION SYSTEMS CORRELATION TABLE

COMPARABLE EVALUATION SYSTEMS				PROPOSED TRANSNET LEVELS	
HAY Point Range	Peromnes	Paterson	JE Manager	Grade Level	Typical Positions
0 - 60	18 / 19	A1	0 - 7	L	General Worker Maintenance Helper (Semi-skilled)
63 - 72	17	A2	8 - 16		
73 - 84	16	A3	17 - 24		
85 - 97	15	B1	25 - 34	K	Messenger Driver (LDV, Forklift etc) (Semi-skilled)
98 - 113	14	B2	35 - 44		
114 - 134	13	B3	45 - 54	J	Maintainer 1, Machinist Crane Driver (Semi-skilled)
135 - 160	12	B4	55 - 64		
161 - 191	11	B5	65 - 74	I	<i>Artisan</i> Train Driver
192 - 227	11	C1	75 - 84		
228 - 268	10	C2	85 - 94	H	Senior /Master <i>Artisan</i> Specialist Artisans (105-114)
269 - 313	9	C3	95 - 104		
			105 - 114		
314 - 393	8/7	C4/C5	115 - 124	G	Technician Front line manager Specialist

ANNEXURE C

GRADE LEVEL DEFINITIONS FOR BARGAINING UNIT POSITION

JE POINTS	MACRO LEVEL DEFINITION
G -105-124	See definitions in Annexure A
H 95 - 104	<ol style="list-style-type: none"> 1. Positions apply advanced or specialised knowledge and skills when investigating deviances, anomalies and problems. 2. Initiates changes to existing equipment / operating procedures / quality control mechanisms etc. 3. Positions may also include (as team leaders) the coordination of the activities of positions (team) in a whole process. 4. Analyses and evaluates a variety of advanced operational processes or systems, each with their own variety of advanced, related or unrelated operating procedures. 5. Incumbents are also involved in optimization of plant, equipment, systems, processes, training of co-team members, etc. <p>Typical positions include: advanced / specialised master <i>artisan</i> duties (additional training over and above normal trade), process coordinator, buying advanced technical products, accounting, millwright specialising in PLC programming etc</p>
I 75 - 94	<ol style="list-style-type: none"> 1. Positions are accountable for the delivery of the best solution individually or within their own sub-process as part of the whole process. 2. Incumbents apply several related and /or unrelated advanced standard operating procedures where specific / specialized knowledge / skills are necessary. 3. <i>Employees</i> plan their own workload. Decisions include troubleshooting, problem solving, consideration of advantages and /or disadvantages. 4. Positions apply theoretical principles, manuals, engineering drawings, etc. The work is coordinated by higher levels but the incumbent works independently during the execution. <p>Typical positions include: Stock controlling, qualified <i>artisan</i> duties, book keeping, and buying multiple products, etc</p>
J 55 - 74	<ol style="list-style-type: none"> 1. Typically the nature of tasks includes a variety of unrelated tasks where standard operating procedures exist. 2. <i>Employees</i> have limited freedom to select the most appropriate solution for the job from various possibilities. 3. Outcomes of these positions will affect the individual and / or team performance. 4. Plan and organizes own work with written factual feedback (inspection reports, job cards etc). 5. Decisions are based on elementary investigations where a range of possibilities exist. Plan work one to three days ahead with daily feedback on progress. <p>Typical positions include the following functions: Independently performing specific maintenance duties such as the application of theoretical principles and the utilization of drawings and workshop manuals, working from job cards, stripping / assembling equipment according to manuals, drawings, performing routine maintenance duties they are specifically trained for; Operating overhead cranes or heavy duty equipment in confined spaces where line of sight is limited; Unrelated non-routine tests (e.g. Lab); Store man duties, etc</p>

<p>K 25 – 54</p>	<ol style="list-style-type: none"> 1. Incumbents on this level are accountable for their own workload (individual or as part of a team) where the application of multiple related standard operating procedures are necessary. 2. Typical workload includes a variety of related tasks. 3. Incumbents have the freedom to arrange or re-arrange workload to ensure the most effective workflow. A variety of related tasks exist and are performed according to multiple procedures. 4. Planned work may take longer than one day. 5. Decisions are based on the most obvious possibilities. <p>Typical examples of positions include the following functions: Operating of single/multiple machines, driving LDV/HDV, driving forklifts, performing routine / repetitive maintenance related tasks based on practical rather than theoretical knowledge under the guidance of experts (e.g. artisans, train drivers, etc), basic fault finding, stripping of equipment, replacing conveyer rollers, making and replacing of packaging, copy typing, external messenger duties, general filing, operating switchboards, etc.</p>
<p>L 0 – 24</p>	<ol style="list-style-type: none"> 1. Accountable for the execution of predefined (well defined) routine activities that may vary from day to day. 2. Instructions are clear and the incumbents can normally not deviate from predefined methods / operating procedures / standards. 3. Some activities may include operating within standard operating procedures although deviation from the procedures is limited to one or two obvious options. 4. Planned work will normally be completed within one day. 5. Normally the employees work under close supervision / control. <p>Examples of work include: General worker duties, offloading, packing, strapping (using mechanical / pneumatic strapping machines), carrying tools / help artisans, cleaning, serving tea, gardening, making photocopies, internal messenger, use hand tools for execution of repetitive work e.g. grinders, drills, rough flame cutting, etc.</p>

ANNEXURE D

G-level role Pay Scale (Excluding Transmed subsidy and Funeral benefit cost)
Annual *Cost to Company* Pay Scales

Min	Mid-point	Maximum
R 190 000.00	R 283 000.00	R 360 00.00

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Request for Position Review for potential First Line Managers, Specialists and Technicians (FST Group)

With the identification of First Line Managers, Specialists and Technicians falling within the G-level, individuals may have been overlooked because of some inaccuracies in the personnel data of Transnet. This will be rectified during a window period.

If you believe that you are one of the individuals that has been left out of this classification wrongfully, complete this form and submit it to the Transnet Corporate Centre, Remuneration Manager by 18 July 2008.

1. POSITION DETAILS

Position title:	
Position holder (Name):	
Operating Division:	
Location:	
Department / Section:	
Grade:	
Position Reporting to (Name):	
Position title of Line Manager:	

2. POSITION PURPOSE

(describe the main purpose of the position in one sentence)

Handwritten signatures and initials:
 [Signature] [Signature] [Signature]
 [Initials] [Initials] [Initials]

3. POSITION STRUCTURE

Number of direct reports:	
Typical positions of direct reports:	
Number of indirect reports:	

4. POSITION INPUTS

Qualifications & Experience:	Knowledge:
Skills Required:	Competencies Required:

5. POSITION OUTPUTS

(list the key outputs of the position)

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[Handwritten signatures and initials]

Signature:	
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Signature of Line Manager:	
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KINDLY ATTACH THE FOLLOWING DOCUMENTS TO THIS FORM AND SEND IT TO
THE CORPORATE CENTRE REMUNERATION MANAGER
(riette.muller@transnet.net or fax to: 011 308 3876)

- Your job description (compulsary)
- Organogram of your section/department (if available)

Handwritten notes and signatures:
R. Muller
L. Muller
[Signature]