

**Agreement of the Transnet Bargaining Council
Regarding Artisans**

Between

TRANSNET SOC LIMITED
(‘Transnet’)

And

South African Transport and Allied Workers Union
(‘SATAWU’)

And

United Transport and Allied Trade Union
(‘UTATU’)

[Handwritten signatures and initials]

PREAMBLE

WHEREAS:

- a. The parties entered into a Collective Agreement with regard to Artisans on 13 May 2008 ('the Artisan Agreement').
- b. Labour since declared two disputes in respect of the implementation of the Agreement.
- c. The parties wish to settle all disputes in relation to the Artisan Agreement.

IT IS THEREFORE AGREED:

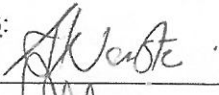
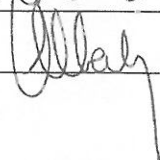
1. Save to the extent expressly varied by or stated otherwise in this agreement, the provisions of the Artisan Agreement shall continue to apply.
2. Transnet will, adjust the basic salary of artisans up to a maximum of two and a half percent (2.5%) provided that the adjustment does not take the new salary above the maximum of the applicable pay scale. This adjustment will take effect on 1 January 2012, and be paid on 27 January 2012 for all artisans, excluding:
 - 2.1. those artisans who are already paid above the maximum of the pay scale; and
 - 2.2. those artisans with less than 1 year's service on 1 July 2011.
3. In addition to the adjustment to basic salary for the artisans who qualify in paragraph 2 above:
 - 3.1. Artisans with more than one (1) years' service on 1 July 2010:
 - 3.1.1. will be paid a once off ex gratia lump sum payment equal to the value of the adjustment set out in paragraph 2 for twelve (12) months [monthly value of adjustment X12].
 - 3.1.2. Transnet will make this payment in the January 2012 pay cycle.
 - OR
 - 3.2. Artisans who were employed on or before 1 July 2010 and have one (1) year's service as at 1 July 2011:
 - 3.2.1. will be paid a once off ex gratia lump sum payment equal to the value of the adjustment set out in paragraph 2 for six (6) months [monthly value of adjustment X6].
 - 3.2.2. Transnet will make this payment in the January 2012 pay cycle.
4. Those artisans who are paid above the maximum of the pay band will not qualify for or receive any salary adjustment or ex gratia payments in terms of paragraphs 2 and 3 above.

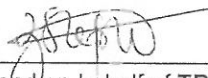
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5. Those artisans with less than 1 year's service on 1 July 2011 will not qualify for or receive any salary adjustment or ex gratia payments in terms of paragraphs 2 and 3 above.
6. Transnet will resume consultation with labour on the implementation of the Outcomes Based Modular Learning Training System to support Pay Progression as contained in the Artisan Agreement.
7. This agreement is in full and final settlement of all and any claims of whatsoever nature arising out of the Artisan Agreement.

SIGNED AND DATED AT JOHANNESBURG on 28 November 2011.

WITNESSES:

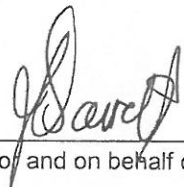
1. 
2. 


For and on behalf of TRANSNET SOC

SIGNED AND DATED AT JOHANNESBURG on 25 November 2011.

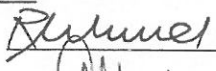
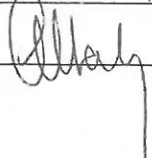
WITNESSES:

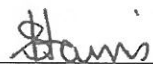
3. 
4. 


For and on behalf of SATAWU

SIGNED AND DATED AT JOHANNESBURG on 25 November 2011.

WITNESSES:

5. 
6. 


For and on behalf of UTATU