



FINAL SALARY SETTLEMENT AGREEMENT

between

**TRANSNET SOC LIMITED
("TRANSNET")**

AND

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

AND

**UNITED NATIONAL TRANSPORT UNION
("UNTU")**

MADE IN THE MAIN CHAMBER OF THE TRANSNET BARGAINING COUNCIL

**IN RESPECT OF TERMS AND CONDITIONS OF
EMPLOYMENT FOR THE FINANCIAL YEARS**

1 APRIL 2025 TO 31 MARCH 2028



1 PURPOSE AND SCOPE

- 1.1 The purpose of this agreement is to record the salary agreement (salaries, allowances and benefits) for all bargaining unit employees in Transnet SOC Limited for the financial years 1 April 2025 to 31 March 2028.
- 1.2 This agreement amends the terms and conditions of employment of bargaining unit employees in Transnet (unless otherwise expressly so stated) and supersedes existing agreements on the issues covered in this agreement.
- 1.3 This agreement will be implemented, based on the terms set out in this agreement and in the following manner on:
 - 1.3.1 All bargaining unit employees excluding UNTU members, who received increases effective on 01 April 2025; and
 - 1.3.2 Bargaining unit employees who were members of UNTU as at 31 March 2025, effective 01 June 2025.
- 1.4 The increases as set out in the agreement are only applicable to employees who are in service on 30 June 2025.

2 PARTIES TO THE AGREEMENT

- 2.1 The parties to this agreement are:
 - 2.1.1 Transnet SOC Limited ("Transnet") having its Head Office at 138 Eloff Street, Johannesburg, Gauteng, and including its Operating Divisions: the Corporate Centre, Transnet Properties; Transnet National Ports Authority; Transnet Pipelines; Transnet Port Terminals; Transnet Freight Rail, Transnet Infrastructure Manager and Transnet Engineering;
 - 2.1.2 South African Transport and Allied Workers Union ("SATAWU"); and
 - 2.1.3 United National Transport Union ("UNTU")
- 2.2 This agreement applies to and is binding on all bargaining unit employees in Transnet employed on grade level G to grade level L, including those employees who are not members of the trade union parties to the agreement, whether or not such employees are members of any other trade union.

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3 WAGES

Year 1: 2025/26 for all Bargaining Unit Employees (1 April 2025 to 31 March 2026)

- 3.1 The annual cost-to-company package of permanent employees on grade level G (First Line Managers, Specialists and Technicians), will increase by 6.0% (six percent). The performance management conditions will not apply to this group of employees in respect of the increases awarded for the 2025/26 financial year.
- 3.2 For those permanent bargaining unit employees on grade levels H to L, their pensionable salary will increase by 6.0% (six percent).
- 3.3 An increase of 6.0% (six percent) will apply to those fixed-term contract employees who are still in service on 30 June 2025.

Implementation of Salary increases for Year 1 for UNTU members (as at 31 March 2025)

- 3.4 The back-pay portion will be calculated on the following remuneration elements:
 - 3.4.1 Pensionable salary and cash component for employees on grade level G;
 - 3.4.2 Basic salary for employees on grade levels H to L;
 - 3.4.3 Increased overtime payment values for the period April and May 2025, set out below:
 - 3.4.3.1 Grade Levels G: difference between rates applicable from 01 April 2025 to 31 May 2025 and the rates applied for the same period; and
 - 3.4.3.2 Grade Levels H to L: increased rate for those employees whose remuneration is below the earnings threshold as published in the Government Gazette;
 - 3.4.4 Housing Allowance;
 - 3.4.5 Medical Subsidy; and
 - 3.4.6 Acting allowance (where applicable).
 - 3.4.7 The back-pay portion for the pensionable salary and cash component for employees on grade level G and the back-pay for the basic salary for employees on grade levels H to L, in respect of the period April and May 2025, will be paid on **27 June 2025**.



- 3.5 The back-pay portion for the overtime, acting allowance, housing allowance and medical subsidy in respect of the period April and May 2025, will be paid on **25 July 2025**.
- 3.6 The back-pay portion will be paid on a pro-rated basis for those bargaining unit employees who commenced service after 01 April 2025.
- 3.7 The back-pay portion of the increase as set out above, will only be made to bargaining unit employees who are members of UNTU and other bargaining unit employees who did not receive the increase which was implemented on 01 April 2025 and who are still in service on the payment date.

**Salary increases for Year 2: 2026/27 for all Bargaining Unit Employees
(1 April 2026 to 31 March 2027)**

- 3.8 The annual cost-to-company package of permanent employees on grade level G (First Line Managers, Specialists and Technicians), will increase by 6.0% (six percent).
- 3.9 For those permanent bargaining unit employees on grade levels H to L, their pensionable salary will increase by 6.0% (six percent).
- 3.10 An increase of 6.0% (six percent) will apply to those fixed-term contract employees who are still in service on the date of implementation of this increase.

**Salary increases for Year 3: 2027/28 for all Bargaining Unit Employees
(1 April 2027 to 31 March 2028)**

- 3.11 The annual cost-to-company package of permanent employees on grade level G (First Line Managers, Specialists and Technicians), will increase by 6.0% (six percent).
- 3.12 For those permanent bargaining unit employees on grade levels H to L, their pensionable salary will increase by 6.0% (six percent).
- 3.13 An increase of 6.0% (six percent) will apply to those fixed-term contract employees who are still in service on the date of implementation of this increase.

4 TRANSNET MEDICAL SUBSIDY

- 4.1 The medical subsidy is an amount payable to all permanent bargaining unit employees, who join or are members of a recognized Transnet medical scheme as a principal member.
- 4.2 The value of the medical aid subsidy will increase with the agreed percentage annual increase for each year for the respective years over the duration of the wage agreement.

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5 HOUSING ALLOWANCE

- 5.1 The housing allowance is a fixed allowance that is paid to all permanent employees below grade level G (grade levels H to L) in the bargaining unit.
- 5.2 The value of the housing allowance will increase with the agreed percentage annual increase for each year for the respective years over the duration of the wage agreement.

6 STANDBY AND NIGHTSHIFT ALLOWANCE

- 6.1 The standby and nightshift allowances are paid as circumstantial allowances to all bargaining unit employees, where applicable.
- 6.2 For the duration of this three-year agreement, the standby and nightshift allowances shall remain unchanged.

7 NON-PENSIONABLE ALLOWANCE

- 7.1 The non-pensionable allowance amounts will remain unchanged for the duration of this three-year agreement.

8 OVERTIME

- 8.1 Overtime payable to all employees in the bargaining unit, below level G (First Line Managers, Specialists and Technicians), will be paid as per the earnings threshold set by the Ministerial Determination as published in the Government Gazette, as and when amended.
- 8.2 The overtime rate for all level G (FST) employees is determined in accordance with the Collective Agreement on Remuneration Principles in respect of First Line Managers, Specialists and Technicians, and will increase with the agreed percentage increase for the duration of this three-year agreement, as set out in the table below:

Table 1: Increase in Overtime Rate for Level G Employees

Period	Percentage	Percentage Increase in Words
Year 1 – 2025/26	6.0%	Six Percent
Year 2 – 2026/27	6.0%	Six Percent
Year 3 – 2027/28	6.0%	Six Percent

9 RESTRUCTURING

- 9.1 Transnet commits that there will be no mandatory retrenchments during the period of this agreement.
- 9.2 Should it, however, become necessary to restructure areas of the business due to operational, economic and/or business transformation reasons, the following process shall be followed:





- 9.2.1 The Employer will comply with all provisions of its existing Recognition Agreement and prevailing legislation;
- 9.2.2 The Employer will consult with the recognised labour unions on any restructuring initiatives that are contemplated by the Employer;
- 9.2.3 In addition, the Employer will establish a multi-disciplinary committee including labour to assess the impact of all restructuring initiatives across the business with the objective of preserving job security for Employees;
- 9.2.4 The committee will explore opportunities for early retirement, redeployment, reskilling and upskilling as alternatives to ensure that mandatory retrenchments do not take place; and
- 9.2.5 This committee will ensure that offers of alternative employment within Transnet are reasonable and fair.
- 9.3 Transnet is also entitled to offer voluntary severance packages (VSP) to employees as part of any restructuring process.
- 9.4 Transnet may terminate the services of any employee, without payment of a severance package, if the employee refuses to accept a reasonable offer of alternative employment with Transnet.

10 FULL AND FINAL SETTLEMENT

- 10.1 This agreement is in full and final settlement of all demands made by the parties during the salary negotiations for the years 01 April 2025 to 31 March 2028, relating to salary increases and changes to other terms and conditions of employment for the duration of this agreement, except for changes which may emanate from adjustments to existing collective agreements which the parties may agree to review.
- 10.2 Any amendment to or variation of any provision of this agreement shall not be valid or binding unless it is reduced to writing and signed by authorised representatives of the parties.

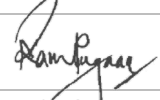
11 DISPUTE RESOLUTION

- 11.1 Any dispute regarding the interpretation or application of this agreement will be referred to the Transnet Bargaining Council for conciliation and arbitration.

SIGNED AND DATED AT JOHANNESBURG on this 12th day of June2025.


Itumeleng Matsheka	
NAME For and on behalf of TRANSNET SOC LTD	SIGNATURE


Neo Bodibe	
WITNESS NAME	SIGNATURE

Vikash Ramlugan	
WITNESS NAME	SIGNATURE

SIGNED AND DATED AT JOHANNESBURG on this 12th day of June2025.

Jack Mazibuko	
NAME For and on behalf of SOUTH AFRICAN TRANSPORT AND ALLIED WORKERS' UNION ("SATAWU")	SIGNATURE

Anele Kiet	
WITNESS NAME	SIGNATURE

Tamara Maake	
WITNESS NAME	SIGNATURE

SIGNED AND DATED AT JOHANNESBURG on this 12th day of June 2025.

Cobus van Vuuren	
NAME For and on behalf of UNITED NATIONAL TRANSPORT UNION ("UNTU")	SIGNATURE

Wielligh Meyer	
WITNESS NAME	SIGNATURE

Luvuyo Mdyogolo	
WITNESS NAME	SIGNATURE

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