

**AGREEMENT IN RESPECT OF WAGES AND  
CONDITIONS OF EMPLOYMENT  
2012 - 2013**

**ENTERED INTO BY & BETWEEN**

**CEPPWAWU**

(hereinafter referred to as "Labour")

and

**NATIONAL TISSUE AND ALLIED PRODUCTS EMPLOYERS  
ASSOCIATION**

(Hereinafter referred to as the "Association")

LABOUR and the ASSOCIATION hereby record their agreement which is in full and final settlement of all wages and other terms and conditions of employment as set out hereunder:-

**1. SCOPE OF THE AGREEMENT**

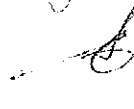

Scope of Agreement will be negotiated through Collective Bargaining on shop floor level.

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**2. DURATION OF THE AGREEMENT**

The Agreement will be effective for a period of 1 (ONE) year dated 1<sup>st</sup> July 2012 to 30<sup>th</sup> June 2013.

**3. WAGE INCREASE**

- 3.1 The parties hereby agree to a 3% wage increase on actual rates, for all employees in the Bargaining Unit.
- 3.2 All current minimums for Bargaining Unit positions to increase with increase stipulated in 3.1
- 3.3 The parties hereby agree to a minimum wage for the industry to be increased to the amount of R3 200.00 per month.

**4. SHIFT ALLOWANCE**

The parties hereby agree to retain status quo on the shift allowances, which is as follows: -

- 4.1 5% of basic wage for non-continuous shift workers;
- 4.2 10% of basic wage for continuous shift workers.

**5. LABOUR BROKERS**

The Association agrees that it will not use the services of Labour Brokers other than for temporary operational requirements, which occurs from time to time. Where the use of Labour Brokers is deemed necessary to perform work normally undertaken by employees within the Bargaining Unit, this will be done in consultation with the union and both parties shall ensure that the Labour Broker in question fully complies with existing and future legislation regulating the activities of Labour Brokers and their clients.

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6. TRANSPORT ALLOWANCE

The parties agree to the current transport allowance of R100.00 per month which is provided to employees using their own transport, to be increase to the amount of R180.00 per month.


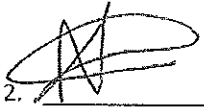
The parties confirm that status quo will remain as to the current subsidy received by employees who makes use of public transport, which is 50% of current transport fee.

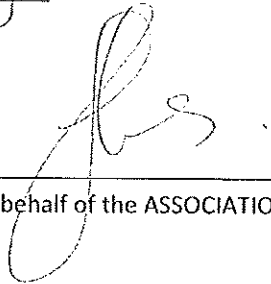
7. OTHER TERMS AND CONDITIONS OF EMPLOYMENT:-

All other terms and conditions of employment will remain unchanged.

SIGNED at ENSTRA on this 10<sup>th</sup> day of July 2012.

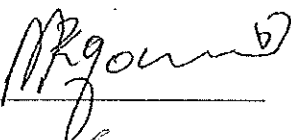
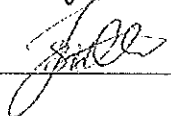
AS WITNESSES:-

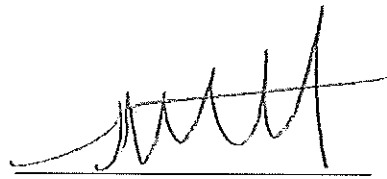
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On behalf of the ASSOCIATION

SIGNED at ENSTRA on this 10<sup>TH</sup> day of July 2012.

AS WITNESSES:-

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On behalf of CEPPWAWU