

MOTOR FERRY INDUSTRY BARGAINING COUNCIL OF SOUTH AFRICA

**RESOLUTION ADOPTED BY THE MOTOR FERRY INDUSTRY BARGAINING COUNCIL
(MFIBC) AT A MEETING HELD ON 23 OCTOBER 2024**

Introduction.

It is recorded that the current wage agreement which has been incorporated into the Main Collective Agreement published in Government Gazette No 47665 dated 23 November 2022, expires on 31 December 2024. The wage agreement makes provision for certain minimum wages and other conditions of service. The parties to the MFIBC, SAMFA, AMCU, SATAWU and FALWUSA commenced wage negotiations in July 2024.

During the course of the wage negotiations, it emerged that there were serious challenges facing the industry, and as a result the MFIBC. It was therefore decided to, as a matter of urgency, shift focus away from wage negotiations and to address these challenges. The biggest challenge is non-compliant companies in the industry which unfairly compete with the compliant SAMFA companies and of workers being exploited by non-compliant companies. Although steps have been taken by the MFIBC to enforce compliance, the MFIBC has been bogged down in drawn out proceedings at the CCMA and Labour Court. A further challenge is that all the present member companies of SAMFA have implemented an incentivised work scheme whereas the MCA does not make provision for such a scheme. The very survival of compliant companies depends on such a scheme. It has therefore become necessary to amend the MCA by inserting an incentivised work scheme clause.

Resolutions.

It was therefore resolved that:

1. The wage negotiations be abandoned until 2026. The present minimum wages dispensation and conditions of service as contained in the MCA for 2024, will continue to apply until 31 December 2026. That means that employees in the bargaining units will receive an increase of R600 per month for 2025 and a R600 per month increase for 2026. The remainder of the conditions of service will remain the same.
2. Insofar as it may be necessary, the Minister of Employment and Labour will be requested to extend the present MCA to third parties for a further two years.
3. The MCA be amended by inserting an incentivised work scheme clause. The new clause is attached to this document as Annexure "A".
4. A sub-committee, consisting of representatives of SAMFA and organized labour be elected to seek an audience with the Minister of Employment and Labour to discuss and resolve the challenges facing the motor ferry industry. The elected sub-committee

members are Mr Weiner, Mr Swart Mr Kamdar (SAMFA) or their nominees, Mr Lekgwathi (SATAWU), Mr Mdletshe (FALWUSA) and Mr Toli (AMCU) or their nominees.

Signed on this day of April 2025 at Birchwood Hotel and Conference Centre.



CHAIRPERSON

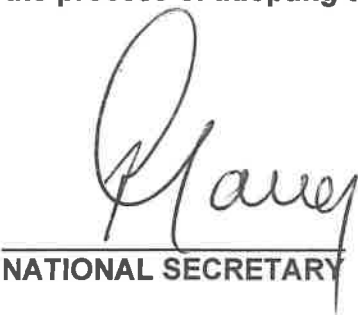


VICE-CHAIRPERSON



NATIONAL SECRETARY

I confirm that the provisions of the Constitution of the MFIBC have been complied with in the process of adopting the above resolutions.



NATIONAL SECRETARY

New clause 6A to be inserted after clause 6 and before clause 7 of the Motor Ferry Industry Bargaining Council Main Collective Agreement.

6A INCENTIVE WORK ARRANGEMENT

6A.1 It is an employer's prerogative to *introduce and* implement an incentive work arrangement in terms of which an employee's remuneration is based on the quantity of work performed or an employee's output in terms of the MFIBC Collective Agreement provided that:

6A.1.1 The incentive work arrangement complies with the provisions contained herein; and

6A.1.2 An employee who is part of the incentive work arrangement, is not prejudiced in that the employee is not paid less than the amount that the employee would otherwise be entitled to in terms of the MFIBC Collective Agreement; and

6A.1.3 The MFIBC has approved the incentive work arrangement to ensure that the affected employees are not prejudiced as aforesaid.

6A.2 The current SAMFA members and any other employers in the motor ferry industry that have an incentive work arrangement in place have the right to continue operating their incentive work arrangements, however they are required to submit their existing incentive work arrangement in writing to the secretary of the MFIBC for validation that is to ensure that the affected employees are not prejudiced in that they do not earn less than *what is* provided for by the MFIBC Collective Agreement. The incentive work arrangement must be submitted to the secretary of the MFIBC within six months of the date of signature of the resolution to which this incentive work arrangement applies.

6A.2.1. The Incentive Work Arrangements shall be valid for 12 months after being introduced, implemented and sent to the Secretary of the MFIBC and they may be reviewed if there is a reason for doing so, if not, the Incentive Work Arrangement will remain valid.

M.W.M.

6A.2.2. The MFIBC's National Secretary and its Agents are empowered to enforce non-compliance of the Incentive Work Arrangements, if any.

6A.3 Any employer *who* wishes to introduce an incentive work arrangement for the first time must *consult employees and trade unions, if any* and if the union/s are party to the MFIBC, and provide the incentive methodology in writing to the affected employees and union/s, to ensure that they have a clear understanding of the incentive work arrangement. In addition, the incentive work arrangement must be submitted in writing to the MFIBC for validation that is to ~~ensure that the affected employees are not prejudiced by being paid less than the employees~~ would otherwise be entitled to in terms of the MFIBC Collective Agreement.

6A.4 The incentive work arrangement is a substitute to paying employees in terms of the provisions of clauses 6.3, 6.4, 6.5, 6.7, 10.2, 10.3 and 10.5 of MFIBC Collective Agreement and an employer has the right to have a dual system, that is to pay employees in terms of an incentive work arrangement and to pay employees in terms of the overtime system provided for in clause 10 of the MFIBC Collective Agreement.

6A.5 Each employers' incentive work methodologies and related intellectual property is confidential and is not required to be disclosed to any of the other employers.

M.W.M.



MINIMUM WAGES AND ALLOWANCES FOR 2025 AND 2026

1. Clause 5 read with Annexure 5: Minimum wages.

| | 1/1/2024 | 1/1/2025 | 1/1/2026 |
|---------|----------|----------|----------|
| Grade 1 | R10 118 | R10 718 | R11 318 |
| Grade 2 | R10 606 | R11 206 | R11 806 |
| Grade 3 | R11 087 | R11 687 | R12 287 |
| Grade 4 | R11 847 | R12 447 | R13 047 |
| Grade 5 | R12 391 | R12 991 | R13 591 |
| Grade 6 | R13 643 | R14 243 | R14 843 |

2. Clause 6.3: Subsistence and Travelling (S&T) Allowance.

| 1/1/2024 | 1/1/2025 | 1/1/2026 |
|----------|----------|----------|
| R199 | R209 | R219 |

3. Clause 6.4: Cross-border S&T Allowance.

| 1/1/2024 | 1/1/2025 | 1/1/2026 |
|----------|----------|----------|
| R266 | R279 | R293 |

4. Clause 6.5: Chassis Allowance

| 1/1/2024 | 1/1/2025 | 1/1/2026 |
|------------|------------|------------|
| R0,19 p/km | R0,20 p/km | R0,21 p/km |

M.W.M,

HR



5. Loading and Lashing Allowance

| 1/1/2024 | 1/1/2025 | 1/1/2026 |
|----------|----------|----------|
| | | |
| R400 | R420 | R441 |

M.W.M.

HR

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MOTOR FERRY INDUSTRY BARGAINING COUNCIL OF SOUTH AFRICA

**RESOLUTION ADOPTED BY THE MOTOR FERRY INDUSTRY BARGAINING COUNCIL
(MFIBC) AT A MEETING HELD ON 16 APRIL 2025**

Resolution.

It was resolved to oppose the review application launched by Intercity Auto Movers (Pty) Ltd out of the Labour Court in Durban under case number D144/2025. It was further resolved that the National Secretary is authorised to depose to the affidavit opposing the review application.

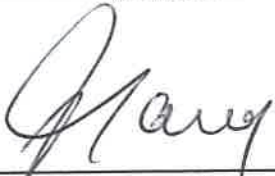
Signed on this 16th day of April 2025 at Birchwood Hotel and Conference Centre.



CHAIRPERSON



VICE-CHAIRPERSON



NATIONAL SECRETARY

I confirm that the provisions of the Constitution of the MFIBC have been complied with in the process of adopting the above resolutions.



NATIONAL SECRETARY