

BARGAINING COUNCIL FOR THE MEAT TRADE GAUTENG
(LR2/6/6/136)

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IMPORTANT NOTIFICATION

TO : ALL EMPLOYERS, SALARIES DEPARTMENTS AND BOOKKEEPERS
FROM : BARGAINING COUNCIL FOR THE MEAT TRADE, GAUTENG
DATE : 28TH FEBRUARY 2017

Please do not hesitate to contact the Council should there be any queries in relation to this Circular.

1 CHANGES IN JOB CATEGORIES

Following negotiations between the parties to the Council, all employers, employees and bookkeepers are hereby informed that the parties have agreed that, with effect from **1st April 2017**, the job categories will be amended as follows:

1.1 The following job categories were incorporated into one job category, namely:

Shop Assistant

Labourer Grade2, Wrapper and Packer, Mass Measurer and Pricer and Cleaning Employee

1.2 The following job categories were incorporated into one job category, namely:

Butchery Assistant

Salesperson, Labourer Grade 1

1.3 The Motor Vehicle Driver category was amended to **Driver** without any weight classification.

1.4 Bookkeeper, Cashier and Invoice Clerk were amended to **Admin/Office Assistant**, which now includes office staff in Butcheries.

1.5 Meat Cutting Technician Grade 2 has been amended to enable them to serve customers as well.

1.6 The title of Shop Controller/Supervisor was changed to **Area Manager**

Definitions are attached to this circular for ease of reference

2 INCREASE IN PRESCRIBED MINIMUM WAGES

In order to align employers' and employees' with the **New National Minimum Wage**, coming into operation on 1 May 2018, an increase in the prescribed minimum wage of **20%** have been negotiated for the following job categories as from **1 April 2017**.

Cashier, Butchery Assistant and Shop Assistant

Please note that the increase in prescribed minimum wages for all other job categories as agreed to by the parties to the Council is **7% of the prescribed minimum wage/salary**. For your easy reference all employment categories have been included in the below table. Members of the parties who currently operate on scales below these prescribed minimums, are requested to increase wages/salaries as per the below table.

CATEGORY OF EMPLOYMENT	"Rs" PER MONTH
Admin/Office assistant	R 5 713.83
Cashier	R 3 416.04
Butchery Assistant	R 3 416.04
Shop Assistant	R 3 280.69
Manager	R 9 384.23
Master meat cutting technician, grade IA	R 8 680.92
Meat cutting technician, grade IB	R 7 559.91
Meat cutting technician, grade II	R 4 568.84
Driver	R 3 891.99
Security officer	R 3 891.99
Area manager	R 15 273.15

3 PENSION FUND AND PROVIDENT FUND CONTRIBUTIONS

Pension Fund and Provident Fund contributions, being 12% of the prescribed minimum wages have, as a result of the increase, as detailed in point 2 of this circular, also increase with effect from 1st April 2017 and will be reflected on the April 2017 invoices.

CATEGORY OF EMPLOYMENT	CONTRIBUTIONS "Rs" PER MONTH		
	EMPLOYEE(5%)	EMPLOYER(7%)	TOTAL
Admin/Office assistant	285.69	399.97	685.66
Cashier	170.80	239.12	409.92
Butchery Assistant	170.80	239.12	409.92
Shop Assistant	164.03	229.65	393.68
Manager	469.21	656.90	1126.11
Master meat cutting technician, grade IA	434.05	607.66	1041.71
Meat cutting technician, grade IB	378.00	529.19	907.19
Meat cutting technician, grade II	228.44	319.82	548.26
Driver	194.60	272.44	467.04
Security officer	194.60	272.44	467.04
Area manager	763.66	1069.12	1832.78

4 MEAT TRADERS ASSOCIATION GAUTENG FEES

At the Annual General Meeting of the Meat Traders Association Gauteng, the members unanimously agreed to an increase in Membership Fees, effective 1st April 2017, as follows:

MTAG Fees increase to **R100.00** per establishment and **R50.00** per branch.