



**AGREEMENT OF THE TRANSNET BARGAINING COUNCIL
REGARDING FIRST LINE MANAGERS, SPECIALISTS AND TECHNICIANS**

Between

TRANSNET SOC LIMITED
(‘Transnet’)

And

SOUTH AFRICAN TRANSPORT AND ALLIED WORKERS UNION
(‘SATAWU’)

And

UTATU SARWHU
(‘UTATU SARWHU’)

4.4. The entry level threshold amounts will increase annually with the guaranteed portion of the negotiated across the board salary increase, as per the First Line Managers, Specialists and Technicians Agreement.

5. INCLUSION OF NON-PENSIONABLE ALLOWANCES

5.1. Effective 1 April 2013, all fixed non-pensionable allowances of First Line Managers, Specialists and Technicians will be included in the annual cost to company package amount.

6. WAGE INCREASE 2013/14 FINANCIAL YEAR

6.1. The annual wage negotiated increase will be calculated on the revised cost to company salary package of FSTs.

7. PROMOTION AND APPOINTMENT RULES

7.1. Effective 1 April 2013, the following promotion and appointment rules will apply for the determination of remuneration.

7.1.1. **Step 1a:** In the case of promotion into grade level G (the First Line Managers, Specialists and Technicians pay band), the current salary will be converted to cost to company, inclusive of the following salary elements to determine the gross package:

7.1.1.1. Basic salary;

7.1.1.2. Service Bonus (13th cheque as per paragraph 17 of First Line Managers, Specialists and Technicians Agreement);

7.1.1.3. Employer contribution to retirement fund; and

7.1.1.4. Housing allowance

7.1.2. **Step 1b:** 1.5% of gross package is added to the package, as compensation for loss of travel concessions.

7.1.3. **Step 2a:** A minimum of a 5% promotional increase will be applied to the gross package and **if lower** than the entry threshold; employee is moved to applicable the threshold;

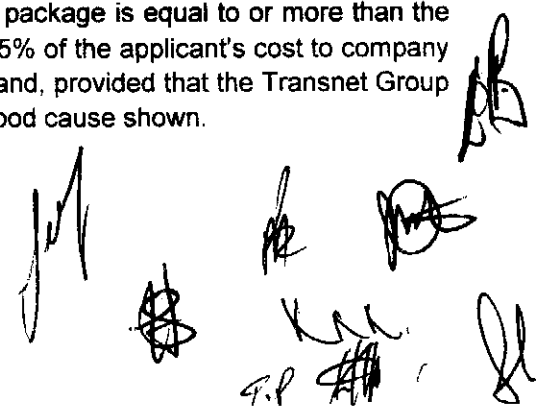
OR

7.1.4. **Step 2b:** If the gross package, post the 5% increase **is higher** than the applicable threshold; the amended package will apply.

7.1.5. **Step 3:** If an employee receives any fixed non-pensionable allowances these will be added to the employee's revised annual cost to company package.

8. EXTERNAL APPOINTMENTS

8.1. Where an external candidate's current cost to company salary package is equal to or more than the applicable threshold, any offer of employment will be limited to 5% of the applicant's cost to company salary and the offer may not exceed the maximum of the pay band, provided that the Transnet Group Executive: Human Resources may approve a higher offer on good cause shown.

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1. PREAMBLE

- 1.1. The parties entered into a Collective Agreement in respect of First Line Managers, Specialists and Technicians on 18 April 2008 ('the FST Agreement').
- 1.2. The objective of the First Line Managers, Specialists and Technicians Agreement is to govern the employment conditions and remuneration of First Line Managers, Specialists and Technicians in order to retain these skills.

2. WHEREAS:

- 2.1. Since the conclusion of the Agreement, concerns relating to specific elements of the Agreement surfaced, resulting in the re-opening of negotiations on the employment conditions of the First Line Managers, Specialists and Technicians.
- 2.2. The parties wish to settle all issues in relation to the First Line Managers, Specialists and Technicians Agreement as more fully described in this document.

3. IT IS THEREFORE AGREED:

- 3.1. Save to the extent expressly varied by or stated otherwise in this agreement, the provisions of the First Line Managers, Specialists and Technicians Agreement and the additions thereto shall continue to apply.

4. INTRODUCTION OF ENTRY LEVEL THRESHOLD

- 4.1. Transnet will introduce entry threshold pay levels for specific occupational categories within the First Line Managers, Specialists and Technicians categories.
- 4.2. These entry threshold pay levels and categories are set out in the table below:

Employment Category within Grade Level G	Requirements	Entry Level Threshold as a Cost to Company Incr R pa
First Line Managers	Internal promotions	350,000
	New entries without any work experience	285,000
Specialists	Graduates	317,000
	Internal Promotions	
	Appointment in Specialist positions where it is a requirement to have an Artisans trade or be a licenced Train Driver	330,000
Technicians		
Technician Level 1 (T1)	Following in-training period and on qualification	300,000
Technician Level 2 (T2)	B-Tech <u>or</u> ECSA registration as Technician	340,000
Technician Level 3 (T3)	B-Tech <u>and</u> ECSA registration as Technician	355,000


- 4.3. Those First Line Managers, Specialists and Technicians whose cost to company packages are below the new entry level thresholds, will be adjusted to the new entry level thresholds on 1 April 2013.

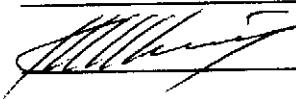
9. FULL AND FINAL SETTLEMENT

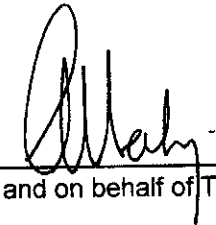
9.1. This agreement is in full and final settlement of all and any claims of whatsoever nature arising out of the First Line Managers, Specialists and Technicians Agreement.

SIGNED AND DATED AT JOHANNESBURG on 15th March 2013.

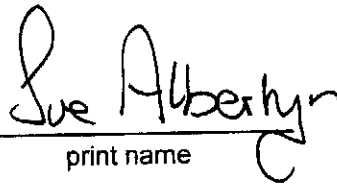
WITNESSES:





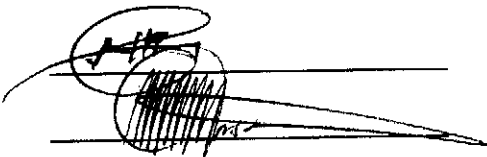



For and on behalf of TRANSNET



print name

SIGNED AND DATED AT JOHANNESBURG on 15th March 2013.







For and on behalf of SATAWU

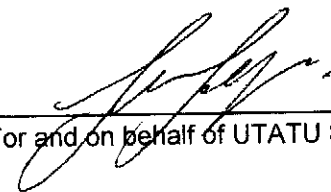


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SIGNED AND DATED AT JOHANNESBURG on 15th March 2013.







For and on behalf of UTATU SARWHU



print name