

PAY COMPENDIUM

CALCULATION OF PAYMENT FOR ORDINARY HOURS (WEEKLY AVERAGING), OVERTIME, SUNDAY TIME AND TIME WORKED ON PUBLIC HOLIDAYS

THIS COMPENDIUM IS APPLICABLE ONLY TO THE AGREEMENT REACHED WITH LABOUR ON THE WEEKLY AVERAGING OF TIME APPLICABLE TO TRAIN OPERATIONS OPERATIONAL STAFF

1. CURRENT PRACTICE

- Current practice refers to applicable rates on Overtime, Public Holiday and Sunday Time.
- Calculation of overtime will change from daily calculation to weekly averaging.

2. OVERTIME

- As per current practice overtime will be paid at time and a half (1.5)
- Only ACTUAL hours worked between Monday and Saturday will accrue towards the weekly total in order to calculate overtime
- Any authorised leave during the week is NOT regarded as actual time worked and will therefore NOT add towards the actual time worked in the week for calculation of overtime (See clause 3.5 of the applicable Weekly Averaging Agreement for further detail)

For example:

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
10 hours	10 hours	10 hours	Leave/X99/Sick/IOD/ Family responsibility	10 hours	10 hours
{Actual time}	{Actual time}	{Actual Time}	leave/PPH. {Ordinary time}	{Actual time}	{Actual Time}

- 50 actual hours = 5 hours overtime paid @ 1.5
- 7.5 ordinary hours for Leave , PPH, Sick Leave, X99, I.O.D or Family Responsibility Leave
- Out of the 57.5 hours, the employee will be paid 5 hours overtime (50 hours minus 45 hours) and the total ordinary time of 45 hours plus 7.5 hours paid as ordinary hours of work

- All ACTUAL hours worked in excess of 45 hours per week will be paid as overtime.

3. SUNDAY TIME

- a. As per current practice Sunday Time is paid at time and three quarter (1.75)
- b. Where the full shift is on a Sunday, all time worked will be paid as Sunday Time.
- c. Where the shift starts on a Saturday and ends on a Sunday, or starts on a Sunday and ends on a Monday, the present 50/50 and 51% rules will remain in place. However the time worked on a Saturday and Monday, if paid as Sunday time CANNOT also feature in the calculation of overtime. In other words the Saturday and Monday time worked cannot be paid both as Sunday time AND overtime.

4. PAID PUBLIC HOLIDAY

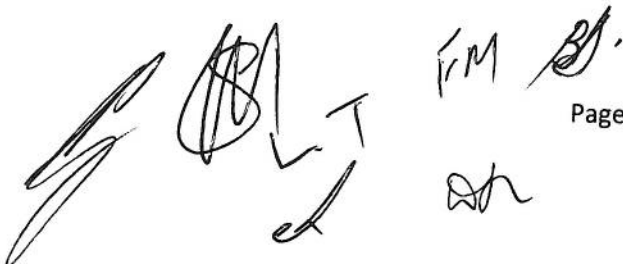
- a. As current practice, a shift worked on a PPH will be paid as PPH Daily time. (1 day extra pay)
- b. Time worked in excess of a normal shift will as per current practice, be paid at PPH Double time.
- c. The 50 / 50 and 51 % rule remains in place but time paid as PPH Daily, PPH Double time or PPH Hourly CANNOT also feature in the calculation of overtime

5. SHIFT ALLOWANCE

- a. The current calculation of and payment of shift allowance remains in place whereby time worked after 18h00 and before 06h00 daily will be paid at the current practice.

6. CALCULATION PERIOD

- a. The period of calculating overtime will be from Monday to Saturday irrespective of the day on which a month starts or finishes.
- b. This would mean that overtime calculated after the last Saturday of a month will be paid in the following month

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Signed on the ^{14th} 14 of February in 2014 at Umjantshi House in Johannesburg

DULY AUTHORISED SIGNATORIES:

Management Representative



Senior Manager: Employee Relations



Witness

Trade Union Representatives



SATAWU



Witness

Witness

Witness

UTATU SARWHU

Witness