

PHARMACEUTICAL SECTOR

ADDENDUM
TO THE
SUBSTANTIVE AGREEMENT

between

CHEMICAL, ENERGY, PAPER, PRINTING, WOOD AND ALLIED
WORKERS' UNION
(CEPPWAWU)

GENERAL INDUSTRIES WORKERS UNION OF SOUTH AFRICA
(GIWUSA)

SOUTH AFRICAN CHEMICAL WORKERS' UNION
(SACWU)

(hereinafter referred to as the "Unions")

and

PARTICIPATING EMPLOYERS IN THE LABOUR
AFFAIRS ASSOCIATION OF THE PHARMACEUTICAL
INDUSTRY (LAAPI Employers)

As listed in Annexure A

(hereinafter referred to as "employers")

FOR THE PERIOD 1 JULY 2021 TO 30 JUNE 2023

PHARMACEUTICAL SECTOR Substantive Agreement 2021/2023 Addendum

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ADDENDUM

With reference to the 2021 – 2023 Pharmaceutical Sector Substantive Agreement dated 17 September 2021, parties hereby agree to the following addendum with regards to clause 4 Wages:

The agreement provides for an increase as from 1 July 2022, In year two (1 July 2022 to 30 June 2023) the increase in the amount of the average CPI + 1.25 % with a minimum increase floor of 4% and a maximum increase ceiling of 6%. (CPI to be calculated using the CPI figures for the month of May 2022).

The CPI figures for May 2022 has been recorded as 6,5%. In terms of the wage agreement and the ceiling clause, the increase will be 6% for the next year implemented as from 1 July 2022.

Furthermore, as per clause 4.2 of the substantive agreement for 2021 – 2023 there will be no increase or improvement to the minimum wage for the duration of this agreement.

Employees whose employment at entry level/minimum wage positions commences during the period of 01 July 2022 to 30 June 2023 will be paid a minimum wage of R9 956.15.

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Employees who were employed before 01 July 2021, and earn minimum wage, will get the 6% increase effective 01 July 2021 plus they will get an increase of 6% as per the ceiling clause effective 01 July 2022, in line with the substantive agreement.


Signed at Johannesburg this 21st day of October 2022.


For LAAPL Employers



Witness

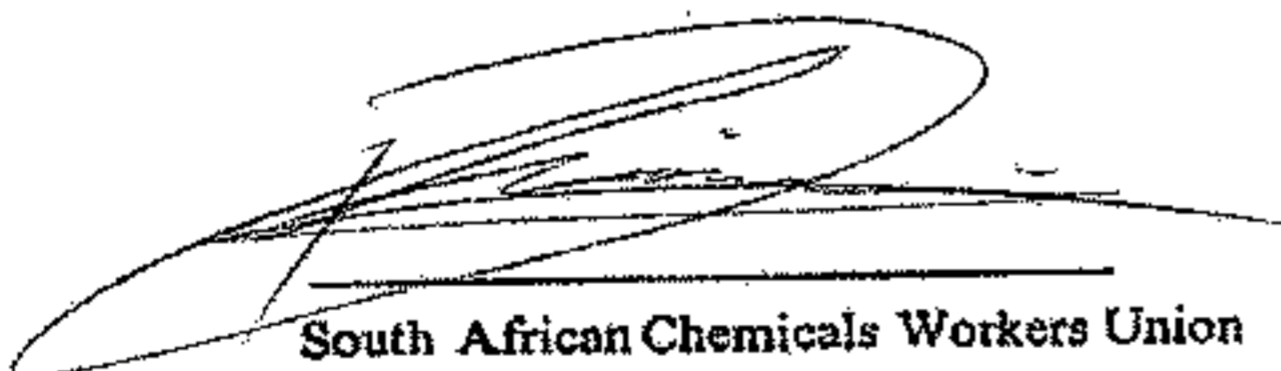
On behalf of:


Chemical, Energy, Paper, Printing,
Wood and Allied Workers Union


Witness


General Industries Workers Union
of South Africa


Witness


South African Chemicals Workers Union


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