



AMANZI BARGAINING COUNCIL

Salary Agreement made and entered into at the Amanzi Bargaining Council for the 2021/22 Financial Year

between:

SOUTH AFRICAN ASSOCIATION OF WATER UTILITIES (SAAWU)

(Hereby referred to as the "Employer Party")

ON THE ONE HAND

AND

SOUTH AFRICAN MUNICIPAL WORKERS UNION (SAMWU)

UASA-THE UNION (UASA)

NATIONAL EDUCATION HEALTH AND ALLIED WORKERS UNION (NEHAWU)

(Hereinafter jointly referred to as the "Labour Party")

ON THE OTHER HAND

Whereas the Water Utilities have a policy in terms of which salaries and other conditions of service are reviewed on an annual basis; and

Whereas the parties have agreed to negotiate centrally; and

Whereas the Amanzi Bargaining Council has conducted negotiations in respect of salaries and conditions of service in respect of employees falling within the bargaining unit; and

Whereas the parties have reached a settlement on allied demands as per this agreement, after negotiations, and

Whereas at the Conciliation process under Case No. TCR014480 under the auspices of the TOKISO Dispute Settlement, parties reached agreement on the salary/ wage increases, and
Whereas parties now wish to record this agreement in writing.

P.I

[Handwritten signature]

N.M JRM

[Handwritten signature]

Now therefore the parties agree as follows:

1. Salary Increase

There shall be an across-the-board increase of 5,5% on basic salaries for employees in the bargaining unit for the 2021/22 financial year, however for utilities on the total cost to company system,80% of the total cost to company shall be regarded as a basic salary on which the increase shall be applied.

2. Housing Allowance

The housing allowance shall be increased to R3000.00 per month.

3. Standby Allowance

A minimum standby allowance of 10% of basic salary shall be paid and be capped at 14 days. The existing dispensation shall be maintained in workplaces where the Standby Allowance is more favourable than that which is provided by this agreement.

4. Shift Allowance

A shift allowance of 10% fixed to basic salary shall be paid to shift workers as a shift allowance for actual shifts worked. The existing dispensation shall be maintained in workplaces where the Shift Allowance is more favourable than that which is provided by this agreement.

5. Parental Leave

Parental leave shall include childbearing, adoption of a child and stillborn where maternity leave of five months on full pay shall be granted and paternity leave of a minimum of five days on full pay shall be granted. In both cases necessary documents should be submitted on application for leave.

5.1: Maternity Leave

Maternity leave of five months fully paid.

5.5: Paternity Leave

Paternity leave of five days fully paid.

6. Sick leave

45 days of sick leave shall be granted in a 3-year cycle from 2021/2022 financial year. The existing dispensation shall be maintained in workplaces where the sick leave is more favourable than that which is provided by this agreement.

DRM
P.I N.M # [Signatures]

7. Matters referred to the Task Team

The following Conditions of Service shall be referred to a Task Team comprised of all parties proportionally and a separate agreement entailing the same shall be completed within 3 months of signing of this Agreement:

- 7.1 Pension Fund Contributions
- 7.2 Medical Scheme Contributions
- 7.3 Tenure System
- 7.4 Salary Wage Progression
- 7.5 Shift System Configuration

8. Matters referred to Plant Level bargaining

The following Conditions of Employment shall be referred to Plant Level bargaining processes and the agreements at Plant Level shall be concluded by the 31st October 2021:

- 8.1 Danger Allowance;
- 8.2 Cell Phone/Data Allowance;
- 8.3 Occupational Health Nurse; and
- 8.4 Tool Allowance

Agreements concluded at plant level on the above issues, shall form Annexures to the main agreement.

9. Implementation

This agreement is for the financial year 2021/22 commencing 1 July 2021 and ending 30 June 2022.

The parties agree that this is in full and final settlement of the negotiations and said dispute; and that no variation of this agreement will be legally binding unless reduced to writing and signed by all parties.

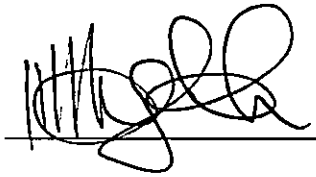
Thus done and signed at JOHANNESBURG on this the 02 day of SEPTEMBER 2021 (in the presence of the undersigned witnesses)

Sabri Makume
South African Association of Water Utilities

As Witnesses:

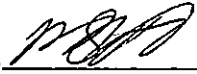
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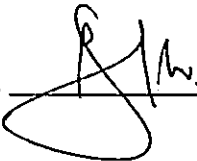
DRW



SA Municipal Workers Union

As Witnesses:

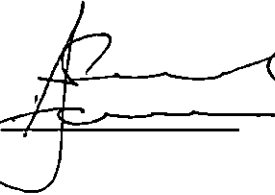
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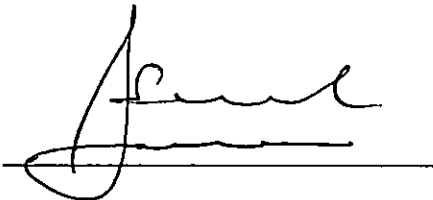


UASA-The Union

As Witnesses:

1. 

2. 



National Education Health and Allied Workers Union

As Witnesses:

1. 

2. 

