

**SUBSTANTIVE AGREEMENT**  
**ON WAGES AND OTHER CONDITIONS OF EMPLOYMENT**  
**FOR THE**  
**SAWMILLING CHAMBER**  
**of the**  
**NATIONAL BARGAINING COUNCIL FOR THE WOOD AND PAPER SECTOR.**

*This Agreement is between*

**THE SAWMILLING EMPLOYERS' ASSOCIATION**

*"THE EMPLOYERS"  
on the one hand*

and

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

*"THE UNION"  
on the other hand*

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**1. Preamble**

**WHEREAS** the Employers and the Trade Union have been engaged in collective bargaining, under the auspices of the National Bargaining Council for the Wood and Paper Sector, to review the terms and conditions of employment in the Sawmilling Chamber;

**WHEREAS** the Parties have now reached an agreement on wages and conditions of employment.

**NOW** the parties wish to record this agreement in the following terms:

**2. The Scope of the Agreement**

This agreement shall apply to all wage-earning employees of the Employers within the Sawmilling Chamber of the Bargaining Council for the Wood and Paper Sector.

The scope can be extended to other job categories where organized labour can prove majority representation in the Sector.

**3. The Duration of the agreement**

This agreement will commence on **1 July 2023** and endure to **30 June 2024**.

**4. Wage Increase**

The Parties agree to an increase of not less than **6%** on the current actual basic wage effective **1 July 2023** and a further increase of not less than **1%** on that newly established wage effective **1 January 2024** to all employees in the Bargaining Unit.

**5. Minimum wage**

The parties agree that the Industry minimum wage will increase to **R5 000** effective **1 July 2023** and a further increase of at least **1%** effective **1 January 2024** to take the Industry minimum wage to **R5 050**.

In future, the next National Minimum Wage increase will only be implemented once the parties have reached an Agreement for the 2024/2025 wage cycle.

The variance between the new NMW and the 2023/2024 Industry Minimum Wage will be backdated and paid with the effective implementation of the new Wage Agreement.

**6. Maternity leave**

The Parties agree that the maternity benefits payable to female employees on the birth of a child will be equal to **55%** of monthly basic wage payable for a maximum period of four (4) months.

**7. Shift allowance**

The Parties agree that the shift allowances payable for night work only, will be not less than **12%** of basic wage.

**8. Annual leave**

Parties agreed that annual leave payable to employees will be 16 working days per annum. Employers who are currently providing more leave days than the statutory provisions, should continue to do so at no less favorable conditions than currently being provided.

**9. Hours of work**

The normal working week shall comprise of 45 hours of work.

**10. Housing allowance**

Employers who are currently providing accommodation or an allowance in lieu of accommodation, should continue to provide such at no less favorable conditions than currently being provided.

**11. Medical aid**

Employers who are currently providing medical aid, should continue to provide such at no less favorable conditions than currently being provided.

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**12. Parental leave**

Ten (10) days unpaid per occasion.

**13. Disaster leave**

Parties agreed to five (5) days paid disaster leave per annum. Such an occasion should be declared a disaster by the relevant National Minister of Government.

**14. Study leave**

The parties agree that study leave will be granted subject to the following:

- 14.1 All studies must be approved by the company before registration. Studies towards matric will be included as approved studies.
- 14.2 One day preparation leave and one day examination leave will be granted.
- 14.3 If the examination day falls on a Monday, before or after a public holiday then only one day examination leave will be granted.

**15. Annual bonus**

An annual bonus equivalent to a 13<sup>th</sup> cheque or 4,333 weeks of basic pay will be payable to all employees in the bargaining unit who have completed a full year.

**16. Long Service Award**

Employers who are currently not recognizing long service, should introduce such by 1<sup>st</sup> January 2024. The value of the new long service award should be at the discretion of the employers.

All employers who are currently paying the long service award to continue with such payment at the rate no less than the existing value.

**17. Other conditions of employment**

All other terms and conditions of employment not amended by this Agreement shall remain unchanged.

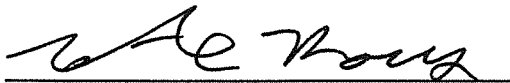
Any discussion that may take place at company level as a result of this Agreement will only take place within the structures of the Bargaining Council.

**18. Full and Final Settlement**

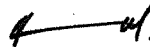
The undersigned Parties agree that the afore-going constitute the final Agreement between the parties emanating from the 2023 wage negotiations.

This document constitutes the entire Agreement between the Parties for the 2023/24 wage year and no other variation to this Agreement shall be binding to the parties unless such variation is reduced to writing and signed by all Parties to this Agreement.

Thus, done and signed at Johannesburg on this 20<sup>th</sup> day of July 2023.



For and on behalf of the  
Sawmilling Employers' Association  
and duly authorized thereto



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For and on behalf of CEPPWAWU,  
and duly authorized thereto

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