

## DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 3727

28 July 2023

## LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT AND LOGISTICS  
INDUSTRY: EXTENSION OF PERIOD OF OPERATION OF THE MAIN COLLECTIVE  
AGREEMENT**

I, **TEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the period fixed in Government Notices Nos. R.726 of 28 May 2016, R.422 of 12 May 2017, R.426 of 15 March 2019, R.1364 of 25 October 2019, R.410 of 9 July 2021, R.549 of 14 September 2021, R. 831 of 11 February 2022, R. 1454 of 25 November 2022 and R.1692 of 23 March 2023 by a further period ending 28 February 2025.

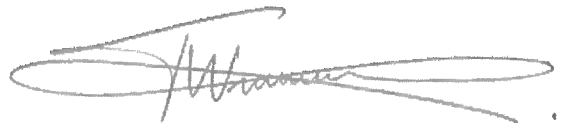
  
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**MR TW NXESI, MP**  
**MINISTER OF EMPLOYMENT AND LABOUR**  
DATE: 13/07/2023

## DEPARTMENT OF EMPLOYMENT AND LABOUR

## LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT AND LOGISTICS  
INDUSTRY: EXTENSION TO NON-PARTIES OF THE MAIN COLLECTIVE AMENDING  
AGREEMENT**

I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council for the Road Freight and Logistics Industry** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry, effective from **1 March 2024** until **28 February 2025**.



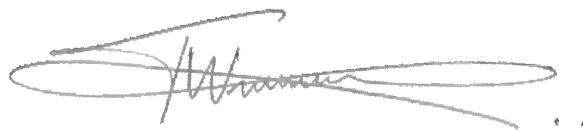
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**MR TW NXESI, MP**  
**MINISTER OF EMPLOYMENT AND LABOUR**  
**DATE: 13 JULY 2023**

**UMNYANGO WEZEMISEBENZI NEZABASEBENZI****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**

**NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT AND LOGISTICS  
INDUSTRY: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI  
ESIYINGQIKITHI ESICHIYELAYO SELULELWA KULABO ABANGEYONA  
INGXENYE YASO**

Mina, **THEMBELANI WALTERMADE NXESI**, uNgqongqoshe Wezemisebenzi nezabasebenzi lapha ngokwesigaba 32(2) soMthetho Wobudlelwano Kwezabasebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kwi**National Bargaining Council For The Road Freight and Logistics Industry**, futhi ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi ka 1995, esibopha labo abasenzayo, sizobopha abanye abaqashi nabasebenzi kuleyoMboni kusukela mhlaka 1 kuNdasa 2024 kuze kube isikhathi esiphela mhlaka 28 kuNhlolanja 2025.



**NUMZANA TW NXESI, MP  
UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI  
USUKU: 13 JULY 2023**

## SCHEDULE

**NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT AND LOGISTICS  
INDUSTRY****AMENDMENTS TO THE MAIN COLLECTIVE AGREEMENT**

In accordance with the provisions of the Labour Relations Act, 1995 made and entered into  
by and between the -

**ROAD FREIGHT ASSOCIATION (RFA)**

**NATIONAL EMPLOYERS' ASSOCIATION OF SOUTH AFRICA (NEASA)**

(hereinafter referred to in this Agreement as the "employers' organisations")

on one part, and the

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

**MOTOR TRANSPORT WORKERS' UNION OF SOUTH AFRICA (MTWU)**

(hereinafter referred to in this Agreement as the "trade unions"), on the other part, being the parties to the National Bargaining Council for the Road Freight and Logistics Industry hereby agree to amend the Main Collective Agreement published under Government notice No. R.726 of 28 May 2016, as amended and extended by Government Notices No. R.422 of 12 May 2017, R.426 of 15 March 2019, R.1364 of 25 October 2019, Government Notice No. R.410 of 9 July 2021, Government Notice No. R.549 of 14 September 2021, and Government Notice No. R. 831 of 11 February 2022 and Government Notice No.R.1692 of 23 March 2023.

**PART 1: APPLICATION AND DURATION OF AGREEMENT****1. Application of Agreement**

- (1) The terms of this Agreement shall be observed by employers and employees in the Road Freight and Logistics Industry as defined hereunder, in the Republic of South Africa:

**“Road Freight and Logistics Industry”** or **“Industry”** means the industry in which employers and their employees, as defined in Paragraph A hereunder, are associated for carrying on one or more of the following activities for hire or reward:

- (i) The transportation of goods by means of motor transport;
- (ii) The storage of goods, including the receiving, opening, unpacking, packing, despatching, and clearing or accounting for of goods where these activities are ancillary or incidental to paragraph (i); and
- (iii) The hiring out by temporary employment services of employees for activities or operations which ordinarily or naturally fall within the transportation or storage of goods as contemplated by paragraphs (i) and (ii) of this definition.

The **“transportation of goods”** does not include the undertakings, industries, trades, or occupations in respect of which the following bargaining councils are registered:

- (i) Transnet Bargaining Council; and
- (ii) Motor Ferry Industry Bargaining Council of South Africa.

For the purposes hereof-

**“Paragraph A”** means those employees in the Road Freight and Logistics Industry, as defined above, in the categories as mentioned hereunder:

- (a) **Employees covered by the definition of the industry as defined above:**
- Basic Rigger Driver;
  - General workers;
  - Security guards, security officers, custodians, vehicle guards, team

- leaders;
  - Motor vehicle drivers;
  - Artisan assistants, semi-skilled artisans, repair shop workers;
  - Operators;
  - Dispatch clerks, checkers, packers/loaders;
  - Storemen;
  - Personal assistants, receptionists, clerks, administrators, data capturers, chemical cleaners;
  - Junior controllers, branch administrators, driver trainers;
  - Box Room Marshalls (Cash in Transit);
  - Radio Controllers (Security Officer III) (Cash in Transit);
  - Tactical Support Officers / Team Leaders (Security Officer II) (Cash in Transit);
  - Counting House Tellers (Cash in Transit);
  - Box Staff (Cash in Transit);
  - Key Marshalls (Cash in Transit);
  - Cage Men (Cash in Transit);
  - Client Liaison Officers (Cash in Transit);
  - Training Officers (Cash in Transit);
  - General Worker: Cleaners (Cash in Transit);
  - Receptionist (Cash in Transit).
- (2) Notwithstanding the provisions of sub-clause (1), this Agreement shall apply to:
- (a) Employees for whom minimum wages are prescribed in this Agreement and to the employers of such employees;
  - (b) other categories of employees, listed in schedule 7 who qualify for the across-the-board increases, as well as payments and benefits specified to the employers of such employees; and
  - (c) owner-drivers and their employees only insofar hours of work and limitations on hours of work and registration with the Council is concerned.
- (3) Subject to clause (4), this Agreement applies to owner-drivers and the employees of owner-drivers.
- (4) An owner-driver –

- (a) who is an employer must observe the same hours of work and limitations on hours of work that are prescribed in this Agreement for employees;
  - (b) who possesses only one motor vehicle and is the permanent driver of that vehicle is only required to comply with the requirements of subparagraph (a) of this clause and clause 45.
- (5) Part 10 of this Agreement sets out provisions that apply to particular categories of employees. It –
- (a) specifies categories of employees in respect of whom only particular provisions of this Agreement apply;
  - (b) provides provisions that apply to specific categories of employees in addition to the rest of the Agreement;
  - (c) modifies certain provisions of this Agreement for the purposes of specific categories of employees.

## 2. Duration of the agreement

- (1) This Agreement is binding to employers and employees of the industry effective from 1 March 2024 or date to be determined by the Minister but not earlier than 1 March 2024 until 28 February 2025.
- (2) This Agreement shall become binding on non-party employers and employees once it is extended by the Minister of Employment and Labour in terms of Section 32 of the Act from a date determined by the Minister but not earlier than 1 March 2024 until 28 February 2025.

**SCHEDULE 5: REMUNERATION AND OTHER MONETARY BENEFITS**

Substitute Schedule 5 in its entirety as follows:

**“(a) Minimum Wages**

- (1) From the date of implementation for 2024 being 1 March 2024 for employers and employees of the industry or date to be determined by the Minister of Employment and Labour but not earlier than 1 March 2024 until 28 February 2025, the minimum rate at which wages in respect of ordinary hours of work shall be paid by an employer to each member of the under mentioned grades of his employees, shall be as follows:

- (a) Weekly Wages:

General Freight, Courier, Furniture Removal and CIT:

**(i) TABLE ONE: GENERAL FREIGHT AND FURNITURE REMOVAL SECTORS  
MINIMUM WAGES: GRADES 1 TO 6**

For the period 1 March 2024 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2024 until 28 February 2025

1 Category Code	2 Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	3 Grade	4 Patterson Grade	5 Current Minimum Wage per week ending 29 February 2024	6 Across the board increase	7 Adjusted Minimum Wage per week from 1 March 2024 to 28 February 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2024



1	General worker.....	1.	A Band	R1871.14	7%	R2002.12
42	General worker, repair shop.....		A Band			
3	Packer/Loader, grade I.....		A Band			
27	Security guard.....		A Band			
5	Motorcycle/Motor Tricycle Driver.....	2.	B1	R2055.90	7%	R2199.81
6	Light Motor Vehicle Driver.....		B1			
2	Checker, grade I.....		B1			
22	Loader Operator, grade II.....		B1			
24	Mobile Hoist Operator, grade II.....		B1			
46	Packer/Loader, grade II.....		B1			
7	Medium motor vehicle driver (articulated).....	3.	B2	R2485.25	7%	R2659.22
8	Medium Motor Vehicle Driver (rigid)....		B2			
44	Artisan Assistant.....		B2			
19	Gantry Crane Operator, grade I.....		B2			
23	Mobile Hoist Operator, grade I.....		B1			
47	Checker, grade II.....		B2			
21	Loader Operator, grade I.....		B2			
20	Gantry Crane Operator, grade II.....		B1			
26	Storeman (workshop).....		B2			
15	Team Leader.....		B2			
10	Heavy Motor Vehicle Driver (articulated).....	4.	B3	R2787.90	7%	R2983.05
11	Heavy Motor Vehicle Driver (rigid)....		B3			
12	Extra-heavy Motor Vehicle Driver (articulated).....		B3			
13	Extra-heavy Motor Vehicle Driver (rigid).....		B3			
18	Dispatch Clerk.....		B3			
14	Ultra-heavy Motor Vehicle Driver.....	5.	B4	R3322.06	7%	R3554.60
45	Semi-skilled Artisan.....		B4			
49	Storeman (warehouse).....		B4			
52	Basic Rigger Driver.....		B4			
16	Abnormal Load Driver.....	6.	C1	R4045.18	7%	R4328.34
53	Petroleum Tanker Driver.....			R3388.83		R3626.05

**APPLICATION OF WAGE INCREASES FOR THE PERIOD FROM 1 MARCH 2024 FOR EMPLOYERS AND EMPLOYEES OF THE INDUSTRY OR DATE TO BE DETERMINED BY THE MINISTER BUT NOT EARLIER THAN 1 MARCH 2024 ENDING 28 FEBRUARY 2025 FOR GRADES 1 – 6**

- a) Across the board increases of 7% on actual wage shall be awarded to all employees, mentioned in grades 1 to 6 above, who were in the employ of an employer prior 1 March 2024.
- b) The across-the-board increase must apply to the current wages before the adjustment of the minimums.

**COURIER SECTOR**

1(b) For the period 1 March 2024 or date to be determined by the Minister but not earlier than 1 March 2024 to 28 February 2025 the minimum weekly rate of which wages in respect of ordinary working hours shall be paid by an employer to his employees who are engaged in the undermentioned grades, shall be as follows:

(ii) TABLE TWO: COURIER SECTOR MINIMUM WAGES: GRADES 1 TO 5

1 Category Code	2 Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	3 Grade	4 Patterson Grade	5 Current Minimum Wage per week ending 29 February 2024	6 Across the board increase	7 Adjusted Minimum Wage per week from 1 March 2024 to 28 February 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2024
1 42 3 27	General worker..... General worker, repair shop..... Packer/Loader, grade I..... Security guard.....	1.	A Band A Band A Band A Band	R1871.14	7%	R2002.12
5 6 2 22 24 46	Motorcycle/Motor Tricycle Driver..... Light Motor Vehicle Driver..... Checker, grade I..... Loader Operator, grade II..... Mobile Hoist Operator, grade II..... Packer/Loader, grade II.....	2.	B1 B1 B1 B1 B1	R2041.03	7%	R2183.90
7 8 44 19 23 47 21 20 26 15	Medium motor vehicle driver (articulated)..... Medium Motor Vehicle Driver (rigid)..... Artisan Assistant..... Gantry Crane Operator, grade I..... Mobile Hoist Operator, grade I..... Checker, grade II..... Loader Operator, grade I..... Gantry Crane Operator, grade II..... Storeman (workshop)..... Team Leader.....	3.	B2 B2 B2 B1 B2 B2 B1 B2 B2	R2470.40	7%	R2643.33
10 11 12 13	Heavy Motor Vehicle Driver (articulated)..... Heavy Motor Vehicle Driver (rigid)..... Extra-heavy Motor Vehicle Driver (articulated)..... Extra-heavy Motor Vehicle Driver (rigid).....	4.	B3 B3 B3	R2787.90	7%	R2983.05
18 14 45 49	Dispatch Clerk..... Ultra-heavy Motor Vehicle Driver..... Semi-skilled Artisan..... Storeman (warehouse).....	5.	B3 B4 B4 B4	R3322.06	7%	R3554.60

From 1 March 2024 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2024 until 28 February 2025

**APPLICATION OF WAGE INCREASES FOR THE PERIOD FROM 1 MARCH 2024 FOR EMPLOYERS AND EMPLOYEES OF THE INDUSTRY OR DATE TO BE DETERMINED BY THE MINISTER BUT NOT EARLIER THAN 1 MARCH 2024 ENDING 28 FEBRUARY 2025 FOR GRADES 1 – 5**

- a) Across the board increases of 7% on actual wage shall be awarded to all employees, mentioned in grades 1 to 5 above, who were in the employ of an employer prior to 1 March 2024.
- b) The across-the-board increase must apply to the current wages before the adjustment of the minimums.

**CASH IN TRANSIT SECTOR**

1(c) For the period 1 March 2024 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2024 until 28 February 2025 the minimum weekly rate of which wages in respect of ordinary working hours shall be paid by an employer to his employees who are engaged in the under mentioned grades, shall be as follows:

(iii) **TABLE THREE: CASH IN TRANSIT CHAMBER MINIMUM WAGES: GRADES 3 TO 6: From 1 March 2024 or date to be determined by the Minister but not earlier than 1 March 2024 until 28 February 2025**

1 Category Code	2 Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	3 Grade	4 Patterson Grade	5 Current Minimum Wage per week ending 29 February 2024	6 Across the board increase	7 Adjusted Minimum Wage per week 1 March 2024 until 28 February 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2024
50	Vehicle Guard.....	3.	B2	R3896.49	7%	R4169.24

51	Custodian.....	5.	B4	R4469.08	7%	R4781.92
41	Security Officer, III...	6.	B3	R3236.76		R3463.33
40	Security Officer, II...		B3	R3896.49	7%	R4169.24
39	Security Officer, I....		B4	R3896.49		R4169.24

**APPLICATION OF WAGE INCREASES FROM 1 MARCH 2024 OR DATE TO BE DETERMINED BY THE MINISTER BUT NOT EARLIER THAN 1 MARCH 2024 UNTIL 28 FEBRUARY 2025 FOR GRADES 3, 5 AND 6**

- (a) Across the board increases of 7% on actual wage shall be awarded to all employees, mentioned in grades 3, 5, and 6 above, who were in the employ of an employer prior to 1 March 2024.
- (b) The across-the-board increase must apply to the current wages before the adjustment of the minimums.

**1(d) EXTENDED BARGAINING UNIT EMPLOYEES (EBU): GENERAL FREIGHT, FURNITURE REMOVAL AND COURIER**

In accordance with the Main Collective Agreement definition of the Extended Bargaining Unit, as provided in clause 56, across the board increases shall apply to the following EBU employees as follows:

**(iv) TABLE FOUR: ACROSS THE BOARD INCREASES**

From 1 March 2024 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2024 until 28 February 2025.

Employees	Across the Board Increase
Current EBU up to Patterson Grading B4	7%
Current EBU Patterson Grading C1	6%

The across the board increases in table one shall be calculated on actual wage and shall be awarded to all employees mentioned in the said table, who were in the employ of an employer prior to 1 March 2024 .

**1(e) Extended Bargaining Unit Employees engaged in the Cash-in-Transit Sector**

**(1) Across the board increases**

(a) From 1 March 2024 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2024 until 28 February 2025:

- (i) 7 % in respect of all EBU employees up to Paterson Grade B4.
- (ii) 6 % in respect of all EBU employees in Paterson Grade C1.

1(f) The only provisions of this Agreement that shall apply to extended bargaining unit employees shall be the increases referred to above, the provisions of clause 77 only as from December 2018, clause 54, clause 69, and schedule 4 item 8 (Wellness Fund).

**2. Night-shift allowance**

(1) The following night-shift allowances shall be payable to employees for whom minimum wages are prescribed:

<b>Category of Employee</b>	<b>Period: From 1 March 2024 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2024 until 28 February 2025</b>
Employees who perform more than one hour of night work	An allowance of R16.51 beyond one hour and R2.97 for every hour in excess thereof; or by a reduction of ordinary hours of work

**3. Consolidated allowance**

The consolidated allowance is payable in terms of clause 63 (7).

<b>Period:</b> 1 March 2023 until 29 February 2024	<b>Period:</b> 1 March 2024 until 28 February 2025
R111.35 per month	R119.14

**4. Subsistence and Cross Border allowance****(a) Subsistence Allowance**

The Subsistence allowance payable in terms of clause 36A of the Main Agreement, must be paid as per the schedule hereunder:

**Subsistence Allowance:**

**Period: From 1 March 2024 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2024 until 28 February 2025**

- (a) R59.80 for each period of absence within the borders of the Republic of South Africa  
 (b) R51.66 for each of the three daily meal intervals during such absence  
 Total (absence plus 3 meals) R214.78

**(b) Cross Border Allowance**

The Cross Border allowance payable in terms of clause 36B of the Main Agreement, must be paid as per the schedule hereunder:

**Cross Border Allowance:**

**Period: From 1 March 2024 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2024 until 28 February 2025**

- (a) R150.50 for each period of absence outside the borders of the Republic of South Africa  
 (b) R92.97 for each of the three daily meal intervals during such absence.  
 Total (absence plus 3 meals) R429.41

**5. Dangerous Goods Driver Limitation of Hours Allowance**

The allowance that must be paid to Dangerous Goods Drivers in terms of clause 60 of the Main Collective Agreement is:

- (a) R136.65 if the client restricts the driver's hours of work to 12 hours or less. This amount is to be increased as follows:
- (i) (From 1 March 2024 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2024 until 28 February 2025) R146.22
- (b) R87.85 if the client restricts the driver's hours of work to 13 hours or less, but not less than 12. This amount is to be increased as follows:
- (i) (From 1 March 2024 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2024 until 28 February 2025) R94.00
- (c) R48.80 if the client restricts the driver's hours of work to 14 hours or less, but not less than 13. This amount is to be increased as follows:

- (i) (From 1 March 2024 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2024 until 28 February 2025) R52.22

#### 6. Membership: Provident / Pension Fund

- (1) Every employee for whom minimum wages are prescribed in Schedule 5 of this Collective Agreement shall at all times be a member of a provident or pension fund which is registered in terms of the provisions of the Pension Funds Act, 24 of 1956 as amended.
- (2) The non-payment of provident/pension fund contributions deducted by employers is a criminal offence in terms of the Financial Sector Regulation Act, 09 of 2017.

### SCHEDULE 2: DEFINITIONS

#### 2. Job categories

Add a new **Basic Rigger Driver** definition as follows:

“**Basic Rigger Driver**” means a driver who is responsible for basic rigging, lifting, and landing of loads or machines on-site or from one location to another. Also drive a truck-mounted crane.

Specifically, the responsibilities include:

- Report to operations/ management and is issued a job card with the job requirements for the day or weeks.
- Report to the job or client site with a safety file with all the safety documentation and certification required.
- Check the site for safety parameters by following occupational health and standards (safety toolbox talk).
- Together with the crew, discuss the job requirements for lifting and moving the load.
- Ensure ongoing communication with the client and operations.

- Assess the load type, size and weight, centre of gravity, sling angles and slinging capabilities, including checking where to handle safely, and attach slings to lift the load.
- Decide on the relevant tools (e.g., Ropes, slings, and other equipment) to secure, lift and move the load.
- Install lifting equipment to raise the "load" off the ground using pulleys/slings/wheels/jacks.
- Make use forklifts and cranes to lift and move the load.
- Obtain sign off job card or timesheet from the client site manager.
- Oversee and supervise the crew in carrying out the work and ensure ongoing training.
- Inform operations/ management of any deviation from the original scope of work.


Signed at Johannesburg, for and on behalf of the parties to the Council, this 20th day of June 2023.



PRW Meier  
Chairperson of the Council



J Mazibuko  
Deputy Chairperson of the  
Council



CM Ndlovu  
National Secretary of  
the Council