



# Memo

**From:** Managing Director

**Name:** Kangangwani Phatshwane

**To:** All Employees

**Date:** 16<sup>th</sup> September 2020

**Subject:** 2020 SALARIES REVIEW

Kindly note that following the approval of 2020 salary increases by the Board, the reviews on salaries and allowances will be implemented as follows, effective 1<sup>st</sup> April 2020:

## 1.0 Bargaining Unit (A – C3 Band) - Salaries

<u>PERFORMANCE CATERGORY</u>	<u>PERFORMANCE INCREASE</u>	<u>ACROSS THE BOARD INCREASE</u>	<u>TOTAL INCREASE</u>
1	0.00%	4%	4.0%
2	0.25%	4%	4.25%
3	1.00%	4%	5.00%
4	3.67%	4%	7.67%

## 2.0 Shift Allowance and Standby Allowance

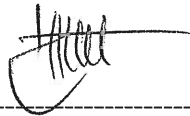
The allowances will be increased by 4% on the current rate.

## 3.0 Non-Bargaining Unit (C4 – D4) – Salaries

<u>PERFORMANCE CATERGORY</u>	<u>PERFORMANCE INCREASE</u>
1	0.00%
2	3.59%
3	5.80%
4	9.00%

#### **4.0 Shift Allowance and Standby Allowance – C4**

The allowances will be increased by 3% on the current rate.



---

Kangangwani Phatshwane  
**MANAGING DIRECTOR**