

ANNEXURE B



**HUMAN CAPITAL  
OVERTIME / SHIFT PATTERN (FACTORIES)**

		1 - Loco; Wagon; Wheels; Foundry & Auxillary	2 - Loco; Wagon; Wheels; Foundry & Auxillary	3 - RSE; Coaches & Auxillary (Phalaborwa)	4 - RSE (Laser cut)
Normal shift	Work hours (incl breaks)	8.5 hours	8.5 hours	12 hours	12 hours
	excess hours per day	zero	zero	3 additional	3 additional
	Working times	07H00 to 15H30	07H00 to 15H30	06h00 to 18H00 &/or 07H00 to 19H00 per region	06h00 to 18H00 &/or 07H00 to 19H00 per region
	Working days	Monday to Friday	Monday to Friday	Monday to Friday	Sunday to Saturday
	Working week	5 days	5 days	5 days	7 days
Night shift	Rest period (days)	2 days	2 days	2 days	2 days
	Work hours (incl breaks)	12 hours	8.5 hours	12 hours	12 hours
	excess hours per day	3 additional	zero	3 additional	3 additional
	Working times	18H00 to 06H00 or 19H00 to 07H00 per region	15H30 to 23H00	18H00 to 06H00 &/or 19H00 to 07H00 per region	18H00 to 06H00 &/or 19H00 to 07H00 per region
	Working week	5 days	5 days	5 days	7 days
	Rest period (days)	2 days	2 days	2 days	2 days

Compliance:

1. Working hours (incl 30 minute break/s)
2. Rest periods
3. Provision for health & pregnancy conditions
4. Saturday pay rate ordinary if part of normal shift
5. Sunday pay rate normal + 0.5 of rate
6. Shift commencement
7. Remuneration of shift (8 hrs @ ordinary rate)
8. Additional hrs compliance to O/T ceiling
9. Shift booking
10. Notes

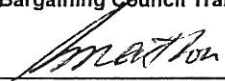

Shift to be per work station    Shift to be per work station    Shift to be per work station    Two shift 3 team system

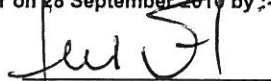

2nd shift to be worked based on operational demands    2nd shift to be worked based on operational demands    RSE to have 3rd 12 hr


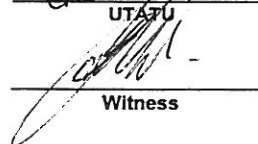
Business to ensure transport availability (employee's cost) & safety of employees

Amentment of Annexure B reflecting 4 to 5 week to a 5 day week only.

Signed at Transnet Bargaining Council Transnet Rail Engineering Chamber on 28 September 2010 by :-

  
Management  
  
Witness

  
SATAWU  
  
Witness

  
UTAU  
  
Witness

## ANNEXURE B


**HUMAN CAPITAL  
OVERTIME / SHIFT PATTERN (MAINTENANCE)**

		1 - Loco; Wagon; Wheels; Foundry & Auxillary	2 - Loco; Wagon; Wheels; Foundry & Auxillary	3 - RSE; Coaches	4 - RSE (Laser cut) Auxillary (Phalaborwa) Wagons & Locos	Wagons & Locos	Wagons & Locos
Normal shift	Work hours (incl breaks)	8.5 hours	8.5 hours	12 hours	12 hours	8 hours	8 hours
	excess hours per day	zero	zero	3 additional	3 additional	zero / one hour	zero
	Working times	07H00 to 15H30	07H00 to 15H30	06h00 to 18H00 &/or 07H00 to 19H00 per region	06h00 to 18H00 &/or 07H00 to 19H00 per region	06h00 to 14H00 &/or 08H00 to 17H30 per region	06h00 to 14H00 & 14H00 to 22H00 per region
	Working days	Monday to Friday	Monday to Friday	Monday to Friday	Sunday to Saturday	Sunday to Saturday	Sunday to Saturday
	Working week	5 days	5 days	5 days	7 days	7 days	7 days
	Rest period (days)	2 days	2 days	2 days	2 days	2 days	2 days
Night shift	Work hours (incl breaks)	12 hours	8.5 hours	12 hours	12 hours	12 hours	8hours
	excess hours per day	3 additional	zero	3 additional	3 additional	3 additional	zero
	Working times	18H00 to 06H00 or 19H00 to 07H00 per region	15H30 to 23H00	18H00 to 06H00 &/or 19H00 to 07H00 per region	18H00 to 06H00 &/or 19H00 to 07H00 per region	18H00 to 06H00 &/or 19H00 to 07H00 per region	22H00 to 06H00 per region
	Working week	5 days	5 days	5 days	7 days	7 days	7 days
	Rest period (days)	2 days	2 days	2 days	2 days	2 days	2 days



## Compliance:

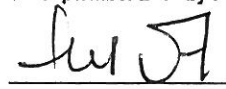

1. Working hours (incl 30 minute break/s)
2. Rest periods
3. Provision for health & pregnancy conditions
4. Saturday pay rate ordinary if part of normal shift
5. Sunday pay rate normal + 0.5 of rate
6. Shift commencement
7. Remuneration of shift (8 hrs @ ordinary rate)
8. Additional hrs compliance to O/T ceiling
9. Shift booking
10. Notes



Shift to be per work station	Shift to be per work station	Shift to be per work station	Two shift 3 team system	Two shift 3 team system	Two shift 3 team system
2nd shift to be worked based on operational demands	2nd shift to be worked based on operational demands	RSE to have 3rd 12 hr			
	Business to ensure transport availability (employee's cost) & safety of employees				

Amendment of Annexure B reflecting 4 to 5 week to a 5 day week only.

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