


**GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS****DEPARTMENT OF EMPLOYMENT AND LABOUR**

NO. R. 4988

21 June 2024


**LABOUR RELATIONS ACT, 1995****NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT AND LOGISTICS  
INDUSTRY: EXTENSION OF PERIOD OF OPERATION OF THE MAIN COLLECTIVE  
AGREEMENT**

I, **TEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the period fixed in Government Notices Nos. R.726 of 28 May 2016, R.422 of 12 May 2017, R.426 of 15 March 2019, R.1364 of 25 October 2019, R.410 of 9 July 2021, R.549 of 14 September 2021, R. 831 of 11 February 2022, R. 1454 of 25 November 2022 and R.1692 of 23 March 2023, R. 3727 of 28 July 2023 by a further period ending 28 February 2027.

  
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**MR TW NXESI, MP**  
**MINISTER OF EMPLOYMENT AND LABOUR**  
**DATE: 13/06/2024**

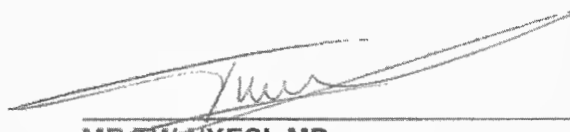
**UMNYANGO WEZEMISEBENZI NEZABASEBENZI****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995****NATIONAL BARGAINING CONCIL FOR THE ROAD FREIGHT AND LOGISTICS  
INDUSTRY: UKWELULWA KWESIKHATHI SOKUSEBENZA KWESIVUMELWANO  
ESIYINGQIKITHI**

Mina, **THEMBELANI WALTERMADE NXESI**, uNgqongqoshe Wezemisebenzi Nezabasebenzi, lapha ngokwesigaba 32(6)(a)(i) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, ngimemezela ukuthi isikhathi sokusebenza kwesivumelwano esinqunywe kwiSaziso sikaHulumeni esingunombolo R.726 womhlaka 28 kuNhlabathi 2016, R.422 womhlaka 12 kuNhlabathi 2017, R.426 womhlaka 15 kuNdasa 2019, R.1364 womhlaka 25 kuMfumfu 2019, R.410 womhlaka 9 kuNtulikazi 2021 kanye no R.549 womhlaka 14 kuMandulo 2021, R. 831 womhlaka 11 kuNhlohlolani 2022, R. 1454 womhlaka 25 kuLwezi 2022, R. 1692 womhlaka 23 kuNdasa 2023 kanye no R. 3727 womhlaka 28 kuNtulikazi 2023 sengeziwe ngesikhathi esiphela ngomhlaka **28 kuNhlohlolani 2027**.

  
**MNUMZANA TW NXESI, MP**  
**UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI**  
**USUKU: 13/06/2024**

**LABOUR RELATIONS ACT, 1995****NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT AND LOGISTICS  
INDUSTRY: EXTENSION TO NON-PARTIES OF THE MAIN COLLECTIVE AMENDING  
AGREEMENT**

I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council for the Road Freight and Logistics Industry** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry, effective from **1 March 2025 but not earlier than 1 March 2025** until **28 February 2027**.

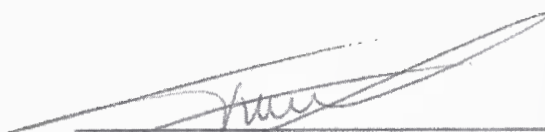
  
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**MR TW NXESI, MP**  
**MINISTER OF EMPLOYMENT AND LABOUR**  
**DATE: 13/06/2024**

## UMNYANGO WEZEMISEBENZI NEZABASEBENZI

## UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

**NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT AND LOGISTICS INDUSTRY: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI ESICHIHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXYENYE YASO**

Mina, **THEMBELANI WALTERMADE NXESI**, uNgqongqoshe Wezemisebenzi nezabasebenzi lapha ngokwesigaba 32(2) soMthetho Wobudlelwano Kwezabasebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kwi**National Bargaining Council For The Road Freight and Logistics Industry**, futhi ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi ka 1995, esibopha labo abasenzayo, sizobopha abanye abaqashi nabasebenzi kuleyoMboni kusukela mhlaka **1 kuNdasa 2025 kodwa kungabi ngaphambi komhlaka 1 kuNdasa 2025** kuze kube isikhathi esiphela mhlaka **28 kuNhlolanja 2027**.



**MNUMZANA TW NXESI, MP**  
**UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI**  
USUKU: 13/06/2024

**SCHEDULE****NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT AND LOGISTICS  
INDUSTRY****AMENDMENTS TO THE MAIN COLLECTIVE AGREEMENT**

In accordance with the provisions of the Labour Relations Act, 1995 made and entered into  
by and between the -

**ROAD FREIGHT ASSOCIATION (RFA)**

**NATIONAL EMPLOYERS' ASSOCIATION OF SOUTH AFRICA (NEASA)**

(hereinafter referred to in this Agreement as the "employers' organisations")  
on one part, and the

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

**MOTOR TRANSPORT WORKERS' UNION OF SOUTH AFRICA (MTWU)**

(hereinafter referred to in this Agreement as the "trade unions"), on the other part, being the parties to the National Bargaining Council for the Road Freight and Logistics Industry hereby agree to amend the Main Collective Agreement published under Government notice No. R.726 of 28 May 2016, as amended and extended by Government Notices No. R.422 of 12 May 2017, R.426 of 15 March 2019, R.1364 of 25 October 2019, Government Notice No. R.410 of 9 July 2021, Government Notice No. R.549 of 14 September 2021, and Government Notice No. R. 831 of 11 February 2022, Government Notice No. R.1692 of 23 March 2023, and Government Notice No. R.3727 of 28 July 2023.

## PART 1: APPLICATION AND DURATION OF AGREEMENT

### 1. Application of Agreement

- (1) The terms of this Agreement shall be observed by employers and employees in the Road Freight and Logistics Industry as defined hereunder, in the Republic of South Africa:

**“Road Freight and Logistics Industry”** or **“Industry”** means the industry in which employers and their employees, as defined in Paragraph A hereunder, are associated for carrying on one or more of the following activities for hire or reward:

- (i) The transportation of goods by means of motor transport;
- (ii) The storage of goods, including the receiving, opening, unpacking, packing, despatching, and clearing or accounting for of goods where these activities are ancillary or incidental to paragraph (i); and
- (iii) The hiring out by temporary employment services of employees for activities or operations which ordinarily or naturally fall within the transportation or storage of goods as contemplated by paragraphs (i) and (ii) of this definition.

The **“transportation of goods”** does not include the undertakings, industries, trades, or occupations in respect of which the following bargaining councils are registered:

- (i) Transnet Bargaining Council; and
- (ii) Motor Ferry Industry Bargaining Council of South Africa.

For the purposes hereof-

**“Paragraph A”** means those employees in the Road Freight and Logistics Industry, as defined above, in the categories as mentioned hereunder:

**(a) Employees covered by the definition of the industry as defined above:**

- Basic Rigger Driver;
- General workers;
- Security guards, security officers, custodians, vehicle guards, team

leaders;

- Motor vehicle drivers;
- Artisan assistants, semi-skilled artisans, repair shop workers;
- Operators;
- Dispatch clerks, checkers, packers/loaders;
- Storemen;
- Personal assistants, receptionists, clerks, administrators, data capturers, chemical cleaners;
- Junior controllers, branch administrators, driver trainers;
- Box Room Marshalls (Cash in Transit);
- Radio Controllers (Security Officer III) (Cash in Transit);
- Tactical Support Officers / Team Leaders (Security Officer II) (Cash in Transit);
- Counting House Tellers (Cash in Transit);
- Box Staff (Cash in Transit);
- Key Marshalls (Cash in Transit);
- Cage Men (Cash in Transit);
- Client Liaison Officers (Cash in Transit);
- Training Officers (Cash in Transit);
- General Worker: Cleaners (Cash in Transit);
- Receptionist (Cash in Transit).

- (2) Notwithstanding the provisions of sub-clause (1), this Agreement shall apply to:
- (a) Employees for whom minimum wages are prescribed in this Agreement and to the employers of such employees;
  - (b) other categories of employees, listed in schedule 7 who qualify for the across-the-board increases, as well as payments and benefits specified to the employers of such employees; and
  - (c) owner-drivers and their employees only insofar hours of work and limitations on hours of work and registration with the Council is concerned.
- (3) Subject to clause (4), this Agreement applies to owner-drivers and the employees of owner-drivers.
- (4) An owner-driver –



- (a) who is an employer must observe the same hours of work and limitations on hours of work that are prescribed in this Agreement for employees;
  - (b) who possesses only one motor vehicle and is the permanent driver of that vehicle is only required to comply with the requirements of subparagraph (a) of this clause and clause 45.
- (5) Part 10 of this Agreement sets out provisions that apply to particular categories of employees. It –
  - (a) specifies categories of employees in respect of whom only particular provisions of this Agreement apply;
  - (b) provides provisions that apply to specific categories of employees in addition to the rest of the Agreement;
  - (c) modifies certain provisions of this Agreement for the purposes of specific categories of employees.

## **2. Duration of the agreement**

- (1) This Agreement is binding to employers and employees of the industry effective from 1 March 2025 or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2027.
- (2) This Agreement shall become binding on non-party employers and employees once it is extended by the Minister of Employment and Labour in terms of Section 32 of the Act from a date determined by the Minister but not earlier than 1 March 2025 until 28 February 2027.



**SCHEDULE 5: REMUNERATION AND OTHER MONETARY BENEFITS**

**Substitute Schedule 5 items 1(a), as follows:**

**“1(a)Minimum Wages**

- (1) From the date of implementation for 2025 being 1 March 2025 for employers and employees of the industry or date to be determined by the Minister of Employment and Labour but not earlier than 1 March 2025 until 28 February 2027, the minimum rate at which wages in respect of ordinary hours of work shall be paid by an employer to each member of the under mentioned grades of his employees, shall be as follows:

- (a) Weekly Wages:

General Freight, Courier, Furniture Removal and CIT:

**(i) TABLE ONE A (YEAR ONE): GENERAL FREIGHT AND FURNITURE REMOVAL SECTORS MINIMUM WAGES: GRADES 1 TO 6**

For the period 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2026

1 Category Code	2 Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	3 Grade	4 Patterson Grade	5 Current Minimum Wage per week ending 28 February 2025	6 Across the board increase	7 Adjusted Minimum Wage per week from 1 March 2025 to 28 February 2026 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025

1	General worker.....	1.	A Band			
42	General worker, repair shop.....		A Band	R2002.12	7%	R2142.27
3	Packer/Loader, grade I.....		A Band			
27	Security guard.....		A Band			
5	Motorcycle/Motor Tricycle Driver.....	2.	B1			
6	Light Motor Vehicle Driver.....		B1			
2	Checker, grade I.....		B1	R2199.81	7%	R2353.80
22	Loader Operator, grade II.....		B1			
24	Mobile Hoist Operator, grade II.....		B1			
46	Packer/Loader, grade II.....		B1			
7	Medium motor vehicle driver (articulated).....	3.	B2			
8	Medium Motor Vehicle Driver (rigid)...		B2	R2659.22	7%	R2845.37
44	Artisan Assistant.....		B2			
19	Gantry Crane Operator, grade I.....		B2			
23	Mobile Hoist Operator, grade I.....		B1			
47	Checker, grade II.....		B2			
21	Loader Operator, grade I.....		B2			
20	Gantry Crane Operator, grade II.....		B1			
26	Storeman (workshop).....		B2			
15	Team Leader.....		B2			
10	Heavy Motor Vehicle Driver (articulated).....	4.	B3			
11	Heavy Motor Vehicle Driver (rigid)....		B3			
12	Extra-heavy Motor Vehicle Driver (articulated).....		B3	R2983.05	7%	R3191.86
13	Extra-heavy Motor Vehicle Driver (rigid).....		B3			
18	Dispatch Clerk.....		B3			
14	Ultra-heavy Motor Vehicle Driver.....	5.	B4			
45	Semi-skilled Artisan.....		B4	R3554.60	7%	R3803.42
49	Storeman (warehouse).....		B4			
52	Basic Rigger Driver.....		B4			
16	Abnormal Load Driver.....	6.	C1	R4328.34		R4631.32
53	Petroleum Tanker Driver .....		C1	R3626.05	7%	R3879.87

**APPLICATION OF WAGE INCREASES FOR THE PERIOD FROM 1 MARCH 2025 FOR EMPLOYERS AND EMPLOYEES OF THE INDUSTRY OR DATE TO BE DETERMINED BY THE MINISTER BUT NOT EARLIER THAN 1 MARCH 2025 ENDING 28 FEBRUARY 2026 FOR GRADES 1 – 6**

- Across the board increases of 7% on actual wage shall be awarded to all employees, mentioned in grades 1 to 6 above, who were in the employ of an employer prior 1 March 2025.
- The across-the-board increase must apply to the current wages before the adjustment of the minimums.

Substitute item 1(b), as follows:

### **COURIER SECTOR**

1(b) For the period 1 March 2025 or date to be determined by the Minister but not earlier than 1 March 2025 to 28 February 2026 the minimum weekly rate of which wages in respect of ordinary working hours shall be paid by an employer to his employees who are engaged in the undermentioned grades, shall be as follows:

(ii) TABLE ONE B (YEAR ONE): COURIER SECTOR MINIMUM WAGES: GRADES 1 TO 5

1 Category Code	2 Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	3 Grade	4 Patterson Grade	5 Current Minimum Wage per week ending 28 February 2025	6 Across the board increase	7 Adjusted Minimum Wage per week from 1 March 2025 to 28 February 2026 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025
1 42 3 27	General worker..... General worker, repair shop..... Packer/Loader, grade I..... Security guard.....	1.	A Band A Band A Band A Band	R2002.12	7%	R2142.27
5 6 2 22 24 46	Motorcycle/Motor Tricycle Driver..... Light Motor Vehicle Driver..... Checker, grade I..... Loader Operator, grade II..... Mobile Hoist Operator, grade II..... Packer/Loader, grade II.....	2.	B1 B1 B1 B1 B1 B1	R2183.90	7%	R2336.77
7 8 44 19 23 47 21 20 26 15	Medium motor vehicle driver (articulated)..... Medium Motor Vehicle Driver (rigid).... Artisan Assistant..... Gantry Crane Operator, grade I..... Mobile Hoist Operator, grade I..... Checker, grade II..... Loader Operator, grade I..... Gantry Crane Operator, grade II..... Storeman (workshop)..... Team Leader.....	3.	B2 B2 B2 B1 B2 B2 B1 B2 B2	R2643.33	7%	R2828.36
10 11 12 13 18	Heavy Motor Vehicle Driver (articulated)..... Heavy Motor Vehicle Driver (rigid).... Extra-heavy Motor Vehicle Driver (articulated)..... Extra-heavy Motor Vehicle Driver (rigid)..... Dispatch Clerk.....	4.	B3 B3 B3 B3 B3	R2983.05	7%	R3191.86

14	Ultra-heavy Motor Vehicle Driver.....	5.	B4			
45	Semi-skilled Artisan.....		B4	R3554.60	7%	R3803.42
49	Storeman (warehouse).....		B4			

**APPLICATION OF WAGE INCREASES FOR THE PERIOD FROM 1 MARCH 2025 FOR EMPLOYERS AND EMPLOYEES OF THE INDUSTRY OR DATE TO BE DETERMINED BY THE MINISTER BUT NOT EARLIER THAN 1 MARCH 2025 ENDING 28 FEBRUARY 2026 FOR GRADES 1 – 5**

- Across the board increases of 7% on actual wage shall be awarded to all employees, mentioned in grades 1 to 5 above, who were in the employ of an employer prior to 1 March 2025.
- The across-the-board increase must apply to the current wages before the adjustment of the minimums.

**(iii) TABLE TWO A (YEAR TWO): GENERAL FREIGHT AND FURNITURE REMOVAL SECTORS MINIMUM WAGES: GRADES 1 TO 6**

**For the period 1 March 2026 until 28 February 2027 for employers and employees of the industry**

1 Category Code	2 Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	3 Grade	4 Patterson Grade	5 Current Minimum Wage per week ending 28 February 2026	6 Across the board increase	7 Adjusted Minimum Wage per week from 1 March 2026 to 28 February 2027 for employers and employees of the industry
1 42 3 27	General worker..... General worker, repair shop..... Packer/Loader, grade I..... Security guard.....	1.	A Band A Band A Band A Band	R2142.27	6%	R2270.81
5 6 2 22 24 46	Motorcycle/Motor Tricycle Driver..... Light Motor Vehicle Driver..... Checker, grade I..... Loader Operator, grade II..... Mobile Hoist Operator, grade II..... Packer/Loader, grade II.....	2.	B1 B1 B1 B1 B1 B1	R2353.80	6%	R2495.03

7	Medium motor vehicle driver (articulated).....	3.	B2	R2845.37	6%	R3016.09
8	Medium Motor Vehicle Driver (rigid)...		B2			
44	Artisan Assistant.....		B2			
19	Gantry Crane Operator, grade I.....		B1			
23	Mobile Hoist Operator, grade I.....		B2			
47	Checker, grade II.....		B2			
21	Loader Operator, grade I.....		B1			
20	Gantry Crane Operator, grade II.....		B2			
26	Storeman (workshop).....		B2			
15	Team Leader.....		B2			
10	Heavy Motor Vehicle Driver (articulated).....	4.	B3	R3191.86	6%	R3383.37
11	Heavy Motor Vehicle Driver (rigid).....		B3			
12	Extra-heavy Motor Vehicle Driver (articulated).....		B3			
13	Extra-heavy Motor Vehicle Driver (rigid).....		B3			
18	Dispatch Clerk.....		B3			
14	Ultra-heavy Motor Vehicle Driver.....	5.	B4	R3803.42	6%	R4031.63
45	Semi-skilled Artisan.....		B4			
49	Storeman (warehouse).....		B4			
52	Basic Rigger Driver.....		B4			
16	Abnormal Load Driver.....	6.	C1	R4631.32	6%	R4909.20
53	Petroleum Tanker Driver .....		C1	R3879.87	6%	R4112.66

**APPLICATION OF WAGE INCREASES FOR THE PERIOD FROM 1 MARCH 2026  
ENDING 28 FEBRUARY 2027 FOR GRADES 1 – 6**

- a) Across the board increases of 6% on actual wage shall be awarded to all employees, mentioned in grades 1 to 6 above, who were in the employ of an employer prior 1 March 2026.
- b) The across-the-board increase must apply to the current wages before the adjustment of the minimums.

**Sustitute sub item 1(c) as follows.**

**COURIER SECTOR**

- 1(c) For the period 1 March 2026 to 28 February 2027 the minimum weekly rate of which wages in respect of ordinary working hours shall be paid by an employer to his employees who are engaged in the undermentioned grades, shall be as follows:

**(iv) TABLE TWO B (YEAR TWO): COURIER SECTOR MINIMUM WAGES: GRADES 1 TO 5**



1 Category Code	2 Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	3 Grade	4 Patterson Grade	5 Current Minimum Wage per week ending 28 February 2026	6 Across the board increase	7 Adjusted Minimum Wage per week from 1 March 2026 to 28 February 2027 for employers and employees of the industry
1 42 3 27	General worker..... General worker, repair shop..... Packer/Loader, grade I..... Security guard.....	1.	A Band A Band A Band A Band	R2142.27	6%	R2270.80
5 6 2 22 24 46	Motorcycle/Motor Tricycle Driver..... Light Motor Vehicle Driver..... Checker, grade I..... Loader Operator, grade II..... Mobile Hoist Operator, grade II..... Packer/Loader, grade II.....	2.	B1 B1 B1 B1 B1 B1	R2336.77	6%	R2476.98
7 8 44 19 23 47 21 20 26 15	Medium motor vehicle driver (articulated)..... Medium Motor Vehicle Driver (rigid).... Artisan Assistant..... Gantry Crane Operator, grade I..... Mobile Hoist Operator, grade I..... Checker, grade II..... Loader Operator, grade I..... Gantry Crane Operator, grade II..... Storeman (workshop)..... Team Leader.....	3.	B2 B2 B2 B1 B2 B2 B1 B2 B2	R2828.36	6%	R2998.06
10 11 12 13 18	Heavy Motor Vehicle Driver (articulated)..... Heavy Motor Vehicle Driver (rigid)..... Extra-heavy Motor Vehicle Driver (articulated)..... Extra-heavy Motor Vehicle Driver (rigid)..... Dispatch Clerk.....	4.	B3 B3 B3 B3 B3	R3191.86	6%	R3383.37
14 45 49	Ultra-heavy Motor Vehicle Driver..... Semi-skilled Artisan..... Storeman (warehouse).....	5.	B4 B4 B4	R3803.42	6%	R4031.63

**APPLICATION OF WAGE INCREASES FOR THE PERIOD FROM 1 MARCH 2026  
ENDING 28 FEBRUARY 2027 FOR GRADES 1 – 5**

- Across the board increases of 6% on actual wage shall be awarded to all employees, mentioned in grades 1 to 5 above, who were in the employ of an employer prior to 1 March 2026.
- The across-the-board increase must apply to the current wages before the adjustment of the minimums.

**Insert a new sub item 1(d).**

**CASH IN TRANSIT SECTOR**

**1(d)** For the period 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2027 the minimum weekly rate of which wages in respect of ordinary working hours shall be paid by an employer to his employees who are engaged in the under mentioned grades, shall be as follows:

**(v) TABLE THREE: CASH IN TRANSIT CHAMBER MINIMUM WAGES: GRADES 3 TO 6: From 1 March 2025 or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2027**

1 Category Code	2 Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	3 Grade	4 Patterson Grade	5 Current Minimum Wage per week ending 28 February 2025	6 Adjusted Minimum Wage per week on 01 March 2025 until 28 February 2026	7 Adjusted Minimum Wage per week on 01 March 2026 until 28 February 2027
50	Vehicle Guard.....	3.	B2	R4169.24	R4461.09	R4728.76
51	Custodian.....	5.	B4	R4781.92	R5116.65	R5423.65
41	Security Officer, III...	6.	B3	R3463.33	R3705.76	R3928.11
40	Security Officer, II...		B3	R4169.24	R4461.09	R4728.76
39	Security Officer, I....		B4	R4169.24	R4461.09	R4728.76

**APPLICATION OF WAGE INCREASES FROM 1 MARCH 2025 OR DATE TO BE DETERMINED BY THE MINISTER BUT NOT EARLIER THAN 1 MARCH 2025 UNTIL 28 FEBRUARY 2026 FOR GRADES 3, 5 AND 6**

**(vi) TABLE ONE (YEAR ONE): ACROSS THE BOARD INCREASES**

**From 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2026.**



Employees	Across the Board Increase
Current EBU up to Patterson Grading B4	7%
Current EBU Patterson Grading C1	6%

The across the board increases in table one shall be calculated on actual wage and shall be awarded to all employees mentioned in the said table, who were in the employ of an employer prior to 1 March 2025.

**(vii) TABLE TWO (YEAR TWO): ACROSS THE BOARD INCREASES**

**From 1 March 2026 until 28 February 2027.**

Employees	Across the Board Increase
Current EBU up to Patterson Grading B4	6%
Current EBU Patterson Grading C1	5%

The across the board increases in table one shall be calculated on actual wage and shall be awarded to all employees mentioned in the said table, who were in the employ of an employer prior to 1 March 2026.

**Substitute item 1(e) as follows.**

**1(e) Extended Bargaining Unit Employees engaged in the Cash-in-Transit Sector**

**(1) Across the board increases**

- (a) Year one: From 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2026:
  - (i) 7 % in respect of all EBU employees up to Paterson Grade B4.
  - (ii) 6 % in respect of all EBU employees in Paterson Grade C1.
- (b) Year two: From 1 March 2026 until 28 February 2027:
  - (i) 6 % in respect of all EBU employees up to Paterson Grade B4.
  - (ii) 5 % in respect of all EBU employees in Paterson Grade C1.

- 1(h)** The only provisions of this Agreement that shall apply to extended bargaining unit employees shall be the increases referred to above, the provisions of clause 77 only as from December 2018, clause 54, clause 69, and schedule 4 item 8 (Wellness Fund).

**Substitute item 2 as follows:**

**2. Night-shift allowance**

- (1) The following night-shift allowances shall be payable to employees for whom minimum wages are prescribed:

(a)

Category of Employee	Period: From 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2026
Employees who perform more than one hour of night work	An allowance of R17.67 beyond one hour and R3.18 for every hour in excess thereof; or by a reduction of ordinary hours of work

(b)

Category of Employee	Period: From 1 March 2026 until 28 February 2027
Employees who perform more than one hour of night work	An allowance of R18.73 beyond one hour and R3.37 for every hour in excess thereof; or by a reduction of ordinary hours of work

**Substitute item 3 as follows:**

**3. Consolidated allowance**

The consolidated allowance is payable in terms of clause 63 (7).

Period: 1 March 2025 until 28 February 2026	Period: 1 March 2026 until 28 February 2027
R127.48 per month	R135.13

**Substitute item 4 as follows:****4. Subsistence and Cross Border allowance****(a) Subsistence Allowance**

The Subsistence allowance payable in terms of clause 36A of the Main Agreement, must be paid as per the schedule hereunder:

<b>Subsistence Allowance:</b>
<b>Period: From 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2026</b>
(a) R63.99 for each period of absence within the borders of the Republic of South Africa
(b) R55.28 for each of the three daily meal intervals during such absence
Total (absence plus 3 meals) R229.83
<b>Subsistence Allowance:</b>
<b>From 1 March 2026 until 28 February 2027</b>
(a) R67.83 for each period of absence within the borders of the Republic of South Africa
(b) R58.60 for each of the three daily meal intervals during such absence
Total (absence plus 3 meals) R243.63

**(b) Cross Border Allowance**

The Cross Border allowance payable in terms of clause 36B of the Main Agreement, must be paid as per the schedule hereunder:

<b>Cross Border Allowance:</b>
<b>Period: From 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2026</b>
(a) R161.04 for each period of absence outside the borders of the Republic of South Africa
(b) R99.48 for each of the three daily meal intervals during such absence.
Total (absence plus 3 meals) R459.48
<b>Cross Border Allowance:</b>
<b>1 March 2026 until 28 February 2027</b>
(a) R170.70 for each period of absence outside the borders of the Republic of South Africa
(b) R105.45 for each of the three daily meal intervals during such absence.
Total (absence plus 3 meals) R487.05

**Substitute item 5 as follows:****5. Dangerous Goods Driver Limitation of Hours Allowance**

**The allowance that must be paid to Dangerous Goods Drivers in terms of clause 60 of the Main Collective Agreement is:**

- (a) If the client restricts the driver's hours of work to 12 hours or less, the following must apply:
  - (i) Year 1: (From 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2026) R156.46
  - (ii) Year 2: (From 1 March 2026 until 28 February 2027)  
R165.85
- (b) If the client restricts the driver's hours of work to 13 hours or less, but not less than 12, the following must apply:
  - (i) Year 1: (From 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2026) R100.58
  - (ii) Year 2: (From 1 March 2026 until 28 February 2027)  
R106.61
- (c) If the client restricts the driver's hours of work to 14 hours or less, but not less than 13, the following must apply:
  - (i) Year 1: (From 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2026) R55.88
  - (ii) Year 2: (From 1 March 2026 until 28 February 2027) R59.23

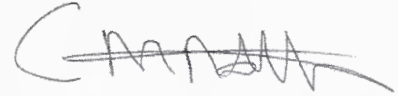
Signed at Johannesburg, for and on behalf of the parties to the Council, this 27th day of  
May 2024.



J Mazibuko  
Chairperson of the Council



PRW Meier  
Deputy Chairperson of the Council



CM Ndlovu  
National Secretary of the Council