



COLLECTIVE AGREEMENT

BETWEEN

ROAD FREIGHT ASSOCIATION (RFA)

and

NATIONAL EMPLOYERS' ASSOCIATION OF SOUTH AFRICA (NEASA)

and

**CONSOLIDATED EMPLOYERS ORGANISATION OF SOUTH AFRICA
(CEO)**

(hereinafter referred to in this Agreement as the "employers'
organisations") on one part, and the

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

and

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

and

**TIRISANO TRANSPORT & SERVICES WORKERS UNION
(TASWU)**

and

**NATIONAL UNION OF METAL WORKERS OF SOUTH AFRICA
(NUMSA)**

(hereinafter referred to in this Agreement as the "trade unions")

The above Parties of the National Bargaining Council for the Road Freight and Logistics Industry agree to the following amendments/inclusions to the existing Council's Main Collective Agreement, arising from the wage negotiations conducted in terms of the Council's Constitution, for implementation in 2027, 2028 and 2029. The Parties hereby record their agreement as follows:

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1. Duration

This Agreement is for 3 years duration and shall cover the period between 01 March 2027 to 28 February 2030.

2. Across the Board Increase for all Chambers (ATB).

- 2.1. An across-the-board increase of 6.0 %, applicable from the 1st March 2027 to 28 February 2028
- 2.2. An across-the-board increase of 5.5%, applicable from the 1st March 2028 to 28 February 2029.
- 2.3. An across-the-board increase of 5.0%, applicable from the 1st March 2029 to 28 February 2030.

EBU increases to apply as per the existing provisions in the Main Collective Agreement, thus up to Patterson B4 to receive the same increase as ATB and Patterson C1 to receive 1% less than ATB.

3. Minimums

Minimums will increase as per the agreed ATB as follows:

- 3.1. That the minimum salary will be increased by 6.0% for the 2027/2028 period as from the 1st March 2027.
- 3.2. That the minimum salary be increased by 5.5% for the 2028/2029 period as from the 1st March 2028.
- 3.3. That the minimum salary be increased by 5.0% for the 2029/2030 period as from the 1st March 2029.

4. Allowances / Wellness Contribution

4.1 Allowances be increased by the across-the-board increase for the period.

The Hazchem allowance (Clause 60) and the Wellness Fund contributions (Schedule 4) which are calculated at a percentage of the Basic / MIN, whichever is applicable, will remain as specified in the Main Collective Agreement. It follows that the latter will increase by default due to the increase of the ATB and MIN.

5. LIMITATION OF OVERTIME WORK (CLAUSE 10)

Subject to sub-clause (2), an employer may not require or permit an employee to work overtime for more than—

6 hours on any day, except Saturdays;

40 hours in any week from Monday to Saturday, inclusive.

*Where an employer requires or permits an employee to work overtime in excess of the **weekly** limits set out in this clause, the employee must be paid for all overtime hours worked in excess of **40 hours per week**. Such overtime may not be compensated for by time off in lieu, whether or not an exemption has been granted.*

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With the exception of the performance of emergency services, the maximum hours of work on any day may not exceed 15, including ordinary hours of work, overtime hours and meal intervals specified in this Agreement.

Clause 8(3)(b)

An employer may not require or permit an employee to work—

(b) more than 40 hours of overtime in any week;

Clause 9(2)(b)

An employer may not require or permit an employee to work more than—

(b) an average of 40 hours of overtime a week over the averaged period.

6. SEASONAL GUARANTEES (CLAUSE 63)

Non-permanent employees will be provided preference for employment in suitable vacancies in accordance with seasonal and operational requirements.

7. EMPLOYMENT OF FOREIGN NATIONALS (CLAUSE 58)

Amendment of Clause 58 of MCA as follows:

Employers will not employ foreigners contrary to the provisions of applicable legislation regulating the employment of foreign nationals. Industry must prioritize South Africans drivers, considering the fact that driving is not a scarce skill within the Industry and there is no shortage of the drivers.

8. DEFINITION OF ESTABLISHMENT (SCHEDULE 2)

The premises where an employee is employed as his home depot or primary place of work as per the contract of employment.

9. NEW JOB CATEGORY – GENERAL WORKER (SUPPORT SERVICES) GRADE 1A

A new occupational category namely General Worker (Support Services) Grade 1A for employees not directly involved in operations, warehousing and fleet maintenance, shall be introduced for new appointments with effect from 1 March 2027, with a minimum wage of R1,448.00 per week. Employees who were employed as General Workers Grade 1, prior to 1 March 2027 shall not suffer any reduction in remuneration, nor be regraded or reclassified, as a result of the introduction of this category. The category of new appointments at this grade shall be the following; Tea lady, cleaner, gardener, and canteen assistant.

10. NEW JOB CATEGORY – SUPER HEAVY MOTOR VEHICLE DRIVER

A new occupational category, namely Super Heavy Motor Vehicle Driver (GCM between 56t and 150t), shall be introduced with effect from 1 March 2027 and shall be positioned between the Ultra Heavy Motor Vehicle Driver and Abnormal Load Driver classifications, with a minimum wage of R4 350.00 per week. Any special allowance, premium payment, incentive or other remuneration specifically linked to the operation of vehicles falling within the Super Heavy Vehicle Driver category may

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be withdrawn, absorbed or incorporated into the new grading structure upon implementation, provided that no employee shall suffer any reduction in remuneration as a result of the introduction of this category.

11. SUBSISTENCE ALLOWANCE FURNITURE REMOVAL SECTOR ONLY (CLAUSE 36A)

Insert Clause 36A(3)(f) as follows:

Where an employee in the Furniture Removal Sector undertakes a trip not exceeding 48 hours, due to operational requirements or unforeseen circumstances, the subsistence allowance attributable must be paid within ten days or in the next payroll cycle following the completion of the trip, whichever is the sooner.

12. Deduction for Loss or Damages (Clause 37)

Amendment of Clause 37 as follows:

1) Subject to sub-clause (2) below and except where otherwise provided in this Agreement, employees may not agree to any deductions from their wages in respect of loss or damage suffered by their employer, unless -

a) the loss or damage occurred in the course of employment and was due to the fault of the employee;

b) the deduction amounts to less than R1 000,00; and

c) the agreement to the deductions is reduced to writing and the employee signs the document in the presence of a fellow employee of the employee's choice.

2). If an employee does not agree to a deduction, or in the case of any deduction exceeding R1 000.00, the employer may only make the deduction if the employer has found the employee liable for such loss or damage after a fair inquiry at which a fair procedure was followed and the employee has been given a reasonable opportunity to show why the deduction should not be made.

3). The total amount of any deductions for loss or damage –

(a) may not exceed the actual amount of the loss or damage and no deduction may be made if it would result in any employer being reimbursed twice for the same loss or damage;

(b) may not exceed **17.5% of the monthly minimum wage applicable to the employee's occupational grade and category** in terms of this Agreement.

4). In any period of 52 weeks, deductions for loss or damage may not exceed **20% of the annual minimum wage applicable to the employee's occupational grade and category** in terms of this Agreement.

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Grade	Weekly Minimum Wage	Max Weekly Deduction (17.5%)	Annual Minimum Wage	Max Total Deductions in 52 Weeks (20%)
Grade 1	R2,270.81	R397.39	R118,082.12	R23,616.42
Grade 2	R2,495.03	R436.63	R129,741.56	R25,948.31
Grade 3	R3,016.09	R527.82	R156,836.68	R31,367.34
Grade 4	R3,383.37	R592.09	R175,935.24	R35,187.05
Grade 5	R4,031.63	R705.54	R209,644.76	R41,928.95
Grade 6 (Petroleum Tanker Driver)	R4,112.66	R719.72	R213,858.32	R42,771.66
Grade 6 (Abnormal Load Driver)	R4,909.20	R859.11	R255,278.40	R51,055.68

5) The employer shall not be entitled to make any deductions for loss or damage regardless of the amount if the cost for such loss or damage is or may be recovered from an insurance company, in-house company, in-house insurance or third party insurance: provided that the employer is still entitled to make deductions pertaining to such portion of the cost not recoverable from such insurance company or third party, whether or not an insurance claim is made.

13. Incentive Work (Clause 35)

Amendment of Clause 35 as follows:

(1) An employer may introduce an incentive scheme in consultation and if agreed with the committee consisting of equal number of representatives of management and elected employee representatives and representatives of trade unions that have rights to access and stop orders, in terms of which an employee's remuneration is based on the quantity of work done or the employee's output, if –

(a) the scheme complies with this clause and has been **registered** with the Council;

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(b) Council must confirm and approve compliance with Clause 35.

(c) Council must monitor and enforce compliance of Clause 35;

(d) the registers prescribed in clauses 50 and 51 of this Agreement are properly kept;

(e) an employee who is part of the scheme must be paid not less than the amount that employee would otherwise be entitled to in terms of clauses 11, 14, 15, 16, 36 and Schedule 5 of the MCA.

(f) An employee who is part of the scheme must first be paid his basic wage which may not be less than the minimum for the employee's grade as per Schedule 5 before any payment made in terms of the incentive scheme.

14. Owner Driver

Owner Driver is one who possesses only one motor vehicle and is the permanent driver of that vehicle as per Clause 1(4)(b) of the MCA.

Commissioner proposes that Clause 1(4) of the MCA must be amended to include the following:

"There must be written SLA or contract concluded between an owner driver who use his vehicle to transport goods for hire or reward and a company concerned.

In this regard, Commissioner proposes that "the definition of owner driver" in the MCA be amended to align with clause 1(4) of the MCA

Regarding the Owner-Driver quota, the matter will be referred to the process for deliberations and must be concluded within 90 days of signing the agreement. In the event where no agreement is reached, parties reserve their rights.

15. In Cab Camera

The use of in-cab camera systems within the industry shall be governed by the agreed guidelines as per the amended MCA for the Use of In-Cab Camera Systems, which are intended to balance legitimate operational, safety and security requirements with appropriate privacy protections, safeguards and dignity for employees and must be concluded within 90 days of signing the agreement. In the event where no agreement is reached, parties reserve their rights.

16. EBU

The EBU current status quo as per the MCA be retained and covering EBU employees up to C1.

17. Surplus Fund Relief and Interest Income

The matter will be referred to the Main Council and its governance structures for strategic deliberations and review and must be concluded within 90 days of signing the agreement. In the event where no agreement is reached, parties reserve their rights.



18. Provident Fund

Council Administration to conduct a survey of all employers registered with Council to establish the current contribution rate paid by employers and employees. This exercise must be concluded within 90 days of signing the agreement. In the event where no agreement is reached, parties reserve their rights.

19. Warehouse Definition

Given that the matter is currently subject to litigation at the Constitutional Court, the Commissioner proposes that the matter be refer to the Main Council for strategic deliberations and review and must be concluded within 90 days of signing the agreement. In the event where no agreement is reached, parties reserve their rights.

20. CIT Related Issues:

20.1 Medical Insurance

Commissioner proposes that the matter be referred to the Council Wellness Committee for further deliberation and finalisation and must be concluded within 90 days of signing the agreement. In the event where no agreement is reached, parties reserve their rights.

20.2. 3-Man Team (3rd Man)

The CIT chamber to deliberate the 3rd Man matter and must be concluded within 90 days of signing the agreement. In the event where no agreement is reached, parties reserve their rights.

20.3. Clause 65

The parties agree to include the clause namely,

"An employee who works less than 8 ordinary hours per day on a scheduled shift as a result of the employer's operational requirements and/or scheduling will be paid 8 ordinary hours for such shift."

Parties agree with this proposal subject to aligning clauses and/or removing those that are contradictory, if any. Parties will resolve the matter within 90 days of signing the agreement. In the event where no agreement is reached, parties reserve their rights.

20.4 EBU Grading in CIT

The CIT EBU matter to be referred to the process for deliberations and must be concluded within 90 days of signing the agreement. In the event where no agreement is reached, parties reserve their rights.

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SIGNATURES OF PARTIES TO THE SETTLEMENT AGREEMENT

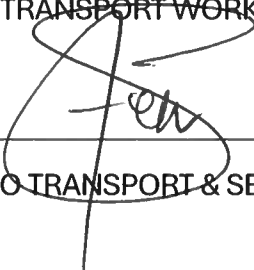
SIGNED ON THE UNDERMENTIONED DATES:



SOUTH AFRICAN TRANSPORT AND ALLIED WORKERS
UNION DATE 20/08 2026

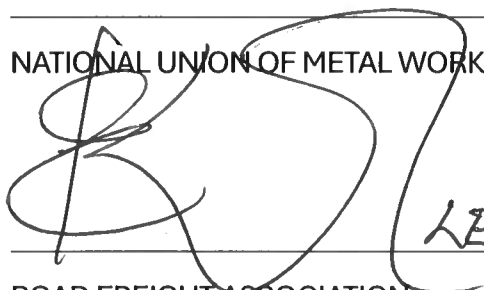


MOTOR TRANSPORT WORKERS UNION (S.A.) DATE 20/08 2026



TIRISANO TRANSPORT & SERVICES WORKERS UNION
UNION DATE 20/08/ 2026

NATIONAL UNION OF METAL WORKERS OF SOUTH AFRICA DATE _____ 2026



ROAD FREIGHT ASSOCIATION LE KOUBLE DATE 20/08 2026

NATIONAL EMPLOYERS ASSOCIATION OF SOUTH AFRICA DATE _____ 2026

CONSOLIDATED EMPLOYERS ORGANISATION DATE _____ 2026