

CIRCULAR TO THE INDUSTRY

**JOB GRADING FOR ABNORMAL LOAD DRIVERS & EXTENDED BARGAINING UNIT
EMPLOYEES**

1. Following the 2015 successful wage negotiations, Council resolved to appoint PricewaterhouseCoopers (Pty) Ltd (PWC) to conduct research into Industry employee benefits and conditions of employment. The research included Abnormal Load Driver as well as Extended Bargaining Unit (EBU) employees.
2. Please be advised that the research on grading of the positions of the EBU in the non - CIT sector and the drivers of abnormal loads is now concluded.
3. During the investigation it was found that certain organisations require an incumbent to perform additional responsibilities outside of the core job benchmark resulting in more complexity of the job, as such two grades have been proposed for these positions.
4. With effect from 1 March 2018 the grading and minimum wages for the following Extended Bargaining Unit (EBU) job categories in the non-CIT sector are as follows:

| <u>Category/ Position</u> | <u>Patterson Grade</u> | <u>Minimum Monthly Wage</u> |
|---|-----------------------------------|--|
| Personal Assistant | C1 | R 14 387.00 |
| Driver Trainer | C1 | R 14 387.00 |
| Administrator /Branch Administrator | B4 | R 8 873.00 |
| | B5 | R 10 841.00 |
| Junior Controller/ Junior Inventory Controller | B4 | R 8 873.00 |
| | B5 | R 10 841.00 |
| Administrative Clerk | B3 | R 8 793.00 |
| Receptionist | B2 | R 8 102.00 |
| | B3 | R 8 793.00 |

5. Please note that in the event that an employee earns less than the aforesaid minimum wage such employee's basic wage must be adjusted to the minimum wage, within 6 months from the date of this circular.
6. With effect from 1 March 2018 the grading and minimum monthly wage for an Abnormal Load Driver is as follows:

| | | |
|----------------------|----|-------------|
| Abnormal Load Driver | B4 | R 8 873.00 |
| | B5 | R 10 841.00 |

7. Kindly note generic job description of an Abnormal Load Driver category relates to driving extra heavy motor vehicles with a gross vehicle weight of 150 000 kg or more.
8. If an Abnormal Load Driver was paid at B5 before and now he falls in B4, the wage cannot be reduced because of the change in grades.
9. Should you require any assistance please do not hesitate to contact your local Designated Agent.

Yours sincerely

Musa Ndlovu
National Secretary

(This document has been sent electronically and is therefore not signed)