



2017 – 2018 WAGE AGREEMENT

Made and entered into by and between:

Passenger Rail Agency of South Africa
(Herein referred to as the “PRASA”)

United National Transport Union (UNTU)
(Herein referred to as the “Trade Union”)

And

South African Transport and Allied Workers Union (SATAWU)
(Herein referred to as the “Trade Union”)

(PRASA and the Trade Unions herein collectively referred to as
“the parties”)

(the Trade Unions herein collectively referred to as “Labour”)

Handwritten initials and signatures: R.I., S.C., T.S., R.S., C.A.B., J.K.



The parties hereby agree as follows:

1. ANNUAL SALARY INCREASE 2017-2018

1.1 PRASA shall effect an increase of 8% on total guaranteed package (TGP), across the board, for all employees in the bargaining unit employed in its Corporate Office, PRASA Rail, PRASA Technical and PRASA CRES, with effect from 1 April 2017.

1.2 No retrenchments for the duration of this agreement will be applicable to Bargaining unit employees in its Corporate Office, PRASA Rail, PRASA Technical and PRASA CRES, divisions.

1.3 Parties (SATAWU, UNTU and PRASA) agree that NMG Consultant will be substituted by two Medical Aid Brokers (Moso Consulting services, and Classique Medical Aid consultant)

1.4 Moso Consulting services, and Classique Medical Aid consultant will present within 14 days after signing of this agreement a service level agreement to the parties (SATAWU, UNTU and PRASA).

1.5 The parties agree to meet in the Bargaining Forum, after signing of the wage agreement within a period of 30 days to draft and agree on terms of reference and to finalise the following outstanding matters/allowances within 90 days of signing of this agreement:

1.5.1 Medical Aid –Compulsory (Negotiate as per TGP Agreement).

1.5.2 Night Shift –

1.5.3 Standby –

1.5.4 Book-off –

Handwritten signatures and initials:

- GI (circled)
- RI
- SC
- TS
- T.F
- JE
- C.T.S



1.5.5 Danger -

2. APPLICABILITY AND CONDITIONS

- 2.1 This agreement will be applicable only to active, eligible employees in the bargaining unit, as at the date of signing of this agreement.
- 2.2 All employees in the risk pool are excluded from this agreement.
- 2.3 This agreement is also applicable to all non-unionised employees within the bargaining unit.
- 2.4 This agreement is valid for a period of one year from 1 April 2017 to 31 March 2018.

3. GENERAL

- 3.1 This salary increase will be effective from 1 April 2017, retrospectively.
- 3.2 This agreement constitutes the entire agreement between the parties regarding the annual wage negotiations for the financial year ending 31 March 2018.
- 3.3 This agreement supersedes any previous wage agreement(s) entered into by the parties.

4. DISPUTE RESOLUTION

- 4.1 Any dispute relating to the validity, interpretation and application of this wage agreement or on any matter relating to this agreement, shall be determined or resolved through a dispute resolution process as determined by the Labour Relations Act of 1995, or any other labour dispute resolution settlement services agreed to and appointed by the parties.

Handwritten signature and initials
GT
11/11

Handwritten initials and signatures
RI
S.C
T.J
J.R
1.1.15



This agreement was concluded and signed by the parties in CAPE TOWN,
on this 19 day of MAY 2017, in the presence of the undersigned
witnesses:

DULY AUTHORISED SIGNATORIES

T. NONGQONGQO
Name of PRASA Representative

[Signature]
Signed for and on behalf of PRASA

MPHO PHETCA
Name of Witness

[Signature]
Signature of Witness

C.J. AMSBROOK
Name of UNTU Representative

[Signature]
Signed for and on behalf of UNTU

B. JAVIS
Name of Witness

[Signature]
Signature of Witness

[Signature]
Name of Witness

[Signature]
Signature of Witness

CASPER BOTHA
Name of Witness

[Signature]
Signature of Witness

GODFREY DOBEKA
Name of SATAWU Representative

[Signature]
Signed for and on behalf of SATAWU

Nthulane. Irene Nthulane
Name of Witness

[Signature]
Signature of Witness

Siyabonga Cyprian Khathi
Name of Witness

[Signature]
Signature of Witness

Be moved



prasa
PASSENGER RAIL AGENCY
OF SOUTH AFRICA

Jabulani Khumalo

Name of Witness

[Handwritten Signature]

Signature of Witness