

IMPORTANT NOTIFICATION

TO : ALL EMPLOYERS, SALARIES DEPARTMENTS AND BOOKKEEPERS

FROM : BARGAINING COUNCIL FOR THE MEAT TRADE GAUTENG

DATE : 20 JANUARY 2025

1 INCREASE IN PRESCRIBED MINIMUM WAGES

Following negotiations between the parties to the Council, the parties have agreed that, with effect from **1st March 2025**, no employer shall pay, and no employee shall accept wages/salaries lower than the prescribed minimum, as detailed in the table below. Please note that the increase in the prescribed minimum wage agreed to by the parties to the Council is **8% of the prescribed minimum wage/salary**. For your easy reference, all employment categories have been included in the table below. Members of the parties who currently operate on scales below these prescribed minimums, are requested to increase wages/salaries as per the table below.

| CATEGORY OF EMPLOYMENT | Abbr. | Hourly (R) | Weekly (R) | Monthly (R) |
|--|-------|------------|------------|-------------|
| Admin/Office Assistant | AOA | 47.48 | 2136.92 | 9259.29 |
| Area Manager | AM | 126.93 | 5712.03 | 24750.23 |
| Butchery Assistant | BA | 31.57 | 1420.84 | 6156.54 |
| Cashier | CAS | 33.82 | 1522.26 | 6595.99 |
| Driver | DR | 32.34 | 1455.56 | 6306.96 |
| Manager | MAN | 77.99 | 3509.62 | 15207.20 |
| Master Meat Cutting Technician, Grade IA | MCA | 72.14 | 3246.58 | 14067.47 |
| Meat Cutting Technician, Grade IB | MC1 | 62.82 | 2827.34 | 12250.87 |
| Meat Cutting Technician, Grade II | MC2 | 39.66 | 1784.72 | 7733.23 |
| Security Officer | SEC | 32.34 | 1455.56 | 6306.96 |
| Shop Assistant | SA | 30.32 | 1364.54 | 5912.58 |

2 COUNCIL LEVIES

Council levy contributions being 1% of the prescribed minimum wage payable by employer and employee each.

| CATEGORY OF EMPLOYMENT | CONTRIBUTIONS "R's" | | | |
|--|------------------------------|------------------------------------|------------------------------------|--|
| | Weekly Employee Contribution | Employee Monthly Contribution (1%) | Employer Monthly Contribution (1%) | |
| Admin/Office Assistant | 21.36 | 92.59 | 92.59 | |
| Area Manager | 57.11 | 247.50 | 247.50 | |
| Butchery Assistant | 14.20 | 61.57 | 61.57 | |
| Cashier | 15.22 | 65.96 | 65.96 | |
| Driver | 14.55 | 63.07 | 63.07 | |
| Manager | 35.09 | 152.07 | 152.07 | |
| Master Meat Cutting Technician, Grade IA | 32.46 | 140.67 | 140.67 | |
| Meat Cutting Technician, Grade IB | 28.27 | 122.51 | 122.51 | |
| Meat Cutting Technician, Grade II | 17.84 | 77.33 | 77.33 | |
| Security Officer | 14.55 | 63.07 | 63.07 | |
| Shop Assistant | 13.64 | 59.13 | 59.13 | |

3 MEAT TRADE PENSION AND PROVIDENT FUND CONTRIBUTIONS

Pension and Provident fund contributions being 12% of the prescribed minimum wage, 7% payable by employer and 5% payable by employee.

| CATEGORY OF EMPLOYMENT | Weekly Employee Contribution | Contributions (R) | | |
|--|------------------------------------|---|---|-------------------------------|
| | | Employee Monthly Contribution (5%) | Employer Monthly Contribution (7%) | Total Monthly Contribution |
| Admin/Office Assistant | 106.84 | 462.96 | 648.15 | 1111.11 |
| Area Manager | 285.60 | 1237.51 | 1732.52 | 2970.03 |
| Butchery Assistant | 71.04 | 307.83 | 430.96 | 738.79 |
| Cashier | 76.11 | 329.80 | 461.72 | 791.52 |
| Driver | 72.77 | 315.35 | 441.49 | 756.84 |
| Manager | 175.48 | 760.36 | 1064.50 | 1824.86 |
| Master Meat Cutting Technician, Grade IA | 162.32 | 703.37 | 984.72 | 1688.09 |
| Meat Cutting Technician, Grade IB | 141.36 | 612.54 | 857.56 | 1470.10 |
| Meat Cutting Technician, Grade II | 89.23 | 386.66 | 541.33 | 927.99 |
| Security Officer | 72.77 | 315.35 | 441.49 | 756.84 |
| Shop Assistant | 68.22 | 295.63 | 413.88 | 709.51 |

4 FUNERAL FUND CONTRIBUTIONS REMAINS UNCHANGED

Employee R40.00 per month R9.23 per week

Employer R10.00 per month